



Transforming Lives. Building Community Well-Being.

## TRILLIUM HEALTH RESOURCES GOVERNING BOARD MEETING MINUTES

**Meeting Date:** June 27, 2024

**Board Members Present: (Noted present with an “X” mark)**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Melvin “Skip” Alston- <i>Guilford County</i>     | <input checked="" type="checkbox"/> Priscilla Little-Reid- <i>Anson County-virtual</i> |
| <input checked="" type="checkbox"/> Rob Boyette- <i>Wilson County-virtual</i>        | <input checked="" type="checkbox"/> Jerry Langley- <i>Beaufort County</i>              |
| <input checked="" type="checkbox"/> David Clegg- <i>Tyrrell County-virtual</i>       | <input checked="" type="checkbox"/> Jackie McLean- <i>Hoke County-virtual</i>          |
| <input checked="" type="checkbox"/> June Cummings- <i>Lenoir County</i>              | <input checked="" type="checkbox"/> Sheron Mosby- <i>Pasquotank County-virtual</i>     |
| <input checked="" type="checkbox"/> Walter Ferguson- <i>Lee County-virtual</i>       | <input checked="" type="checkbox"/> Janice Nichols- <i>Pender County-virtual</i>       |
| <input checked="" type="checkbox"/> Carlvena Foster- <i>Guilford County-virtual</i>  | <input checked="" type="checkbox"/> Wanda Piland- <i>Hertford County</i>               |
| <input checked="" type="checkbox"/> Mary Ann Furniss- <i>Brunswick County</i>        | <input checked="" type="checkbox"/> JW Simmons- <i>Sampson County-virtual</i>          |
| <input checked="" type="checkbox"/> Deborah Herring- <i>Pitt County</i>              | <input checked="" type="checkbox"/> Sheila Smith- <i>Beaufort County-virtual</i>       |
| <input checked="" type="checkbox"/> Jerry Jones- <i>Greene County</i>                | <input checked="" type="checkbox"/> David Stanley- <i>Brunswick County</i>             |
| <input checked="" type="checkbox"/> Charles Jordan- <i>Pasquotank County-virtual</i> | <input checked="" type="checkbox"/> Wixie Stephens- <i>Robeson County</i>              |
| <input checked="" type="checkbox"/> Steve P. Keen- <i>Wayne County</i>               | <input checked="" type="checkbox"/> Rob Zapple- <i>New Hanover County-virtual</i>      |

**Staff:**

Joy Futrell, Kellie Baker, Joe Boyer, Katori Campbell, Dr. Isa Cheren, Cindy Ehlers, Lisa Fuller, Lisa A. Jarman, Mike Lewis, Bobbie Lowe, Tracy Muller, Melissa Owens, Cecelia Peers, Dave Peterson, Luz Terry, Anthony Ward, Kelsey Wheeler.

**Guests:**

Jay Ludlam, DHHS Deputy Secretary  
Gary Bass, Pride in North Carolina

**Public Comment:**

Rian Sanford  
Dale Ellis-via email

**Agenda:**

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
- IV. Public Comment
- V. Public Hearing on Proposed Budget for Fiscal Year 2024-2025
- VI. Adoption of Agenda
- VII. Board Comments/Concerns
- VIII. Convene Finance Committee Meeting
- IX. Budget Revision II Fiscal Year 2023-2024
- X. Staff Salary Increase
- XI. Pay Plan for Fiscal Year 2024-2025

**Member & Recipient Services — 1-877-685-2415**

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- XII. Business Financial Plan and Adoption of Budget Ordinance Fiscal Year 2024-2025
- XIII. Adoption of Budget Resolution Necessary to Close Fiscal Year
- XIV. Director's Report
- XV. Chair's Report
- XVI. Closed Session to Discuss CEO Evaluation
- XVII. Adjournment

**I. Call to Order**

The Trillium Health Resources Governing Board meeting was held in the conference room located at the Beulaville facility and via Webex on June 27, 2024.

Board Chairperson Jerry Langley called the meeting to order at 4:01pm.

**II. Roll Call**

Board Clerk, Lisa Fuller performed the roll call and stated there was a quorum.

Chairperson Jerry Langley announced that SB 425 was on Governor Roy Cooper's desk for approval. Within the bill was a provision to change the Trillium Health Resources Governing Board. The CEO will have fourteen days from the date the bill passes to submit to NCDHHS Secretary a proposed alternative board structure for his approval.

Chairperson Langley also announced that the DHHS audit review of Eastpointe Human Services was complete, and the report is forthcoming.

Mr. Steve Keen stated that Governor Cooper must sign or veto SB 425 within ten days of transmittal or it will become law without his signature. He questioned how many members will be selected for the Trillium Board and which counties will not have representation.

Commissioner Carlvena Foster asked if the Regional Advisory Boards will be impacted by the legislation. Chairperson Langley stated that it was his understanding that Ms. Futrell is to only submit the new structure for approval by DHHS Secretary Kody Kinsley.

