

**Advantage**  
Behavioral Health Systems  
**MENTAL HEALTH, DEVELOPMENTAL DISABILITIES, AND ADDICTIVE  
DISEASES SERVICE BOARD MEETING #103**  
**February 24, 2004**

**BOARD MEMBERS PRESENT**

Conoly Hester – Clarke  
Mae Davis – Elbert  
Shirley Segars – Barrow  
John Davis – Clarke  
Pat Ellis - Jackson  
R. Charles White - Walton

Mary Jo Matthews – Madison  
Ralph Danson - Greene  
Jim Hudson – Oconee  
Linda Vinson – Walton  
Carter Smisson – Jackson

**BOARD MEMBERS ABSENT**

Gail Goldsmith– Morgan  
Kenneth Whitehead - Oglethorpe  
Greene - Vacant  
Barrow - Vacant

Nick Aguilar – Clarke  
Mary Gannon Gunn - Clarke  
Donald Hector - Walton

**ADVANTAGE BEHAVIORAL HEALTH SYSTEMS STAFF PRESENT**

Cecile Morgan  
Terry Tellefson  
Terry Frazier  
Linda Hazinski  
Scott Clark  
David Anderson  
Shirl Loyal  
Michael Dock  
Janet McPherson

Larry Gabriel  
Cindy Darden  
Tina Tarbox  
Brenda Smith  
Fred Eckhardt  
Helen Kabat  
Cassandra Conton  
Art Davis

**GUESTS**

Boyd McLocklin  
Mary O' Toole  
Mary Anna Fyock

Evan Mills  
Rick Fyock

**The meeting was opened by Carter Smisson, Community Service Board (CSB) Chairman at 4:00 p.m.**

**1.0 ACTIONS**

- 1.1 Motion to accept the agenda. Moved (John H. Davis); Seconded (Mary Jo Matthews); Passed (Unanimously).
- 1.2 Motion to approve the minutes of the January 27th Community Service Board meeting. Moved (Pat Ellis); Seconded (Conoly Hester); Passed (Unanimously).

- 1.3. Motion to authorize Jim Hudson, Oconee CSB Representative to compile a letter representing the Board depending on the outcome of the protest of the dispute of the contract figures. Moved (John H. Davis); Seconded (Ralph Danson); Passed (Unanimously).
- 1.4. Motion to adjourn the meeting. Moved (Mary O Matthews); Passed (Unanimously).

## **2.0 OLD BUSINESS**

- 2.1 Mr. Tellefson reported on the potential sharing with Advantage and Augusta CSBs. At the previous meeting, Mr. Tellefson discussed a quid pro quo in which he would serve as Chief Executive Officer (CEO) and Dr. Phillip Horton would serve as Medical Director for both CSBs. Augusta CSB did not recommend pursuing the venture. Mr. Tellefson thanked the Advantage Board for listening to the idea of pursuing the venture.
- 2.2 Mr. Tellefson informed the Board that ABHS staff is working diligently on hiring a Medical Director. Cindy Darden, Clinical Director is overseeing the Medical Program, and Fred Eckhardt, Director of Operations is performing the administrative duties. The Regional Board has been informed regarding this information.

## **3.0 NEW BUSINESS**

- 3.1 Mr. Tellefson reported on penalties. He and Benjie Wood, Contract Specialist, carefully reviewed the contract. Mr. Tellefson met with Andy McCollum, Regional Board regarding the dispute of the contract figures. He suggested meeting with Mr. Hudson and drafting correspondence outlining the contractual obligations. The Board agreed. In the meanwhile, the CSB Association's attorney reviewed the contract in detail with staff. It is the attorney's conclusion, that the penalties are not probably enforceable due to the language, and it is a contract under-distress. The CSB Association attorney will send correspondence to the Division regarding this issue.
- 3.2 Mr. Tellefson reported on the Athens Youth Detention Center (YDC). The delegation of Athens-Clarke County wants services to be continued; half Detention Center, and half Short-Term 90-Day Treatment Center. Legislators are in agreement for ABHS to provide the services for the treatment center. ABHS has not been contacted regarding this issue, but will keep the Board updated.

## **4.0 SERVICE REPORTS (Administrative Reports)**

- 4.1 Charles White, Walton County CSB Representative questioned regarding the high staff turnover rate. Helen Kabat, Continuous Quality Improvement responded that clinicians are leaving due to salary issues. We are developing incentives and support for staff. Mae Davis, Elbert County CSB Representative asked whether exit letters are being provided? Terry Frazier, Human Resources noted that exit interviews are

being conducted and exit letter will be included with paychecks beginning in March.

