



House Bill 2235 Workgroup DRAFT MINUTES
 February 21, 2024 1:00 – 3:00

Location: <https://www.zoomgov.com/j/1602934360?pwd=Qzhlc0oyZjk4M0RaT1JJZlFjZFEyUT09>

Members in Attendance:		OHA Staff in Attendance:	
<input checked="" type="checkbox"/> Diane J Bocking	<input type="checkbox"/> Jose Luis Garcia	<input checked="" type="checkbox"/> Christa Jones	
<input checked="" type="checkbox"/> Belindy Bonser	<input checked="" type="checkbox"/> David Geels	<input checked="" type="checkbox"/> Vitalis Ogbeama	
<input checked="" type="checkbox"/> Kelli Bosak	<input type="checkbox"/> Quryynn Hale	<input checked="" type="checkbox"/> Tim Nesbitt	
<input checked="" type="checkbox"/> Chris Bouneff	<input checked="" type="checkbox"/> Clark J Hazel	<input checked="" type="checkbox"/> Jen Eisele	
<input type="checkbox"/> Cheryl Cohen	<input checked="" type="checkbox"/> Jenn Inman	<input checked="" type="checkbox"/> Daniel Page	
<input checked="" type="checkbox"/> Sarah Conyers	<input type="checkbox"/> Chantay Jett	<input checked="" type="checkbox"/> Kelli Taylor	
<input checked="" type="checkbox"/> Deanna Cor	<input checked="" type="checkbox"/> Tony Lai	<input type="checkbox"/> Beau Rappaport	
<input checked="" type="checkbox"/> Anthony R. Cordaro, Jr.	<input checked="" type="checkbox"/> Lucia Mendoza-Meraz		
<input checked="" type="checkbox"/> Lorie DeCarvalho	<input checked="" type="checkbox"/> Shyra Merila		
<input checked="" type="checkbox"/> Melinda Del Rio	<input type="checkbox"/> Michael Spencer		
	<input checked="" type="checkbox"/> Diane Benavides Wille		

Resources:

START	TIME	END	TOPIC	OUTCOME	LEAD(S)
1:00	10 min	1:10	Welcome Introductions Roll Call	Establish quorum	Tim Nesbitt Vitalis Ogbeama Kelli Taylor
1:10	10 min	1:20	Public Comment		Tim Nesbitt
1:20	15 min	1:35	Smartsheet forms	Inform and align	Tim Nesbitt Daniel Page
1:35	15 Mins	1:50	NGA Policy Academy	Update and inform	Vitalis Ogbeama Christa Jones
1:50	10 min	2:00	Break		
2:00	50 min	2:50	Topic Prioritization and Roadmap	Topic Schedule Draft	Tim Nesbitt
2:50	10 min	3:00	Wrap up/Next steps		Tim Nesbitt
			Next meeting:	March 6, 2024 1:00 – 3:00	

MEETING MINUTES:

Welcome – workgroup members and introduction of Vitalis Ogbeama, co-facilitator, and Jen Eisele, project manager. Roll call completed, eight members marked absent, quorum reached and minutes approved. Please note that Shyra Merila experienced technical issues and was present for meeting but could not unmute for vote. Lindy Bonser connected 1:48.

Public comment – D. Bentley regarding reduction of administrative burden and desire to learn more about scope of this workgroup in regard to direct service documentation and requirements.

Smartsheet forms – links to forms have been sent to workgroup members. First form is a committee survey to inform OHA and group about committee memberships to reduce duplication of work and open lines of communication to enhance the understanding of BH workforce issues. Second form is a proposal form, for workgroup members to submit proposal topics to OHA.

NGA Policy Academy update – attended kick-off meeting, creating action plan with short and long term goals in relation to the workgroup. This includes creating group cohesion and establish governance, creating a roadmap with quarterly milestones and summarizing/prioritizing research on mandated topics. Core group meets every other week and includes a Governor’s Office representative, OHA members and workgroup members.

Topic prioritization and roadmap – topics and considerations are the mandates from HB 2235, nuances around specific considerations shared. Initial cluster system shared, Cluster A: recruitment, workforce development, diversifying the BH workforce (standalone topic *and* influences all topics using an “equity lens”); Cluster B: retention, administrative burden, reimbursement and pay, workload reduction, burnout, compassion fatigue, vicarious trauma.

Request to change equity lens to equity practice, as lens implies it can be taken on and off as needed, whereas practice implies embedding equity throughout.

