CABARRUS HEALTH ALLIANCE

The Public Health Authority of Cabarrus County Board
Meeting Agenda
Tuesday, March 9, 2021
5:30 pm

A. **CALL TO ORDER AND INVOCATION**……...James T. Mack, Jr., Chairman

B. **ADOPTION OF THE AGENDA *Motion***…….....Chairman Mack

C. **APPROVAL OF THE MINUTES *Motion*** …….Chairman Mack
February 9, 2021

D. **REPORTS**
Financial Summary Report (ending 2/28/21)……..Sue Yates
CHA Snapshot (as of 2/28/21)……..Sue Yates
Variance Analysis Year-to-Date……...Sue Yates
COVID-19 Update…….Erin Shoe
Health Director's Report…….Dr. Bonnie Coyle

E. **CONSENT AGENDA *Motion***……...Chairman Mack
Budget Revisions…… Sue Yates

F. **BUSINESS AGENDA** ……...…….Chairman Mack
Finance and Grant Development Strategic Plan 2020-25……...Kristin Boatright
401 (k) Discussion…….... Dr. Bonnie Coyle

G. **INFORMAL PUBLIC COMMENTS/SPEAKERS FROM THE FLOOR**……...Chairman Mack

H. **ANNOUNCEMENTS**……...Chairman Mack

I. **MOTION TO ENTER INTO CLOSED SESSION**
Motion to Enter into Closed Session pursuant to NCGS 143-318.11 (a)(1) to prevent the disclosure of information that is privileged or confidential pursuant to North Carolina Law

J. **MOTION TO ADJOURN *Motion***……....Chairman Mack

Next regular meeting date
Tuesday, April 13, 2021

CABARRUS HEALTH ALLIANCE

Public Health Authority of Cabarrus County

Board Meeting Minutes

February 9, 2021

A regular meeting of The Public Health Authority Board was held on Tuesday, February 9, 2021.

Chairman James T. Mack, Jr., conducted the meeting from the Board Room. Board members participated electronically via Microsoft TEAMS.

Members Present: James T. Mack, Jr., Chairman

Members Present: Chris Bowe
Dan Hagler, MD
Kimberly Dehler, DDS
Lara Pons, MD, Vice-Chair
Mark Spitzer
Steve Morris

Members Absent: Dr. Chip Buckwell
Tom Kincaid

Staff Present: Betty Foh, Dianne Berry, Dr. Bonnie Coyle, Dr. Steve Cathcart, Erin Shoe, Julia Patterson, Marcus Misenheimer, Megan Shuping, Ryan McGhee, Sue Yates, Suzanne Knight

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CALL TO ORDER

Chairman Mack called the meeting to order at 5:34 pm, and offered the invocation.

ADOPTION OF THE AGENDA

Steve Morris made a motion to approve the agenda. The motion was seconded by Mark Spitzer. Approved 7:0.

APPROVAL OF THE MINUTES

Dr. Lara Pons made the motion to approve the January 19, 2021 regular meeting minutes. The motion was seconded by Chris Bowe and approved 7:0.

REPORTS

Financial Summary Report (6 months ending 1/31/21 was presented by Sue Yates along with CHA Snapshot (1/31/21) and Variance Analysis Year-to-Date. She stated that a new Dentist has been hired and a current Dentist has resigned effective 2/17/21. She explained that the differences in the Varian Analysis Year-to-Date are due to COVID. Sue stated that she hopes to hear from the state soon regarding additional funding for COVID efforts.

Dr. Bonnie Coyle presented the Health Director's Report. She shared updates and information on each department within CHA, Board of Health updates, and information at the Local, State and National levels on public health and future training opportunities for CHA Board of Health members through NALBOH. Dr. Coyle discussed COVID Response efforts. She stated that all CHA staff members participate in the vaccination efforts. She recognized Julia Patterson, RN, for her work in COVID scheduling, and her coordination efforts to ensure that CHA services continue for our patients. Dr. Coyle also stated that the COVID call center receives hundreds of calls per day for

appointments, and the entire team is hustling. She stated that support from the community has been tremendous. And although CHA has received no additional funds from the state, we should be hearing more by February 19th. Dr. Coyle thanked Chairman Mack and his wife for volunteering, and Mark Spitzer for volunteering several times at a COVID vaccination events at Cabarrus Arena. She also recognized Dr. Lara Pons who comes to assist in vaccinating every time she's not working at the hospital. She thanked all CHA Board members. And she noted that 40-50% of our staffing at COVID events are volunteers and volunteer providers and praised this community for their strong show of support. She mentioned the physician's volunteering along with advanced practitioners, and thanked Dr. Lara Pons and Dr. Kathleen Wolner for volunteering the most hours. Dr. Coyle also recognized Tom Kincaid and Caremoor Retirement for sponsoring a recent lunch at the arena. She noted that we want to make sure staff and volunteers get a good lunch each time they are at the arena. Dr. Coyle reminded the Board that NALBOH is offering an in-person public health board training in Grand Rapids, Michigan August 1-3, 2021. She promised to continue to provide updates on this training if there is interest. Dr. Coyle also discussed advocacy efforts, and Congressman Richard Hudson's recent visit to Cabarrus Arena and his efforts to provide additional funding to support long-term vaccination planning and execution, and flexibility to vaccinate education staff members now. Dr. Coyle also mentioned lunch sponsors and provided a list for all sponsors from January 19 – end of February. She noted that the community has really stepped up, and thanked all our sponsors as well as our local restaurants who are giving us marked discounts to stretch our funding dollars. She also thanked all the other sponsors who have dropped off cases and cases of bottled water, snacks, and any other items that have been requested.

COVID Update

Dr. Coyle stated that we are up to 17,132 cases in Cabarrus County since March 2020. She shared statistics on weekly cases as of January 23, 2021, a report on weekly positive test results and number of daily hospitalizations. Erin also shared graphs on vaccine tracking and first doses administered by demographics. She reviewed the number of vaccinations administered by Cabarrus Health Alliance to date, the vaccine groups vaccinated, and the latest research from NCDHHS. Erin shared metrics to determine if we are moving in the right direction, and Cabarrus' commitment to Control COVID-19 and recommendations for municipalities, businesses and schools. The report include advocacy efforts to date from a recent visit by Congressman Richard Hudson, and she recognized our providers who have volunteered countless hours at our vaccine clinics. Erin concluded the report with a list of lunch sponsors and other donations to date.

Mark Spitzer encouraged every CHA Board member to go out to the arena and volunteer. He stated that he has volunteered on several Fridays and it's very uplifting. He asked about our community of color who have been hit the hardest and underrepresented in the number of COVID vaccinations administered to date. He asked, "What can we do as a Board to help calm their fears? We need your guidance. How can we get them vaccinated?" Erin Shoe responded that she has been meeting with El Puento Hispano, and they will have a soft launch next week. Also assisting in these efforts will be Sandra Torres of El Puento Hispano and we will be reaching out to the Forest Hill Latino Free Clinic. Erin stated that the COVID team is also working with African American churches through the Parish Nurse program, and noted that we'll be seeing a mobile COVID vaccination bus traveling around very soon. Also, the Community Health Centers are newly approved COVID vaccinations, and those clinics serve a lot of minorities. CHA is also working with Davita Dialysis to transfer the COVID vaccine to them, for the high minority popular they serve. Erin stated that many are coming together to make sure no one is missed. And for the homebound, a soft launch take place on Friday, February 12 while we work with local transportation providers to bring those patients to CHA. Erin concluded that many initiatives are ongoing to make the vaccine available to all.

Clinical Services Strategic Plan and Scorecards

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Clinical Services Strategic Plan and Scorecards was presented by Suzanne Knight, Julia Patterson and Marcus Misenheimer. Suzanne reviewed the goals to create a public facing data repository for Women's Health, Pediatrics and Medical Records to inform the community and enhance decision making for Pediatrics and Women's Health by the end of fiscal year 2021. She also shared their goal to transform our workplace to be inclusive and equitable for employees from marginalized and underrepresented communities by developing internal and external practices, programs and policies that achieve equity. She discussed the SUN Clinic, which by the end of fiscal year 2022 will continue to provide exceptional maternal health services to women who use substances and she reviewed the action steps, metrics and measures. Goals also included Aligning and integrating public health program to address social determinants to health by utilizing screenings to be administered by all front line staff and to determine a tool that works in each clinic (Pediatrics, Women's Health/Communicable Disease), training all clinical staff on the SDOH tool, and using the SDOH screening tool to refer through NC Cares 360. Julia Patterson noted that by FY 2022 clinical programs will increase NC Care 360 usage by 60% to make referrals and track success. Action steps will include assessment of time commitment to oversee referral process (patient navigator/Community Health Worker); Identifying a working model for patient referral and scheduling, and coordination with Lifestyle Medicine. Goal 4 is to expand CHA capacity to include alternative service delivery and outreach models that improve access to care. Marcus Misenheimer noted that includes hiring a Community Health Worker (Disease Intervention Specialist) by FY 2022 and by FY 2024, re-establishing the Centering Pregnancy Program to improve disparity gap in Infant Mortality Rates (IMR) in Cabarrus County.

Family Care Coordination Strategic Plan and Scorecards

Megan Shuping stated that Goal 1 2ill be to create a public facing date repository to improve the community and enhance decision making. The objective was for the FCC Scorecard to be live on the CHA website by January 2021. She shared action steps, the metric/measure and the champions behind this. Goal 2 is to use an equity lens for date collection, analysis, use and dissemination. She stated by that fiscal year 2023, FCC will develop real time demographic reporting for all active cases to ensure care management service are available and utilized throughout the county. Megan also stated that by fiscal year 2023, Triple P data collected from individual practitioners will improve to 65% of practitioners using the demographic tracking tool and also by 2023, 75% of Project MORE participants will report demographics to promote services to additional areas if service gaps are identified. In order to ensure equitable access to services, programs, opportunities and information, Megan stated that by fiscal year 2022, 90% of materials for bilingual/bicultural clients will be available. And by fiscal year 2025 90% of CMARC and CMHRP cases with immigration status issues will receive wrap-around services. Also Meghan shared with by fiscal year 2022, FCC will develop a process for assignment of bilingual/bicultural staff to provide direct services based on needs of individual programs, by hiring bilingual/bicultural staff, maintaining staff with a bilingual/bicultural lens, and carrying out a documented implementation plan. She also shared that Goal3 will involve expanding and maximizing community partnerships to effectively address social determinants to health. By fiscal year 2025, FCC will fully utilize NC Care 360 to make referrals, track success and assess needed resources in Cabarrus County. This will involve completing the online registration for programs to be included in the NC Care 360 platform which includes pregnancy care management (CCMRP), early childhood care management, (CMARC) and Project More. Staff will then be trained to send and receive referrals. FCC staff will utilize NC Care 360 and conduct a mid-year assessment. Goal 4 is to expand CHA capacity of include alternative service delivery and outreach models that improve access to care. Megan stated that by fiscal year 2025, Project MORE will incorporate at least two supplemental grants to ensure funding and capacity for Hispanic/Latin-x population by collaboration with Pregnancy Care Management, increasing referrals, increasing parent's knowledge of their child's emerging development and age-appropriate child development.