Commissioner Alston asked to be on record that Guilford County did not support SB 425 and will possibly file a lawsuit, and it allows the CEO to choose those to whom she reports.

**III. Consent Agenda**

- May 25, 2024 Governing Board Minutes
- May 30, 2024 Governing Budget Work Session Minutes
- Governing Board Meeting Schedule Fiscal Year 2024-2025
- Compliance Plan Fiscal Year 2024-2025
- All Current Policies-No Action (Zip File)

**Motion was made by Commissioner Jerry Jones to approve the Consent Agenda with changes to the May 25, 2024 Governing Board minutes. Correction was made to the word**

by-monthly to bi-monthly on page three. Section XII correction was made from Chairperson Langston to Chairperson Langley in the first and second paragraph on page six. Mr. David Stanley made a second. The motion carried.

**IV. Public Comments**

Chairperson Langley read an email that had been received from Dale Ellis, Superintendent of the Montgomery County School System. In the email, Mr. Ellis stated that he was unable to attend the meeting but wanted to share feedback on Trillium's proposed budget for fiscal year 2024-2025. He expressed his disagreement with the proposed budget because funding for the Montgomery County Schools Mental Health Program grant has been withdrawn from the budget.

Ms. Rian Sanford, South Central CFAC member representing the I/DD population from Onslow County, shared her frustration and concern over the change from the Onslow United Transit System to Modivcare for her son's non-emergency medical transportation. She is concerned for the safety of the I/DD community as Modivcare utilizes independent transportation services.

**V. Public Hearing on Proposed Budget for Fiscal Year 2024-2025**

Chairperson Langley requested a motion to go into public hearing on the proposed budget for fiscal year 2024-2025.

**Motion was made by Commissioner June Cummings to go into public hearing on the proposed budget for fiscal year 2024-2025.** Ms. Wanda Piland made a second. The motion was approved by roll call. The motion carried.

Chairperson Langley asked for any public comment regarding the proposed budget for fiscal year 2024-2025. Commissioner Alston expressed concern that the entire Fiscal Year 2024-2025 budget was not posted on Trillium's website.

Chairperson Langley asked for a motion to come out of public comment.

**Motion was made by Mr. Steve Keen to come out of public hearing on the proposed budget for fiscal year 2024-2025.** Commissioner Jerry Jones made a second. The motion was approved by roll call. The motion carried.

**VI. Adoption of Agenda**

Chairperson Langley requested a motion to approve the agenda.

**Motion was made by Commissioner Jerry Jones to approve the Consent Agenda.** Mr. David Stanley made a second. The motion carried.

**VII. Board Comments/Concerns**

Ms. Deborah Herring requested that the board stay focused on serving the members and that she has confidence in the Trillium staff.

Mr. Steve Keen commented on SB 425. He emphasized the critical nature of the Regional Boards.

Commissioner Alston stated that Black providers in Trillium's network have approached him and stated that they feel discriminated against, that none of the funds are going to Black providers and they believe it is intentional. Commissioner Alston stated that he will be contacting the NAACP, and he will be taking on this advocacy even if he does not remain on the Trillium Governing Board.

Chairperson Langley stated that he had not heard any complaints from Beaufort County and that he had met with a representative of Black providers at the i2i conference who stated that Black providers were pleased with Trillium's services. Ms. Futrell asserted that she has worked hard to establish relationships with Black providers and welcomed a conversation with them.

**VIII. Convene Finance Committee Meeting**

Chairperson Langley recessed the Governing Board meeting to convene the Finance Committee meeting.

**IX. Budget Revision II Fiscal Year 2023-2024**

Ms. Melissa Owens reviewed the General Fund document that was included in the board packet. She reviewed the changes in revenues and expenditures. A detailed handout was provided in the meeting materials.

**Motion was made by Commissioner Jerry Jones to approve the Budget Revision II for Fiscal Year 2023-2024.** Commissioner Stephens made a second. The motion carried.

**X. Staff Salary Increase**

Ms. Futrell requested a 2% across the board cost of living increase for all staff effective July 1, 2024. The fiscal impact is \$2.8 million. The remaining funds of approximately 3% in the same budget line items are allocated for a merit increase based on performance. Commissioner Foster asked about whether salaries were comparable for employees from Eastpointe and Sandhills following the consolidation. Ms. Futrell acknowledged that there were pay differences due to consolidation and that it was common in consolidations since everyone maintained their same salary regardless of the job they are performing. Per the consolidation agreement, Trillium agreed to maintain salaries until December 2025. Ms. Futrell stated that pay differences will be addressed in the future.

Commissioner Stephens suggested offering a 3% across the board cost of living increase for all staff.

After discussion, Ms. Futrell stated that if the board approved a 3% cost of living increase, that the pay for performance plan dollar amount will be adjusted so that the whole 5% is still accounted for in the budget.

**Motion was made by Commissioner Wixie Stephens to approve a 3% cost of living increase for all staff effective July 1, 2024.** Commissioner Melvin Alston made a second. The motion carried.