- 4.2 Mr. White highlighted on the "comments and observations" included in the Management Information Systems (MIS) report regarding Mr. Frazier. Scott Clark, MIS noted "I have been greatly disappointed in our lack of culture. I believe Terry Frazier has been subject to character assassination as a result of the personnel actions he has been recently required to take. The noise from the newspaper "rants" is to be expected (considering the sources) but some of our staff are unable to overcome ignorance and chose to characterize Terry's behavior as some sort of ethnic betrayal, which in turn is part of some supposedly hidden agenda. While some folks will sadly never get it, we, as managers, need to help these staff members disabuse themselves of their delusions on this matter!" Tina Tarbox, Public Relations & Marketing commented on the "rant". She contacted the Athens Banner Herald and requested that certain postings be removed to include racist and abusive language, and certain curse words in names (first and last). Mr. Frazier commented on the "rant". He said, "initially it bothered me, but I talked with some of my peers, and that helped me to get over this hurdle. All that did for me was made me a stronger person, and makes me want to do my job even better." Mr. Frazier addressed the disciplinary process, which includes oral and written reprimands. Also, supervisors training are being offered to assist with personnel issues.
- 4.3 Linda Hazinski, Developmental Disability Service Center briefly reported on Medicaid billing.
- 4.4 Dr. Hazinski reported on the Medicaid Waiver Program. We currently have 260+ consumers in the program. Medicaid waiver slots have been frozen statewide.
- 4.5 John Davis, Athens Clarke County CSB Representative commended Dr. Hazinski, Cecile Morgan, Residential Services, Ms. Tarbox, and Mr. Tellefson for articles published in the ABHS Connection.
- 4.6 Dr. Darden introduced Cassondra Conton, Coordinator of the Addictive Diseases Programs. Ms. Conton will not supervise the Detox Unit because it is considered a medical program.

## 5.0 **BOARD REPORTS**

- 5.1 Finance Committee – Larry Gabriel, Chief Financial Officer (CFO) presented on financial statements, revenues and expenditures for the month ended January 31, 2004. He also distributed and discussed the annual audit report. CSB members may contact him regarding the report. Ralph Danson, Greene County CSB Representative commended ABHS staff for receiving an outstanding report.
- 5.2 Membership & Nominations Committee – Dr. Davis reported that the Board has two (2) vacant slots, one each in Greene and Barrow counties. Hopefully, these positions will be filled by the next Board meeting. Bryant Miller, Greene County CSB Representative resigned due to ethical issues.

- 5.3 Legislative Committee – no report requiring an action. Conoly Hester, Athens-Clarke County CSB Representative expressed concerns regarding the CSB audits. The Atlanta Journal Constitution published an article regarding the audit. Ms. Hester will draft a letter and send to the Governor pertaining to this issue.
- 5.4 Bylaws and Policy Committee – no report requiring an action.
- 5.5 Rights of Persons Served Committee – Shirley Segars, Barrow County CSB Representative reported the committee met today. They reviewed fourteen (14) incidents, four (4) deaths, and two (2) corporate compliance reports. Ms. Tarbox had resolved twenty-eight (28) issues.
- 5.6 Ad Hoc Annual Report Committee - Ms. Tarbox is actively pursuing a speaker for the annual meeting.

**6.0 REPORT FROM THE CSB EXECUTIVE DIRECTOR**

- 6.1 David Anderson, Ph.D., Coordinator, Child & Adolescent Services reported on the joint program with the Athens-Clarke County Public School System. The Rutland Program is a Psycho-educational School in which ABHS provides services five (5) days a week, beginning at 2:30 p.m. (the end of the day). Services include tutoring and process groups. The number one ingredient to this program is caring for the kids. We are funded partially by grant-in-aid and Medicaid revenues.
- 6.2 Mr. Tellefson reported the CSB Association Task Group, five (5) CFO's, and one (1) former State Regional Finance individual met with the Division personnel regarding the Monthly Income Expense Report (MIER) system. The system was discussed in details.
- 6.3 Mr. Tellefson distributed and discussed the Phase 1 Study of the audit.
- 6.4 Mr. Tellefson briefly reported on the agency finances.

**7.0 REPORT FROM CSB CHAIRMAN**

- 7.1 The CSB Chairman recommended developing goals, and addressing various issues regarding Board work sessions. These issues will be addressed in details at the next CSB meeting. Mr. Smisson will accept recommendations from the Board and the Management Team.

**8.0 PUBLIC ACCESS**

- 8.1 No one present to address the Board.

**9.0 ADJOURNMENT**

\_\_\_\_\_  
DATE

\_\_\_\_\_  
APPROVED BY: LINDA VINSON  
SECRETARY

\_\_\_\_\_  
SUBMITTED BY: BRENDA SMITH

\_\_\_\_\_  
APPROVED BY: CARTER SMISSON  
CHAIRMAN