CONSENT AGENDA

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The Budget Revisions were presented by Sue Yates. She noted that the increases were to align budgets with actuals. She noted that some funds were received from North Carolina for COVID response. Mark Spitzer made a motion to approve the consent agenda. The motion was seconded by Dr. Kim Dehler. Approved 7:0.

BUSINESS AGENDA

CHA Strategic Plan 2020-2025

Betty Foh presented the final version of the CHA Strategic Plan 2020-25 to the Board. She pointed out some updates in the industry section and noted that the word *competitors* was changed to *collaborators*. She requested approval of this final version by the Board. Chris Bowe made a motion to approve the CHA Strategic Plan 2020-2025 as presented. The motion was seconded by Mark Spitzer. Approved 7:0.

Personnel Policy Revisions

Dr. Steve Cathcart presented revisions to the CHA Personnel Policy. He noted that some of the changes were just in wording making it more gender neutral language. But that the major changes were in Bereavement Time which formerly was only 3 days using Sick Leave was increased to five (5) days bereavement for death. He noted that this policy change shows more 'heart' for employees, and if more time is needed more leave time is encouraged, and employees just need to work with their supervisor. A new maternity/paternity leave policy was presented which allows 3 weeks of paid leave upon the birth of a child, which replaced the policy that allowed new parents to bring their newborn to work. He noted that this 3 weeks would run with 12 weeks of approved FMLA, with CHA paying salary for 3 weeks, but FMLA leave would still be limited to only 12 weeks/ 480 hours. Dr. Cathcart that this this change would provide more equity for all, including our new fathers at CHA. Other changes included emergency appointments by the CEO, progressive discipline which was streamlined to a 4-step process, with the removal of pre-disciplinary. Also, the non-solicitation policy was ratified to be permitted, as long as an employee's action does not interfere with work. Dr. Cathcart noted that all the major highlights for changes to the CHA Personnel policy were emailed out to the Board for review in an Excel spreadsheet. Mark Spitzer asked Dr. Cathcart if he had rolled out these personnel policy revisions yet to staff and what was their reaction. Dr. Cathcart stated that he shared the changes with the CHA Leadership Team and supervisors last week, and there was positive response. He stated that once the Board approves, these changes will be community with staff. Dan Hagler made a motion to approve the Personnel Policy revisions are presented. The motion was seconded by Christ Bowe. Approved 7:0.

Policy Reviews/Revisions

Dr. Steve Cathcart reviewed the Whistleblowers Policy & Reporting and Conflict of Interest Policy. He noted that these policies had been moved from Finance to Human Resources and both are reviewed and approved by the Board annually. He also noted that there were no changes made to either policy and both are for review and approval, only. Dr. Pons made a motion to approve the Whistleblowers Policy & Reporting and Conflict of Interest Policy. The motion was seconded by Mark Spitzer. Approved 7:0.

FY 22 Strategic Budgetary Items

Dr. Bonnie Coyle and Sue Yates reviewed with the Board the list of new budget requests planned for FY2022. They included:

Environmental Health – On-Site Position

Request from the County, will need to request vehicle as well

$75,000 for salary and fringe; $22,000 for vehicle

Human Resources – Learning Management System

Funding will come from other CHA revenues - $22,000

Syringe Service Program – Supplies for program not approve with grant state dollars

Funding will come from other CHA revenues - $10,000

School Health Director – Director to oversee the School Health Program
Request funds from the County - $165,000 salary and fringe
School Health – New electronic medical records system
Request from the County - $84,400
Population Health – Epidemiologist, Communicable Disease
Request from the County - $98,145 salary and fringe
Dr. Coyle stated that these are the main areas where we are looking to identify new funding to move forward. She asked the Board if there were any questions. Chris Bowe asked why we don't have a School Health Director already. Dr. Coyle replied that the position was structured this year and we reorganized the School Health program in general, joining two programs. Chris Bowe asked about the EMR system for School Health and if there would be ongoing annual fees. She acknowledged that there will be ongoing annual fees for the new EMR system.

ANNOUNCEMENTS
Chairman Mack reminded Board Members that the next regular meeting is scheduled for Tuesday, March 9, 2021 at 5:30 pm. The thanked the CHA Team for all they are doing. He stated that he had an opportunity to work at the Arena during a COVID vaccination clinic and everyone is doing an excellent job.

MOTION TO ADJOURN
There being no further business to come before the Board, Dr. Dan Hagler made a motion to adjourn The meeting at 7:12 p.m. The motion was seconded by Mark Spitzer. Approved 7:0.

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James T. Mack, Jr., Chairman
Public Health Authority Board of Commissioners

ATTEST

_____
Dianne P. Berry, CMC, NCCMC
Clerk to the Board

PUBLIC HEALTH AUTHORITY OF CABARRUS COUNTY
FINANCIAL SUMMARY REPORT
FY 2021 8 months ending 2/28/2021

GENERAL FUND

REVENUES	ACTUAL FY 2017	ACTUAL FY 2018	ACTUAL FY 2019	ACTUAL FY 2020	FY 2021 BUDGET	ACTUAL 02/28/21	Y-T-D % COLLECTED
INTERGOVERNMENTAL REVENUES	$ 21,610,099	$ 21,490,440	$ 21,168,562	$ 19,287,274	$ 19,918,890	$ 11,662,957	58.55%
PERMITS & FEES	236,375	$ 246,785	$ 203,853	$ 216,482	175,117	$ 149,380	85.30%
SALES & SERVICES	1,461,455	$ 1,491,663	$ 1,785,752	$ 1,618,074	1,633,669	$ 723,495	44.29%
INVESTMENT EARNINGS	34,710	$ 95,743	$ 180,096	$ 104,186	5,000	$ 2,712	54.24%
MISCELLANEOUS	88,171	$ 71,980	$ 65,673	$ 47,320	94,657	$ 58,950	62.28%
CONTRIBUTIONS & PRIVATE GRANTS	417,283	$ 418,892	$ 498,089	$ 577,794	1,134,836	$ 661,724	58.31%
FUND BALANCE APPROPRIATED	-	$ -	$ -	$ -	1,371,171	$ -	0.00%
TOTAL	$ 23,848,092	$ 23,815,503	$ 23,902,025	$ 21,851,130	$ 24,333,340	$ 13,259,219	54.49%

EXPENDITURES	ACTUAL FY 2017	ACTUAL FY 2018	ACTUAL FY 2019	ACTUAL FY 2020	FY 2021 BUDGET	ACTUAL 02/28/21	Y-T-D % SPENT
ENVIRONMENTAL HEALTH	$ 1,016,611	$ 1,023,662	$ 940,537	$ 942,173	1,084,580	564,069.10	52.01%
INFORMATION TECHNOLOGY SYSTEMS	713,288	$ 838,463	$ 958,323	$ 1,153,424	1,127,543	618,975.22	54.90%
GENERAL ADMINISTRATION	6,245,407	$ 7,112,525	$ 6,881,284	$ 4,055,399	2,940,997	1,877,228.68	63.83%
FAMILY CARE COORDINATION	936,255	$ 978,968	$ 1,040,588	$ 1,177,374	1,133,446	591,179.22	52.16%
SCHOOL HEALTH	2,664,527	$ 2,825,137	$ 2,994,421	$ 3,117,582	4,022,821	2,434,892.28	60.53%
HEALTH INITIATIVES	2,914,080	$ 2,124,811	$ 2,268,964	$ 1,948,057	1,285,800	732,155.92	56.94%
DENTAL HEALTH	2,982,327	$ 3,523,777	$ 3,723,191	$ 4,020,629	3,992,553	1,872,980.66	46.91%
VITAL RECORDS	51,579	$ 62,420	$ 65,439	$ 54,625	62,288	34,950.27	56.11%
COMMUNICABLE DISEASE	1,109,753	$ 1,081,174	$ 1,159,678	$ 2,191,236	4,048,972	2,747,519.00	67.86%
CLINICAL SERVICES	3,224,268	$ 3,373,731	$ 3,147,325	$ 3,129,082	3,797,314	2,013,817.78	53.03%
WIC	846,997	742,540	710,171	767,128	837,026	534,280.22	63.83%
TOTAL	$ 22,705,092	$ 23,687,208	$ 23,889,921	$ 22,556,709	$ 24,333,340	$ 14,022,048	57.62%
Y-T-D FUND BALANCE INCREASE (DECREASE)	**$ 1,143,000**	**$ 128,295**	**$ 12,104**	**$ (705,580)**	**$ -**	**$ (762,830)**	

ESTIMATED NET Y-T-D BALANCE 1/31/2020	**$ (762,830)**
*****PLUS 8 MOS MEDICAID SETTLEMENT - ($1,275,706)***	**$ 850,471**
	$ 87,641