**XI. Pay Plan for Fiscal Year 2024-2025**

Ms. Melissa Owens outlined the pay plan document that was included in the board materials. The document details the recommended changes to salary range and job title.

**Motion was made by Commissioner Melvin Alston to approve the Pay Plan for Fiscal Year 2024-2025.** Commissioner Wixie Stephens made a second. The motion carried.

**XII. Business Financial Plan and Adoption of Budget Ordinance Fiscal Year 2024-2025**

Ms. Melissa Owens presented the Business Financial Plan for fiscal year 2024-2025. Chairperson Langley asked for any discussion from board members.

**Motion was made by Commissioner Melvin Alston to approve discussion of the Business Financial plan and adoption of Budget Ordinance for fiscal year 2024-2025.** Commissioner Jerry Jones made a second. Following discussion, the motion carried.

Ms. Owens stated that the document is in response to questions from the Budget Workshop meeting in May. Commissioner Alston requested a breakdown of “Other Professional Services” and was referenced to the document that was shared with the members at the beginning of the meeting.

**XIII. Adoption of Budget Resolution Necessary to Close Fiscal Year**

The Fiscal Year End 2023-2024 Budget Resolution was presented for approval. Chairperson Langley called for a motion to approve any budget revisions for fiscal year 2023-2024 needed for submission of the year end financials.

**Motion was made by Commissioner Wixie Stephens to approve the Fiscal Year End 2023-2024 Budget Resolution.** Mr. David Stanley made a second. The motion carried.

**XIV. Director’s Report**

Commissioner June Cummings asked Ms. Joy Futrell to address the two public comments that were made during the meeting. Ms. Futrell reviewed the challenges of non-emergency medical transportation (NEMT) services. Ms. Futrell stated that ensuring members receive NEMT services is a priority.

Ms. Futrell addressed the issue of funding for the Montgomery County Schools Mental Health Program grant that was raised during public comment. Legacy Sandhills Center gave one time reinvestment funds to the schools to hire therapists. Trillium has successfully taken a more sustainable approach by recruiting providers to collaborate with the schools to bring therapists into the schools for school based therapy.

Tailored Plan Activities

Ms. Futrell outlined Tailored Plan activities stating the primary areas of focus continues to include Primary Care Provider and hospital contracting, along with NEMT services.

Other Activities

Ms. Futrell stated that the funding for the NC Healthy Opportunities Pilot (HOP) program has been reduced as the NC General Assembly has not passed a budget. The plan was to

launch the HOP program statewide on October 1, 2024 but, expansion of the program may be delayed until a state budget is passed containing the appropriate funding.

Consolidation

Ms. Futrell provided an update on consolidation activities which included recent member and community town hall events. Discussions during the events included the need for more crisis services, more communications, and assistance with navigating the system.

A detailed director's report was included in the meeting materials.

**XV. Chairs Report**

Chairperson Langley mentioned the progress that has been made since January 2024. He thanked the members for their participation and input.

**XVI. Closed Session to Discuss CEO Evaluation**

Chairperson Langley announced that the Board will go into Closed Session pursuant to N.C.G.S. Section 143-318.11(a)(1)&(6) to discuss a personnel matter.

**Motion was made by Commissioner Jerry Jones to go into Closed Session in accordance with N.C.G.S. Section 143-318.11(a)(1)&(6).** Commissioner June Cummings made a second. The motion carried.

Trillium staff and guests left the room at 5:38pm.

After the Closed Session ended, a motion to come out of Closed Session was presented.

**Motion was made by Commissioner Wixie Stephens to come out of Closed Session with no action taken.** Commissioner Jerry Jones made a second. The motion carried.

The Closed Session ended at 6:19pm.

Upon returning to open session, Chairperson Langley called for a motion to approve a 5% salary increase for Ms. Joy Futrell.

**Motion was made by Wanda Piland to approve a 5% salary increase for Ms. Joy Futrell.** Mr. David Stanley made a second.

**Commissioner Carlvena Foster made a substitute motion to approve a 3% salary increase for Ms. Joy Futrell.** Commissioner Jerry Jones made a second.

**Commissioner Wixie Stephens made a motion to approve a 3% increase for Ms. Futrell along with a pay for performance increase of 2% in June 2025.** Vice Chairperson Mary Ann Furniss remained in support of a 5% increase for Ms. Futrell.

Chairperson Langley called for a roll call vote. **The Board voted by a vote of 11-8 to approve a 3% increase for Ms. Futrell along with a pay for performance increase of 2% in June 2025.** The motion carried.

**XVII. Adjournment**

Chairperson Langley asked for any further business to be brought before the board. As there was none, he asked for a motion to adjourn.


**Motion was made by Commissioner. Jerry Jones to adjourn the June 27, 2024 Governing Board meeting.** Mr. David Stanley made a second. The motion carried.

The meeting adjourned at 6:25pm

Minutes prepared by Lisa A. Jarman

  
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Lisa A. Jarman, Minutes Recorder

8-22-2024  
Date

  
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Jerry Langley, Governing Board Chairperson

8-22-24  
Date