High level outlook on Oregon demographics, people moving in/out of state, affordability of living, etc., as these factors have an impact on recruitment and retention.

Leveraging recommendations from other workgroups (Tackling Administrative Burden – TAB) to align and enhance recommendations, reduce duplicative efforts, and addressing gaps within BH workforce that are not identified.

Challenges currently being seen at the county level include client accessibility, need from specific workgroup member is effective guidelines for staff caseloads, which would impact retaining the workforce that wants to make a meaningful impact in their community.

Comment about scope of administrative burden to clearly articulate the *impact* of administrative burden on workforce. The impact is known within the field, and we have had no movement forward in truly reducing the administrative burden on workforce or share with the legislators in a meaningful way.

Tele-health needs to be a consideration as well. Workforce that resides in Oregon can be hired remotely to serve clients on the east coast. Positions within the public sector can be difficult to even locate, let alone apply for.

Request for members to identify personal priorities with workforce for interrelation of topics/considerations.

Break – 10 minutes

Open invitation for members to discuss their perspectives on topics/considerations.

How do I recruit in an increasingly competitive market? Factors to consider: benefits, pay, telehealth, limited recruitment pool (competing against each other for same candidates), etc.

How do we not be the bottom of the barrel? Factors to consider: reimbursement and pay, travel rates, case complexities, work environment, no-show payments, etc.

How do we (not) be the training ground for other organizations? Factors to consider: licensing for Medicaid billing, fresh graduates going directly into private practice and not CMHPs. Unknown amount of practitioners don't get the training of publicly funded programs.

Administrative burden: coding, correct diagnosis, reports, reviews, data, etc. does impact direct service providers directly.

Employee wellness is impacted by administrative burden as documentation time is not reimbursed, forcing an employee to choose between self-care activities or completing documentation.

For publicly funded programs the desire is to see the most seasoned practitioners working with the most complex clients, barriers include requirements for certificate of approvals held by CMHPs, requirements at the county levels, and reporting requirements of state. FTE of documentation impacts factors of retention and recruitment.

Workforce diversity and pipeline; mirror community demographics.

Workforce wellness, safety. Currently we are creating more clients with the unmet needs of the workforce. Current funding is not responsive of the First Responder of the portion of the publicly funded programs for crisis response and intervention. Treatment is the least of the services provided and is the only service that can be reimbursed. Quality improvement, client care, training, employee and client safety are comprised by overbearing regulations. Quality of service must be addressed and improved.

What policies are in place that are restricting accomplishing goals? Identify and remove. Large population is excluded from entering field based on lived experience/barriers.

Outcome of this work is to improve quality care to clients. When talking about OCD a therapist that has ERP experience will provide better quality care and faster results.

Reimbursement rates matching the cost of living, COLAs for rural and metro.

Licensing boards delaying the licensing of out of state recruitments has led to failed recruitments, with both in and out of state candidates.

Documentation has increased over the years, and caseloads have not been addressed contributing to rapid burnout.

Cost of living/housing in Oregon has become unaffordable.

Criminal record can create exclusion in entering field due to inability to pass background checks.

Scarcity of personnel resources in trying to meet patients in real time. Workforce stabilization needs to be addressed, as stability would support employee training and specialization. Work/life balance and flexibility to address personal issues as well as professional development.

Is there opportunity to learn from other states that has completed this work before?

Reciprocity for licensure

Getting BH into PC clinics would impact accessibility and caseloads.

From minutes OHA to create list/diagram of topics and considerations. Impacts of topics and considerations with themselves.

Request to schedule out topic discussion so we can come prepared.

Impacts of lack of specific provider types impacting the work of other provider types.

Wrap up/Next steps – proposal form to be sent out, outstanding bios, meeting minute approval, survey for committees, next meeting March 6, 1:00 – 3:00.

Record of Vote

Topic: Approving meeting minutes from 1.4.24 and 1.24.24

Outcome: Meeting minutes from first two meetings approved

<u>Y</u>	<u>N</u>	<u>Absent</u>	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Diane J Bocking
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Belindy Bonser
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Kelli Bosak
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Chris Bouneff
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Cheryl Cohen
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<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Jose Luis Garcia
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	David Geels
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Quryynn Hale
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Clark J Hazel
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Jenn Inman
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Chantay Jett
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tony Lai
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Lucia Mendoza-Meraz
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Shyra Merila
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Michael Spencer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Diane Benavides Wille