Cabarrus Health Alliance Snapshot

February 28,2021 **Target Percentage 66.67%**

	Budget	Actual	YTD Percentage		Comments
Environmental Health					
Revenue	1,084,580	762,690	70.32%		On-site activities are high. Environmental Health personnel
Expense	1,084,580	562,992	51.91%		are assisting in COVID response.
Information Technology					
Revenue	1,127,543	470,132	41.70%		Budgeted revenue include Fund Balance Appropriation. IT
Expense	1,127,543	599,749	53.19%		staff are assisting in COVID response.
General Administration					
Revenue	2,823,438	1,701,416	60.26%		
Expense	2,940,997	1,872,050	63.65%		
Family Care Coordination					
Revenue	1,133,446	726,582	64.10%		
Expense	1,133,446	591,179	52.16%		FCC personnel are assisting with COVID response.
School Health					
Revenue	4,022,821	2,095,479	52.09%		
Expense	4,022,821	2,434,892	60.53%		Revenue is received one month after expenses.
Public Health Solutions					
Revenue	1,281,569	1,041,513	81.27%		
Expense	1,285,800	732,156	56.94%		Grant funds received prior to expenditures.
Dental Health					
Revenue	4,488,113	1,768,091	39.39%		Continuing to monitor budget and realign expenses with
Expense	3,992,553	1,864,730	46.71%		revenues. Budget revision included this month.
Vital Records					
Revenue	62,288	41,522	66.66%		
Expense	62,288	34,950	56.11%		
Communicable Disease					
Revenue	4,048,972	3,146,032	77.70%		Response efforts are in Communicable Disease. We are
Expense	4,048,972	2,747,519	67.86%		monitoring budget closely.
Clinical Services					
Revenue	3,423,544	2,076,925	60.67%		
Expense	3,797,314	2,013,818	53.03%		Clinical personnel are assisting with COVID vaccine clinics.
WIC					
Revenue	837,026	522,919	62.47%		
Expense	837,026	534,280	63.83%		

Variance Analysis Year-to-Date

	YTD			VARIANCE ANALYSIS		
	2021		2020	2021	YOY	
	BUDGET	ACTUAL	ACTUAL	BUD vs ACT	ACTUAL	Comments
Revenue						
Environmental Health	1,084,580	762,690.00	717,176	70.32%	45,514	
Information Technology Sy	1,127,543	470,131.60	452,895	41.70%	17,237	Partially funded by Fund Balance so revenue will be lower
General Administration	2,823,438	1,701,415.81	2,811,494	60.26%	(1,110,078)	The NCTN project was sold last year
Family Care Coordination	1,133,446	726,582.39	607,679	64.10%	118,904	
School Health	4,022,821	2,095,478.76	1,882,073	52.09%	213,406	Revenue is paid a month after expenses.
Public Health Solutions	1,281,569	1,041,512.91	1,323,077	81.27%	(281,564)	The Walmart Grant paid prior to expenditures
Dental Health	4,488,113	1,768,091.39	2,713,996	39.39%	(945,904)	Due to COVID-19 Revenues are down
Vital Records	62,288	41,522.00	32,667	66.66%	8,855	
Communicable Disease	4,048,972	3,146,031.94	775,897	77.70%	2,370,134	Additional funding received for COVID-19
Clinical Services	3,423,544	2,076,925.17	1,643,278	60.67%	433,647	
WIC	837,026	522,919.02	472,358	62.47%	50,561	
Total Revenue	24,333,340	14,353,301	13,432,589	58.99%	920,712	
Expense						
Environmental Health	1,084,580	562,992	621,502	51.91%	(58,510)	Environmental Health has a vacant position
Information Technology Sy	1,127,543	599,749	812,611	53.19%	(212,862)	
General Administration	2,940,997	1,872,050	3,118,347	63.65%	(1,246,297)	The NCTN project was sold last year
Family Care Coordination	1,133,446	591,179	758,480	52.16%	(167,301)	FCC personnel have been working the COVID response
School Health	4,022,821	2,434,892	2,154,826	60.53%	280,067	
Public Health Solutions	1,285,800	732,156	1,176,072	56.94%	(443,916)	
Dental Health	3,992,553	1,864,730	2,825,630	46.71%	(960,900)	
Vital Records	62,288	34,950	36,653	56.11%	(1,703)	
Communicable Disease	4,048,972	2,747,519	821,355	67.86%	1,926,164	
Clinical Services	3,797,314	2,013,818	2,005,425	53.03%	8,392	Clinical personnel have been working COVID response
WIC	837,026	534,280	482,998	63.83%	51,282	
Total Expense	24,333,340	13,988,315	14,813,899	57.49%	(825,584)	

Discussion

Our Year to Date Percentage should be around 66.67% for February 2021.

COVID-19 is affecting Dental and Communicable Disease the most.

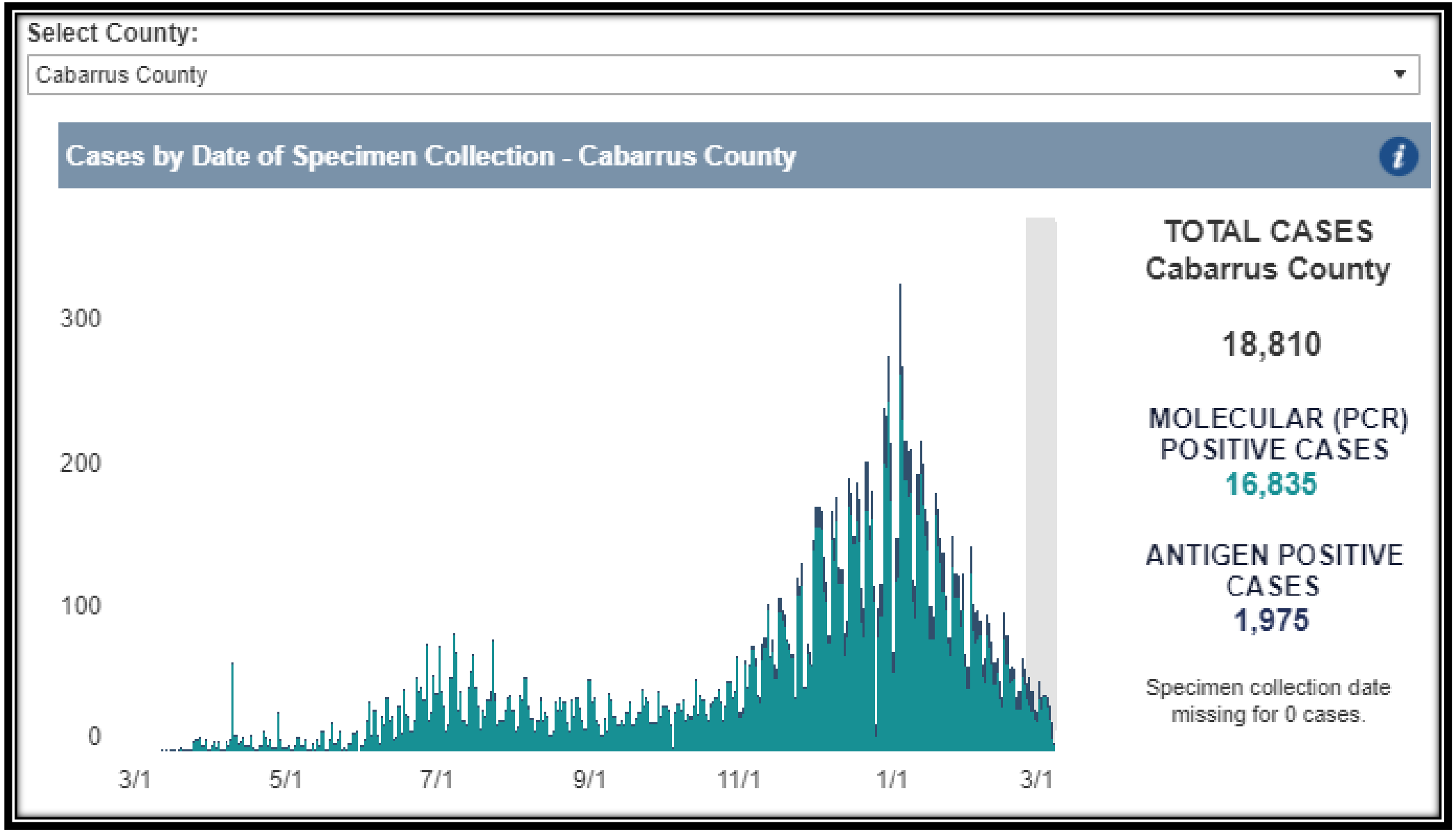
Revenue is higher than the CHA Report due to CPHI funds, Duke Endowment fund, Community Care of Southern Piedmont, and Walmart funds. These funds have been received but not yet earned. They are reduced in the CHA Financial Report, however, they are reported here as they are received.

Cabarrus County COVID Update

March 9, 2021

Erin Shoe

CABARRUS HEALTH ALLIANCE

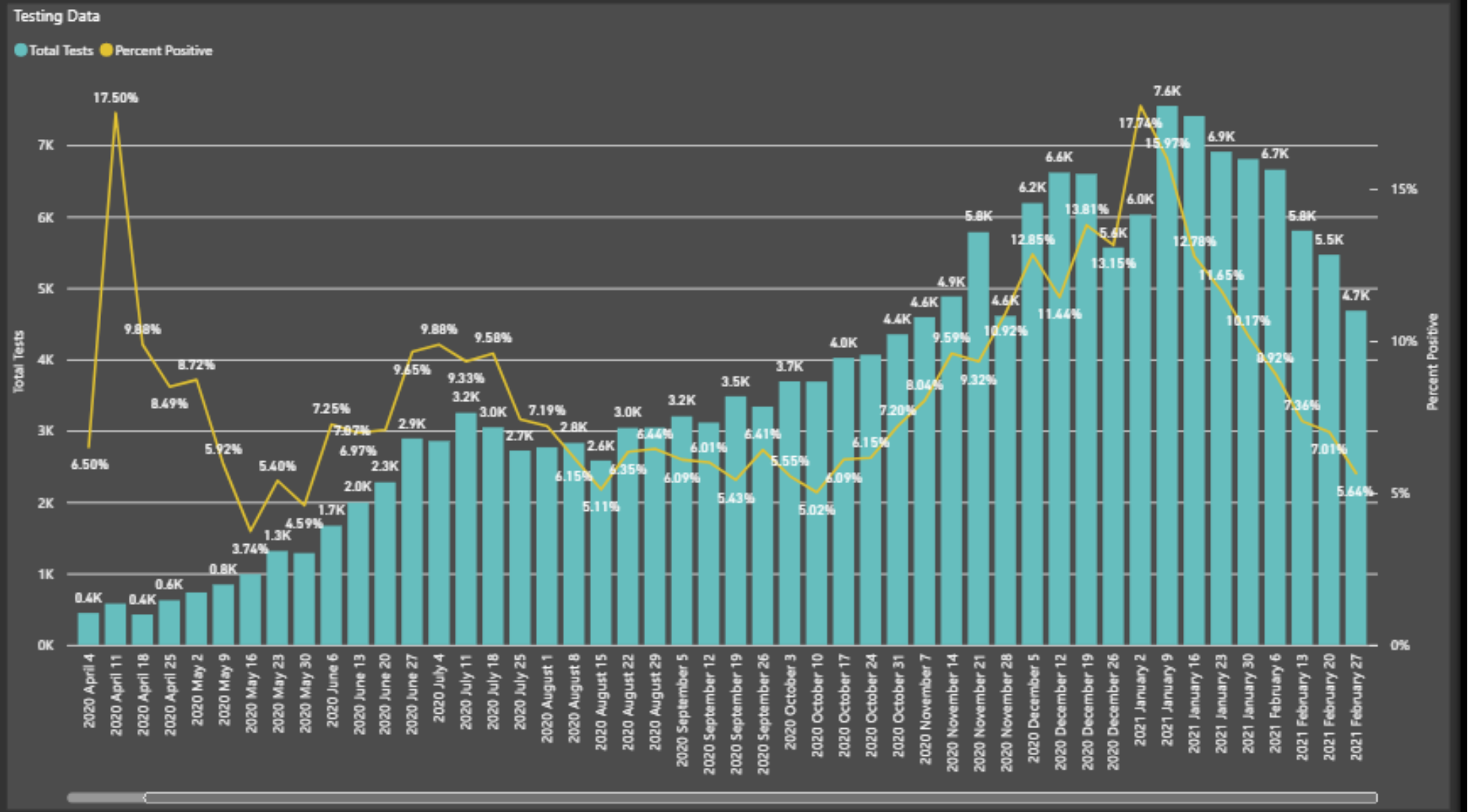


https://covid19.ncdhhs.gov/dashboard/cases (accessed March 9, 2021 @ 3:33 pm)

CHA COVID-19: Testing Data

4681
Most Recent Weekly Tests

5.6%
Most Recent % Positive



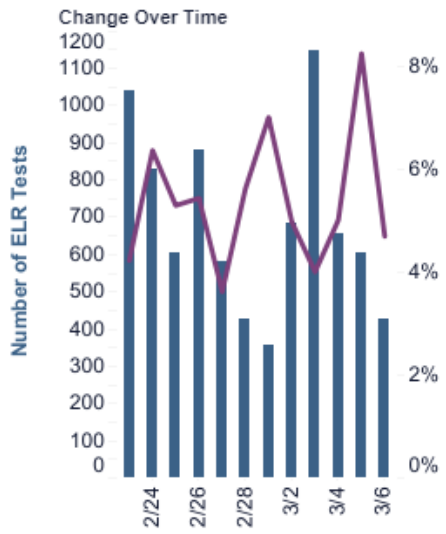
Percent Positive by County

Which counties are seeing a decline or sustained level of percent of tests that are positive?

It is important to recognize that the amount of testing being conducted varies across counties. Because the percent positive is calculated using only molecular (PCR) testing data reported electronically in to NC COVID, which is a subset of total tests reported, county-level percent positive rates may be impacted by how many of the total tests for residents in the county were reported electronically through NC COVID.

1-3 %
4-6 %
7-9 %
10-15 %
Data not shown

Cabarrus County Positive Tests: 5.2%

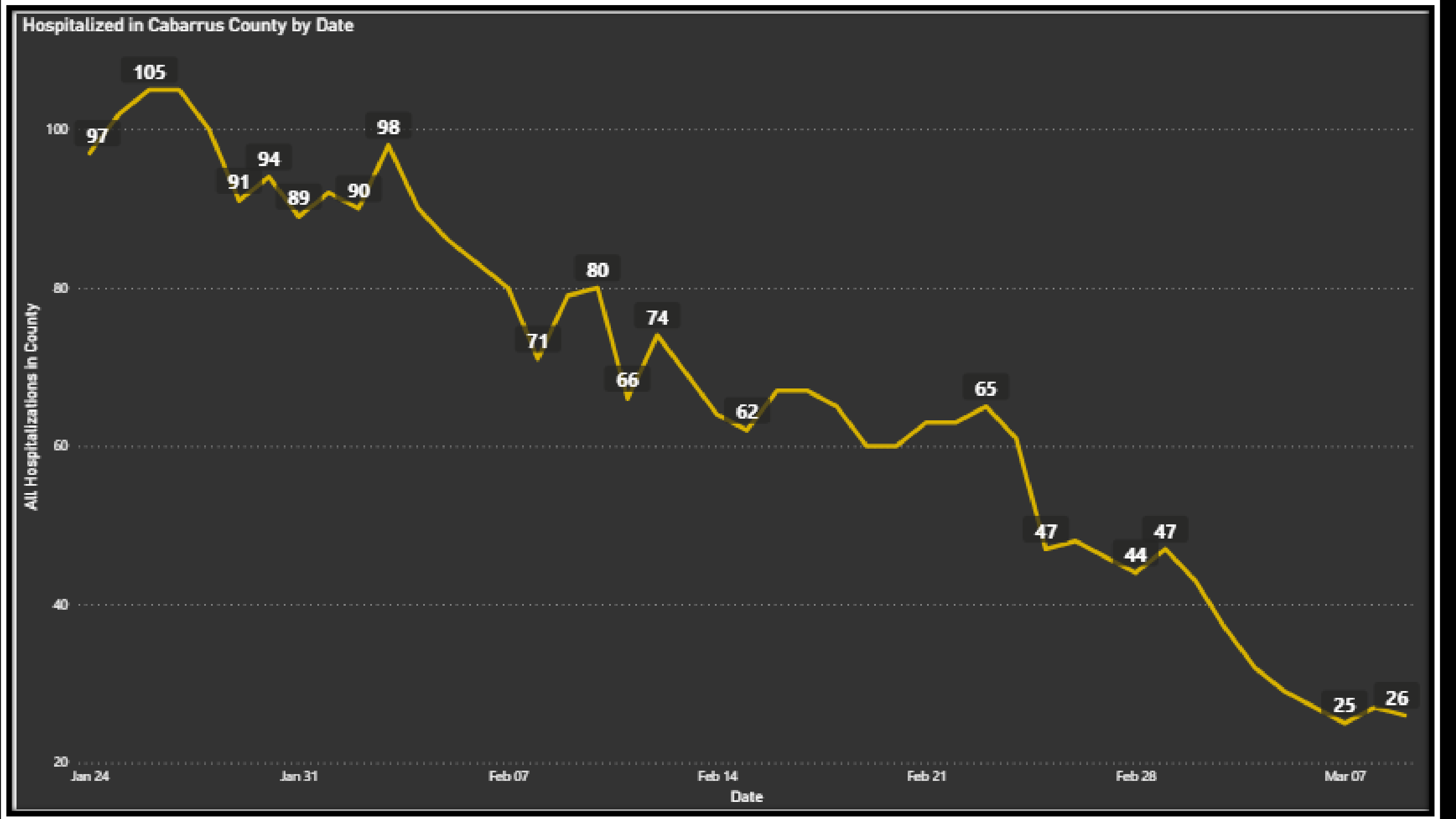


Testing Turnaround Time

There are multiple stages that make up the time eceives their results — the testing turnaround time The first st n it is received by a laboratory. Several factors can impact this timi laboratory. The second stage is the time between when the spe irst and second stage is shown in the dark purple in the graph b determines a result and the laboratory electronically reported fourth stage, which is not represented in the graph below; is t atient is notified of their results. This fourth stage happens between CDHHS. The yellow line shows the 7-day rolling average of th ratory has a result.

Please note that the graph shows the average tu to NCDHHS. Individual laboratories may have shorter or long nce will vary. Antigen tests are excluded from testing turnarou d and are typically resulted within an hour or less. Includin entially artificially decrease testing turnaround times for molecular y. Laboratory results received electronically for previous dates

https://covid19.ncdhhs.gov/dashboard/testing (accessed March 9, 2021 @ 2:12 pm)


Hospitalized in Cabarrus County by Date
All Hospitalizations in County
100
80
60
40
20
97
105
91
94
89
90
98
71
80
66
74
62
65
47
44
47
25
26
Jan 24
Jan 31
Feb 07
Feb 14
Feb 21
Feb 28
Mar 07
Date

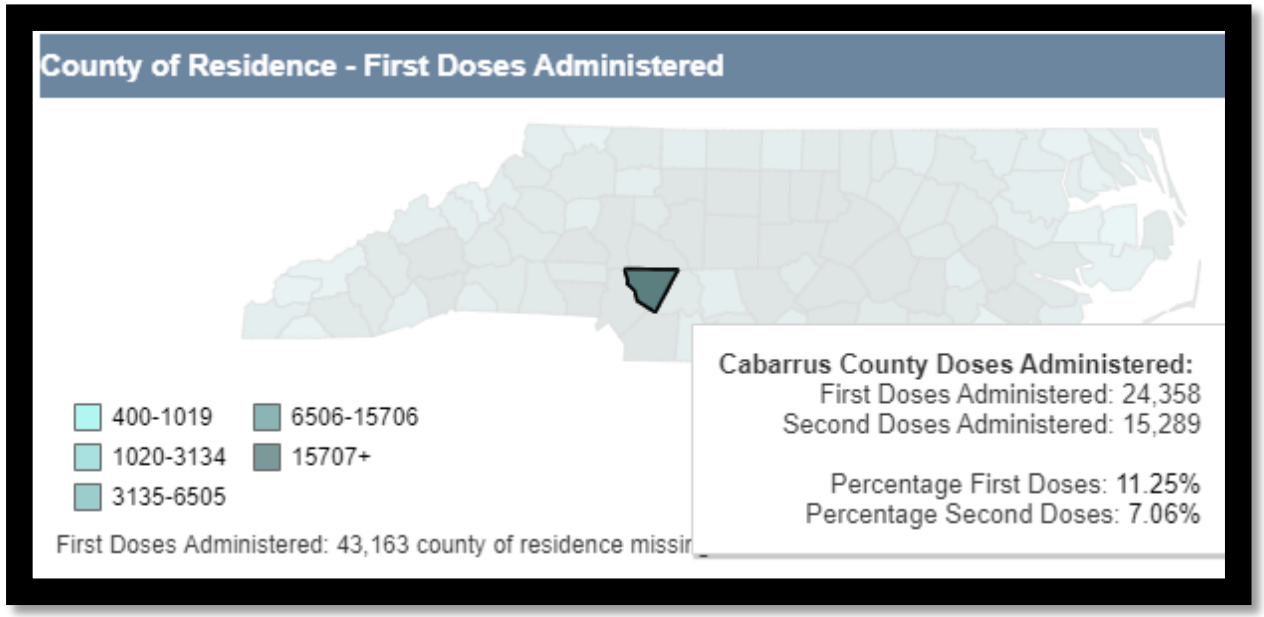
Vaccine Clinics – https://www.cabarrushealth.org/vaccineclinics

- Monday, December 28th @ CHA for EMS
- Wednesday, December 30th @ Arena for Phase 1a
- Saturday, January 2nd @ Arena for Phase 1a
- ~~Monday, January 4th @ Arena for Phase 1a~~
- Wednesday, January 6th @ Arena for Phase 1a and 1b-1
- Sunday, January 10th @ Arena for Phase 1a and 1b-1
- Tuesday, January 12th @ Arena for Phase 1a and 1b-1
- Thursday, January 14th @ Arena for Phase 1a and 1b-1
- Monday, January 18th @ Arena for Groups 1 and 2
- Tuesday, January 19th @ Arena for Groups 1 and 2
- Friday, January 22nd @ Arena for Groups 1 and 2
- Saturday, January 23rd @ Arena for Groups 1 and 2 (1st dose and 2nd dose)
- Tuesday, January 26th – first doses, clinic full
- Friday, January 29th – first and second doses, clinic full
- Saturday, January 30th – second doses, clinic full
- Tuesday, February 2nd – second dose clinic
- Friday, February 5th – second dose clinic and first dose clinic (900)
- Saturday, February 6th – second dose clinic
- Tuesday, February 9th – second dose clinic
- Friday, February 12th – second dose clinic
- Saturday, February 13th – first dose clinic (1100 doses)
- Tuesday, February 16th – second dose clinic
- Friday, February 20th – second dose clinic
- Saturday, February 21st – second dose clinic

- Tuesday, February 23rd – small clinic @ CHA
- Thursday, February 25th – first and second dose clinic @ Cabarrus Arena
- Friday, February 26th – second dose clinic @ Cabarrus Arena
- Saturday, February 27th - first and second dose clinic @ Cabarrus Arena
- Thursday, March 4th- first dose clinic (100 doses) @ El Puente
- Friday, March 5th- first dose clinic (1000 doses) @ Cabarrus Arena
- Saturday, March 6th- second dose clinic (1000 doses) @ Cabarrus Arena
- Thursday, March 11th- first dose clinic (180 doses) @ El Puente
- Thursday, March 11th – Perdue partnership (170 doses)
- Friday, March 12th- first dose clinic (820 doses) @ Cabarrus Arena
- Saturday, March 13th- second dose clinic (1000 doses) @ Cabarrus Arena

Vaccine Tracking

- You can track the number of Cabarrus County residents vaccinated by hovering over the county at this link: https://covid19.ncdhhs.gov/dashboard/vaccinations.



Dashboard last updated: March 7 @ 11:59pm

Covid19 Vaccinations Administered by Cabarrus Health Alliance

CABARRUS COUNTY COVID 19 VACCINE DISTRIBUTION					
Cabarrus Health Alliance			**Cabarrus County**		
Total number of Vacines given by Cabarrus Health Alliance as of 3/9/2021	**21,540**		Total number of Vacines given in Cabarrus County as of 3/9/2021	**39,647**	
Total number of adults receiving 1st dose vaccines from CHA	**12,920**	**8.0%**	Total number of adults receiving 1st dose vaccines	**24,358**	**15.1%**
Total number of adults fully vaccinated (2 doses) by CHA	**8,620**	**5.3%**	Total number of Cabarrus County Adults Fully Vaccinated (2 doses)	**15,289**	**9.5%**

Demographic Data - Cabarrus

Select demographic metric:

First Doses Administered

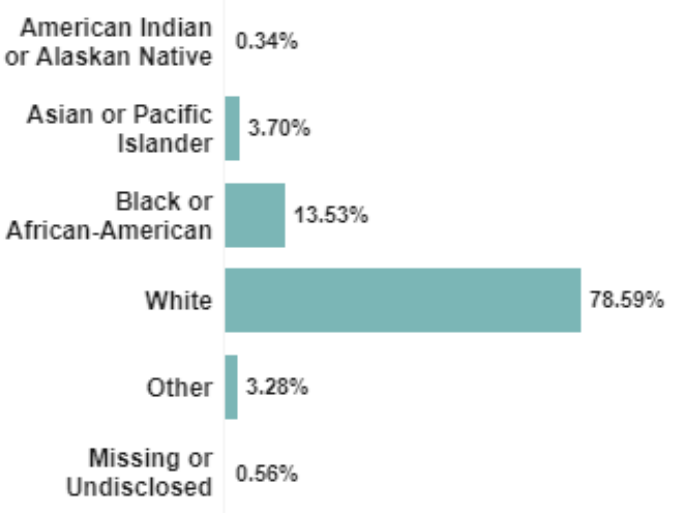
24,358
First Doses Administered

Select county:

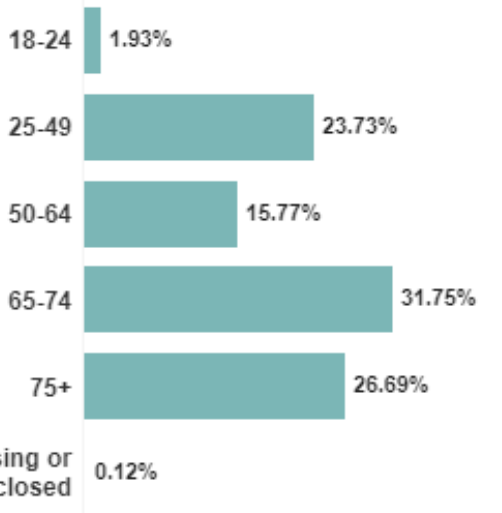
Cabarrus

First Doses Administered by Demographics

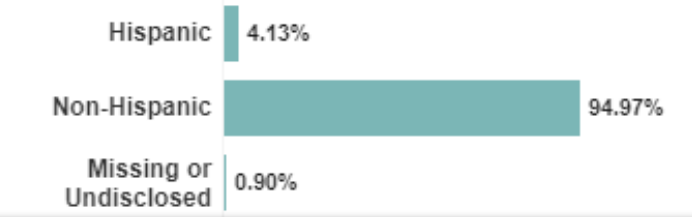
By Race



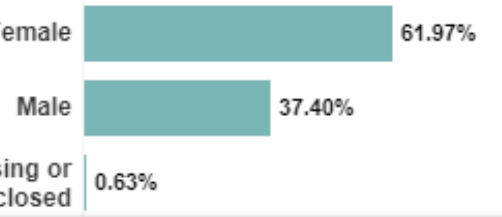
By Age



By Ethnicity



By Gender



Vaccine Access Initiatives

- Community Paramedic Program
- Transportation Partnership
- El Puente
- Meals on Wheels

Vaccine Access Initiatives:
New Vaccine Providers in Cabarrus County

Cabarrus	Cabarrus Rowan Community Health Centers, Inc.	McGill Family Medicine
Cabarrus	Cabarrus Rowan Community Health Centers, Inc.	Logan Family Medicine
Cabarrus	Cabarrus Rowan Community Health Centers, Inc.	China Grove Family Medicine
Cabarrus	The Public Health Authority of Cabarrus County dba as Ca	Cabarrus Health Alliance
Cabarrus	CAROLINA MEDICAL CLINIC PC	CAROLINA MEDICAL CLINIC
Cabarrus	Grace Pediatric Clinics PA	Grace Medical Clinic PA
Cabarrus	Moose Pharmacy of Concord	Moose Pharmacy of Mount Pleasant
Cabarrus	Moose Pharmacy of Concord	Moose Pharmacy of Concord
Cabarrus	The Kroger Co.	HARRIS TEETER PHARMACY 09700046
Cabarrus	The Kroger Co.	HARRIS TEETER PHARMACY 09700202
Cabarrus	The Kroger Co.	HARRIS TEETER PHARMACY 09700068
Cabarrus	The Kroger Co.	HARRIS TEETER PHARMACY 09700092
Cabarrus	The Kroger Co.	HARRIS TEETER PHARMACY 09700190
Cabarrus	Publix Super Market	Publix Pharmacy #1555
Cabarrus	Publix Super Market	Publix Pharmacy #1490
Cabarrus	DaVita	Cannon Dialysis
Cabarrus	Concord Pharmacy & Surgical Supply	Concord Pharmacy & Surgical Supply
Cabarrus	Mobile Vaccination Services, LLC	Home Office
Cabarrus	Walkers Group Home	12 Palaside Drive, Concord NC 28025
Cabarrus	Perdue Foods Inc	Perdue Foods Concord Plant
Cabarrus	TrueCareRx	TrueCare Pharmacy

Deeper Drive: Group 3

Frontline essential workers are people who:

- Must be in-person at their place of work
- Work in one of the eight essential sectors listed below*

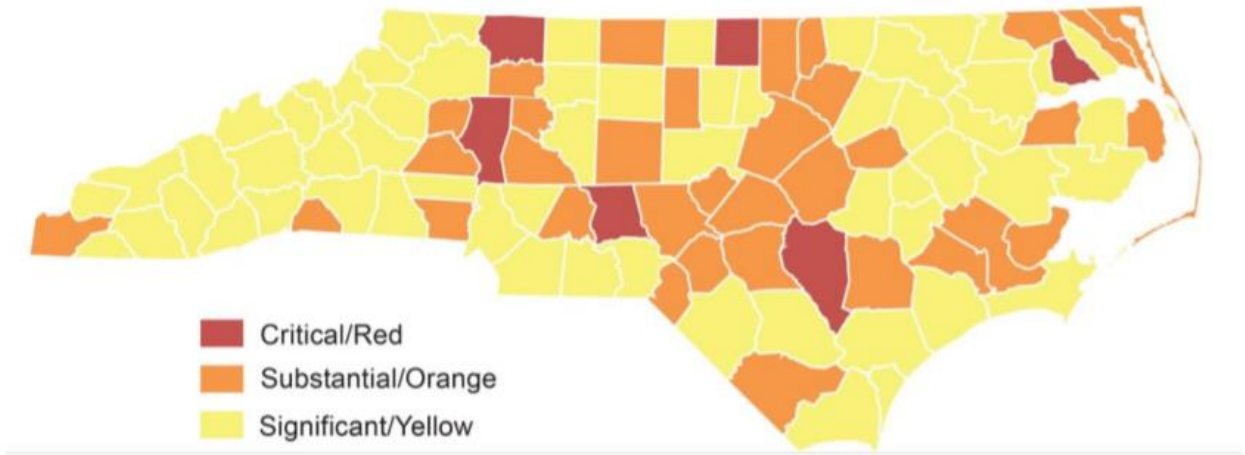
Critical Manufacturing	Essential Goods	Food and Agriculture
Including for example: • Workers manufacturing medical supplies, medical equipment or PPE • Workers manufacturing products needed for food and agricultural supply chains	Including for example: • Workers in stores that sell groceries and medicine	Including for example: • Meat packing workers • Food processing workers • Farm workers • Migrant farm/fishery workers • Food distribution and supply chain workers • Restaurant workers

Government and Community Services	Health Care and Public Health	Public Safety	Transportation
Including for example: • U.S. Postal Service and other shipping workers • Court workers • Elected officials • Clergy • Homeless shelter staff • Veterinarians and veterinarian staff	Including for example: • Public health workers • Social workers	Including for example: • Firefighters and EMS • Law enforcement • Corrections workers • Security officers • Public agency workers responding to abuse and neglect	Including for example: • Public transit workers • Division of Motor Vehicles workers • Transportation maintenance and repair technicians • Workers supporting highway infrastructure

Frontline Essential Workers: https://files.nc.gov/covid/documents/vaccines/Deeper-Dive-Group-3.pdf

COVID-19 County Alert System, Updated March 4, 2021

NC Counties by Tier: Data from February 14 through February 27, 2021



	Counties must meet:	And meet one of these:	
	Case rate	Percent positive	Hospital Impact within the county*
Critical (Red)	>200/100,000 new cases in 14 days with at least 42 cases in 14 days.	>10%	**High Impact on county hospital(s)**
Substantial (Orange)	101-200/100,000 new cases in 14 days with at least 21 cases in 14 days.	8-10%	**Moderate Impact on county hospital(s)**

County	Current Tier (Updated 2/22/21)	14-day Case Rate Per 100,000	14-day Percent Positive^	Hospital Impact	Previous Tier (2/4)
Cabarrus County	Significant/Yellow	371.9	6.4%	Low impact	Substantial/Orange

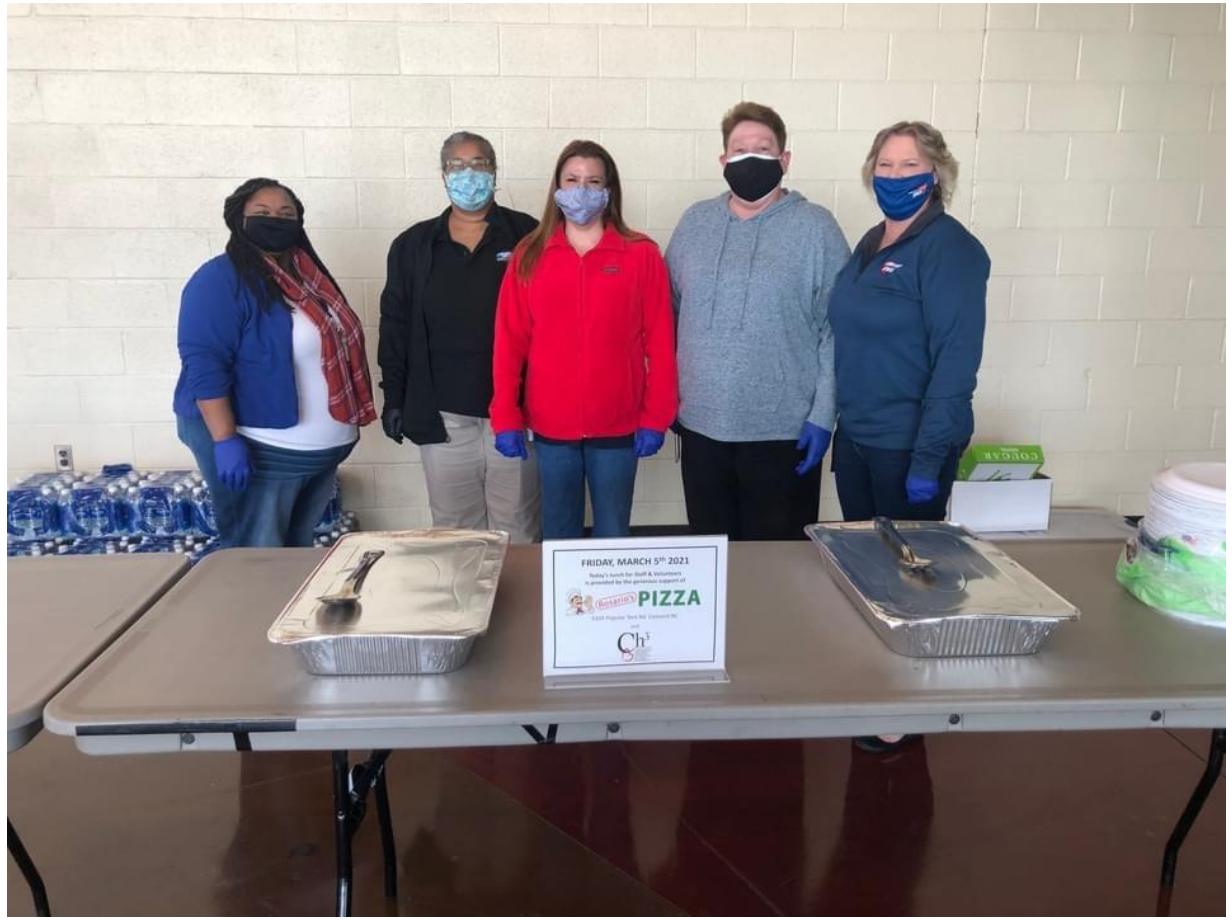
https://files.nc.gov/covid/documents/dashboard/COVID-19-County-Alert-System-Report.pdf

Cabarrus Commitment to Control COVID-19:
Cabarrus Health Alliance Recommendations for Municipalities, Business, and Schools; *Updated 2.08.2121*

Zone	Metric 1: Cases per 100,000	Metric 2: Percent Positive	Metric 3: Hospitalizations: Atrium Cabarrus	Municipalities & Business	Schools
Green Zone: Containment	• 1-9 cases per day per 100,000 people tracked over previous 14-days • 20 or less cases per day in Cabarrus County • 280 or less new cases in 14-days	5% and below	IMPACT NEGLIGIBLE	3W's Required Business as usual	Plan A, B, or C
Yellow Zone: Moderate Community Spread	• 10-18 cases per day per 100,000 people tracked over previous 14-day period • 21 to 39 cases per day in Cabarrus County • 281 to 546 new cases in 14-days	>5% to <8%	LOW IMPACT	3W's Required Support and suggest tele-work and virtual meetings	Plan A, B, or C
Orange Zone: Accelerated Spread	• 19-24 cases per day per 100,000 people tracked over previous 14-day period • 40 to 52 cases per day in Cabarrus County • 547 to 728 new cases in 14-days	8% to <10%	MEDIUM IMPACT	3W's Required Highly encourage tele-working and virtual meetings for non-essential staff Provide services virtually as much as possible	Plan A with social distancing measures in place; Plan B or C based on local current trends
Red Zone: Tipping Point	• 25+ cases per day per 100,000 people tracked over previous 14-day period • 53 cases and over per day in Cabarrus County • 729 or more new cases in 14-days	10% and above	HIGH IMPACT	3W's Required Essential employees only in facilities; limited services on-site Limit indoor dining; recommend take-out/delivery only.	Plan B or C based on local current trends

If the community meets two or more metrics in a specific zone, it is recommended that municipalities and businesses follow the recommendations provided. Cabarrus County Population: 216,453.

Thank you for the continued community support!



CHA Public Health Director's Report

March 9, 2021

Human Resources

- Final interview round of Equity Coordinator candidates begins 03/08.
- Volunteer Coordinator Hired
- Implementation of LMS and HRIS systems began week of Feb 26.

Finance

- For February, CHA submitted 6 grants valued at a total of $1,154,000. A total of $1,721,984 is pending an award decisions, most of which will be determined in April or June.
- During March and April, CHA is expecting to submit grants worth approximately $3,920,000. This includes grants to improve family support services, improve outreach and education to SNAP participants, drug free communities renewal, and a five-year grant with SAMHSA to increase access to MAT therapy for community members with Opioid Use Disorder.

IT – No Report

Clinical Services

FCC

- The case managers from the Family Care Coordination Team (CMARC and CMHRP) have been permitted to assist with COVID vaccine delivery. Since mid-January, their program guidelines have allowed for COVID-related work, and these social workers and nurses became a welcome addition to the clinics. The entire staff has maintained their case load, and continued serving their families while also serving the greater community!
- This same team has been able to assist some of their families who have experienced hardship due to COVID. CHA received a grant from the City of Kannapolis to assist with back rent and utility bills for those affected by COVID. To date, four families have received assistance, and two more are in the eligibility phase.

Dental

- Two dental assistants started Friday March 12; currently recruiting for 1 dental assistant and 1 processing assistant.
- Dental submitted a grant with the Office of Rural Health for a hybrid community-based/clinic-based model in hopes to partner with community partners (El Puente, Faith Nurses, Cooperative Christian Ministries). The Office of Rural Health is awarding up to 51 awards (33 for three years and 28 for one year) to safety net organization to increase access to primary and preventative care for underserved and indigent populations. If awarded, grant period begins July 2021.

School Health

- During February CCS returned Pre-K to 3rd grade and select groups of other students (EC, ELL, McKinney Vento) to Plan A meaning that these students are now attending school in-person four days a week. School nurses have worked closely with school administrators to ensure that mitigation strategies continue to be followed with the increased numbers of students in buildings.

- School nurses are working closely with school counselors, social workers and psychologists to respond to the mental health impacts of the pandemic on students.
- School Nurse Rapid Antigen Testing: KCS expanded from 2 to 3 sites the week of February 22nd and CCS is scheduled to expand from 6 to 16 sites beginning the week of March 8th.
- School Nurses continue to conduct close contact tracing investigations in their schools, fill multiple roles while working the vaccine clinics, and assist with CVMS data entry as needed.
- School nursing director will be working with Cabarrus County and Kannapolis City schools to formulate a plan for coverage during the required 130 hours of additional school instruction time for students during the summer months. School admin team is in the process of polling nurses to determine capacity and will work with both school districts to ensure coverage.

COVID Response (Refer to update at meeting)

Cabarrus Public Health Interest

- The week of April 5-11, National Public Health Week, Cabarrus Public Health Interest is planning a fundraising campaign (through Facebook, emails, letters) to celebrate and recognize CHA.

Healthy Living Programs:

- The MDPP program has developed a Region IV marketing campaign. The purpose of the campaign created alongside CHA's marketing department is to increase public awareness of NC MDPP in each of the Region IV counties and maximize the number of people enrolled in the program. The marketing effort includes:
  - Mobile Billboards (Truckside) advertising
  - Targeted digital and print ads
  - Spotify/Pandora/Hulu/YouTube promotions

Environmental Health

- New hire begins this Friday in FLI program; still in the interview/hiring process for the second FLI position that has been vacant
- A file review has been complete by regional state staff for the pool program so everything is in order for our scheduled audit next year

Healthy Cabarrus/Marketing

Drug Free Communities Grant

- Kristin Klinglesmith is currently working on the Year 5 submission of the continuation application. This will be the final year of funding, although we do have the ability to apply for Year 6-10 as a new applicant.

Healthy Cabarrus

- Hosted Housing and Homelessness Action Planning Retreat on February 25.
- Presented Mental Health Action Planning information and recommended strategies to Cabarrus County Mental Health Advisory Board.
- Community health Needs Assessment will be completed by June 1.

NC Behavioral Health Equity Initiative

- Planning a student Video Voice project with Latino youth in Cabarrus County. Students will be asked to create a video to allow them to express their feelings and raise awareness of substance use and its impacts.
- Working with Spanish grocery and convenience store owners to host an alcohols sales training with ALE Agent Lesassier.

Performance/Quality Improvement and Accreditation

Quality Improvement/Data

- NACCHO Statewide Association Training/Support Request will be awarded to CHA
    - CHA will be the lead in developing performance improvement capacity with Region 4 counties. CHA will conduct virtual workshops and host virtual working sessions.
- Data training launched on March 3rd for staff, if any Board members are interested in joining training with staff please contact EmployeeInfo@CabarrusHealth.org.
    - Why Data is Important? (March 3rd)
    - What is the RBA Framework? (March 4th)
    - Data and Equity (March 4th)
    - How to use your data (March 17th)
    - Scorecard 101 (Video released March 24th)
    - Population Health Data & PH 3.0 (March 30th)
- Scorecards have been updated and have ongoing data updates

Accreditation

- NC Accreditation submission will be November 1, 2021
    - Evidence collection is ongoing
    - A site visit will be scheduled for Spring 2022

BOH activities

- Thank you to the Board Members for their continued support volunteering at the COVID vaccine clinics!

National/State/Local Updates

- Public Health Director has requested a meeting with Representative Wayne Sasser to advocate for additional state funding for Communicable Disease.

CABARRUS HEALTH ALLIANCE

Cabarrus Health Alliance Board Agenda

Meeting Date: March 9, 2021

Name of Item: Budget Revision Request

Submitted by: Sue K Yates

Brief Summary: Budget revisions are being requested due changes in revenues and expenses. These changes are due to either an increase or decrease in a funding source, new source of funding, or realignment of revenues and/or expenses.

Requested Action: Approval of budget revisions

1. To align budget with actuals for Healthy Communities Agreement Addendum. - $0
2. To align budget with actuals for IPS Agreement Addendum. - $0
3. To align budget with actuals for GlaxoSmithKline Award. - $0
4. To align budget with actuals for TANF Agreement Addendum. - $0
5. To adjust budget for funds received for the Syringe Exchange Program. - $(9,000)
6. To align budget with actuals for Vital Records. - $0
7. To align budget with actuals for Dental Mobile. - $38
8. To align budget with actuals for COVID Response County. - $0
9. To budget for funds received from US Department of Health and Human Services. - $256,734
10. To budget for additional Pregnancy Care Management Agreement Addendum Funds. - $2,959
11. To decrease budget for cooking classes and employee wellness due to no in-person functions. - $(9,900)
12. To decrease budget for School Health due to lower Golf Tournament Funds and decrease in school system requests for additional time for field trips and after school activities. - $(25,675)
13. To align budget with actuals for Pediatric Primary Care. - $0
14. To align budget with actuals for the Dental Clinic. - $(632,148)
15. To align budget with actuals for Adolescent Parenting Program Grant. - $0
16. To align budget with actuals for Communicable Disease. - $(34,338)

Previous Action/Discussion on Item: _____Yes X No

If yes, explain

Items Reviewed by:

Bonnie Coyle, MD, Health Director

Sue K. Yates, Chief Financial Officer

CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#1

Date: 3/9/2021 Amount: $ - Type of Adjustment:

Health Director: Dr. Bonnie Coyle _X_ Internal Transfer Within Program

Purpose of Request: To align budget with actuals for Healthy Communities Agreement Addendum. ___ Transfer Between Programs

___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00295845-9355-55030	Other Operation Costs-HP	$ 300	$ 1,200	$ -	$ 1,500
00295845-9205-55030	Group Hospital Insurance - HP	$ 6,939	$ -	$ 1,200	$ 5,739

Finance Office Use Only

Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

Approved/Denied Date _____ Approved/Denied Date _____ Approved/Denied Date _____

CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#2

Date: 3/9/2021 Amount: $ - Type of Adjustment:

Health Director: Dr. Bonnie Coyle _X_ Internal Transfer Within Program

Purpose of Request: To align budget with actuals for IPS Agreement Addendum. ___ Transfer Between Programs

___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00295865-9447-50115	Contracted Services	$ 12,098	$ 2,153	$ -	$ 14,251
00295865-9331-50115	Minor Office Equip & Furn-IPS	$ 86,697	$ 1,999	$ -	$ 88,696
00295865-9101-50115	Salaries & Wages-IPS	$ 75,968	$ -	$ 1,639	$ 74,329
00295865-9201-50115	Social Security-IPS	$ 4,631	$ -	$ 356	$ 4,275
00295865-9202-50115	Medicare-IPS	$ 1,381	$ -	$ 312	$ 1,069
00295865-9205-50115	Group Hospital Insurance-IPS	$ 5,503	$ -	$ 659	$ 4,844
00295865-9206-50115	HRA-IPS	$ 1,156	$ -	$ 229	$ 927
00295865-9210-50115	Retirement-IPS	$ 7,933	$ -	$ 374	$ 7,559
00295865-9211-50115	401K Match-IPS	$ 739	$ -	$ 300	$ 439
00295865-9230-50115	Workers' Compensation-IPS	$ 291	$ -	$ 83	$ 208
00295865-9640-50115	Insurance & Bonds-IPS	$ 1,128	$ -	$ 200	$ 928

Finance Office Use Only

Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

Approved/Denied Date _____ Approved/Denied Date _____ Approved/Denied Date _____

CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#3

Date: 3/9/2021 Amount: $ - Type of Adjustment:

Health Director: Dr. Bonnie Coyle _X_ Internal Transfer Within Program

Purpose of Request: To align budget with actuals for GlaxoSmithKline Award. ___ Transfer Between Programs

___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00295880-9308-508	Patient Education Supplies	$ 3,000	$ 2,500	$ -	$ 5,500
00295880-9356-508	Special Program Supplies	$ 5,500	$ -	$ 2,000	$ 3,500
00295880-9635-508	Training & Education-WICH	$ 2,430	$ -	$ 500	$ 1,930

Finance Office Use Only

Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

Approved/Denied Date _____ Approved/Denied Date _____ Approved/Denied Date _____

CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#4

Date: 3/9/2021 Amount: $ - Type of Adjustment:

Health Director: Dr. Bonnie Coyle _X_ Internal Transfer Within Program

Purpose of Request: To align budget with actuals for TANF Agreement Addendum. ___ Transfer Between Programs

___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00295875-9101-5151B	Salaries & Wages - TANF	$ 16,476	$ -	$ 9,496	$ 6,980
00295875-9102-5151B	Part Time > 1000 Hours-TANF	$ -	$ 6,339	$ -	$ 6,339
00295875-9201-5151B	Social Security - TANF	$ -	$ 707	$ -	$ 707
00295875-9202-5151B	Medicare - TANF	$ -	$ 165	$ -	$ 165
00295875-9205-5151B	Group Hospital Ins - TANF	$ -	$ 650	$ -	$ 650
00295875-9206-5151B	HRA - TANF	$ -	$ 123	$ -	$ 123
00295875-9210-5151B	Retirement - TANF	$ 1,000	$ 248	$ -	$ 1,248
00295875-9211-5151B	401K Match	$ -	$ 55	$ -	$ 55
00295875-9230-5151B	Workers' Compensation-TANF	$ -	$ 34	$ -	$ 34
00295875-9640-5151B	Insurance & Bonds	$ -	$ 153	$ -	$ 153
00295875-9659-5151B	UnempComp-TANF	$ -	$ 22	$ -	$ 22
00295875-9360-5151A	Medical Supplies - Fam Plan	$ 3,000	$ 1,000	$ -	$ 4,000

Finance Office Use Only

Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

Approved/Denied Date _____ Approved/Denied Date _____ Approved/Denied Date _____

CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#5

Date: 3/9/2021 Amount: $ (9,000)

Health Director: Dr. Bonnie Coyle

Purpose of Request: To adjust budget for funds received for the Syringe Exchange Program.

Type of Adjustment:
___ Internal Transfer Within Program
___ Transfer Between Programs
_X_ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265845-6803-906	Miscellaneous Revenue-SEP	$ 27,050	$ -	$ 9,000	$ 18,050
00295845-9355-906	Other Operation Costs-SEP	$ 39,050	$ -	$ 9,000	$ 30,050

Finance Office Use Only

Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

Approved/Denied Date _____ Approved/Denied Date _____ Approved/Denied Date _____

CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#6

Date: 3/9/2021 Amount: $ - Type of Adjustment:

Health Director: Dr. Bonnie Coyle _X_ Internal Transfer Within Program

Purpose of Request: To align budget with actuals for Vital Records. ___ Transfer Between Programs

___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00295860-9331-185	Minor Office Equipment & Furn	$ -	$ 699	$ -	$ 699
00295860-9301-185	Office Supplies-VR	$ 1,732	$ -	$ 699	$ 1,033

Finance Office Use Only

Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

Approved/Denied Date _____ Approved/Denied Date _____ Approved/Denied Date _____

CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#7

Date: 3/9/2021 Amount: $ 38

Health Director: Dr. Bonnie Coyle

Purpose of Request: To align budget with actuals for Dental Mobile.

Type of Adjustment:
___ Internal Transfer Within Program
___ Transfer Between Programs
_X_ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265855-6672-162	Patient Fees - Mobile Dental	$ 65	$ 38	$ -	$ 103
00295855-9101-162	Salaries & Wages-Dental Mobile	$ -	$ 5,449	$ -	$ 5,449
00295855-9201-162	Social Security-Dental Mobile	$ -	$ 334	$ -	$ 334
00295855-9202-162	Medicare-Dental Mobile	$ -	$ 78	$ -	$ 78
00295855-9205-162	Group Hosp Ins-Dental Mobile	$ -	$ 807	$ -	$ 807
00295855-9206-162	HRA - Dental Mobile	$ -	$ 140	$ -	$ 140
00295855-9210-162	Retirement-Dental Mobile	$ -	$ 504	$ -	$ 504
00295855-9211-162	401K Match	$ -	$ 53	$ -	$ 53
00295855-9230-162	Wrkrs' Comp-Dental Mobile	$ -	$ 15	$ -	$ 15
00295855-9320-162	Printing & Binding-Dent Mobile	$ -	$ 10	$ -	$ 10
00295855-9367-162	Dental Supplies-Dental Mobile	$ -	$ 466	$ -	$ 466
00295855-9570-162	Service Contracts-MobileDental	$ 1,139	$ 24	$ -	$ 1,163
00295855-9635-162	Training & Education - Den Mob	$ -	$ 495	$ -	$ 495
00295855-9640-162	Insurance & Bonds-Dental Mobil	$ -	$ 59	$ -	$ 59
00295855-9659-162	UnemployComp-MobileDental	$ -	$ 15	$ -	$ 15
00295855-9860-162	Equip&Furn-MobileDental	$ 14,000	$ -	$ 8,411	$ 5,589

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#8

Date: 3/9/2021 Amount: $ - Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Purpose of Request: To align budget with actuals for COVID Response County.

_X_ Internal Transfer Within Program

___ Transfer Between Programs

___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00295865-9102-509	Part Time > 1000 Hrs-CRC	$ 57,751	$ 37,268	$ -	$ 95,019
00295865-9104-509	Temp - Part & Full Time-CRC	$ -	$ 7,185	$ -	$ 7,185
00295865-9355-509	Other Operation Costs-CRC	$ -	$ 2	$ -	$ 2
00295865-9201-509	Social Security-CRC	$ 34,643	$ -	$ 325	$ 34,318
00295865-9206-509	HRA-CRC	$ 11,880	$ -	$ 722	$ 11,158
00295865-9210-509	Retirement-CRC	$ 56,993	$ -	$ 3,060	$ 53,933
00295865-9103-509	Part Time < 1000 Hrs-CRC	$ 6,000	$ -	$ 4,656	$ 1,344
00295865-9211-509	401K Match-CRC	$ 11,175	$ -	$ 7,881	$ 3,294
00295865-9205-509	Group Hospital Ins-CRC	$ 65,017	$ -	$ 11,604	$ 53,413
00295865-9101-509	Salaries & Wages-CRC	$ 495,000	$ -	$ 16,140	$ 478,860
00295865-9230-509	Workers' Comp-CRC	$ 1,676	$ -	$ 67	$ 1,609

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#9

Date: 3/9/2021 Amount: $ 256,734

Health Director: Dr. Bonnie Coyle

Purpose of Request: To budget for funds received from US Department of Health and Human Services.

Type of Adjustment:
___ Internal Transfer Within Program
___ Transfer Between Programs
_X_ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265865-6247-50619	US Dept Health & Human Service	$ -	$ 256,734	$ -	$ 256,734
00295865-9101-50619	Salaries & Wages-C19CR	$ -	$ 95,510	$ -	$ 95,510
00295865-9102-50619	Part Time > 1000 Hours-C19CR	$ -	$ 31,888		$ 31,888
00295865-9104-50619	Temp-Part & Full Time-C19CR	$ -	$ 5,609	$ -	$ 5,609
00295865-9201-50619	Social Security-C19CR	$ -	$ 8,095	$ -	$ 8,095
00295865-9202-50619	Medicare-C19CR	$ -	$ 1,500	$ -	$ 1,500
00295865-9205-50619	Group Hospital Insur-C19CR	$ -	$ 9,202	$ -	$ 9,202
00295865-9206-50619	HRA-C19CR	$ -	$ 4,172	$ -	$ 4,172
00295865-9210-50619	Retirement-C19CR	$ -	$ 10,861	$ -	$ 10,861
00295865-9211-50619	401K Match-C19CR	$ -	$ 1,525	$ -	$ 1,525
00295865-9230-50619	Workers' Compensation-C19CR	$ -	$ 588	$ -	$ 588
00295865-9445-50619	Purchased Services	$ -	$ 86,144	$ -	$ 86,144
00295865-9640-50619	Insurance & Bonds	$ -	$ 1,640	$ -	$ 1,640

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#10

Date: 3/9/2021 Amount: $ 2,959

Health Director: Dr. Bonnie Coyle

Purpose of Request: To budget for additional Pregnancy Care Management Agreement Addendum Funds.

Type of Adjustment:
___ Internal Transfer Within Program
___ Transfer Between Programs
_X_ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265832-6200-51070	CHA Grant - PCM	$ 43,708	$ 2,959	$ -	$ 46,667
00295832-9301-51070	Office Supplies - PCM	$ 500	$ 400	$ -	$ 900
00295832-9325-51070	Postage - PCM	$ 350	$ 100	$ -	$ 450
00295832-9331-51070	Minor Office Equip & Furn- PCM	$ 900	$ 350	$ -	$ 1,250
00295832-9356-51070	Special Program Supplies-PCM	$ -	$ 650	$ -	$ 650
00295832-9420-51070	Telecommunications-PCM	$ 457	$ 1,459	$ -	$ 1,916

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#11

Date: 3/9/2021 Amount: $ (9,900)

Health Director: Dr. Bonnie Coyle

Purpose of Request: To decrease budget for cooking classes and employee wellness due to no in-person functions.

Type of Adjustment:
___ Internal Transfer Within Program
___ Transfer Between Programs
_X_ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265815-6606-311	Program Fees-Cooking	$ 10,000	$ -	$ 9,900	$ 100
00295815-9356-250	Special Prog Sup-Emp Well	$ 5,972	$ -	$ 4,900	$ 1,072
00295815-9101-312	Salaries & Wages-Culinary	$ 76,612	$ -	$ 5,000	$ 71,612

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#12

Date: 3/9/2021 Amount: $ (25,675)

Type of Adjustment:
___ Internal Transfer Within Program
___ Transfer Between Programs
_X_ Supplemental Request

Health Director: Dr. Bonnie Coyle

Purpose of Request: To decrease budget for School Health due to lower Golf Tournament Funds and decrease in school system requests for additional time for field trips and after school activities.

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265840-6675-102	Cabarrus County School System	$ 16,855	$ -	$ 10,000	$ 6,855
00265840-6676-102	Kannapolis City School System	$ 2,803	$ -	$ 1,800	$ 1,003
00265840-6805-102	Contributions & Private Donat	$ 25,000	$ -	$ 13,875	$ 11,125
00295840-9104-102	Temp PT & Full School Health	$ 15,000	$ 5,000	$ -	$ 20,000
00295840-9109-102	Salary Adjustments-SH	$ 30,835	$ -	$ 22,675	$ 8,160
00295840-9102-202	PT > 1000 hours - SH Misc	$ 13,796	$ -	$ 8,000	$ 5,796

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#13

Date: 3/9/2021 Amount: $ - Type of Adjustment:

Health Director: Dr. Bonnie Coyle _X_ Internal Transfer Within Program

Purpose of Request: To align budget with actuals for Pediatric Primary Care. ___ Transfer Between Programs

___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265875-6441-200	Carolina Access Case Mgmt	$ 100,000	$ 51,605	$ -	$ 151,605
00265875-6637-200	Private Ins-PedPC	$ 27,063	$ -	$ 4,370	$ 22,693
00265875-6415-200	Medicaid-PedPC	$ 301,230	$ -	$ 38,305	$ 262,925
00265875-6672-200	Patient Fees-PedPC	$ 18,000	$ -	$ 8,521	$ 9,479
00265875-6803-200	MiscRevenue-PedPC	$ 800	$ -	$ 409	$ 391
00295875-9101-200	Salaries&Wages-Pediatric PC	$ 208,440	$ 51,535	$ -	$ 259,975
00295875-9104-200	Temp-Part&FullTime-Ped PC	$ -	$ 1,120	$ -	$ 1,120
00295875-9325-200	Postage-PediatricPrimaryCare	$ 400	$ 150	$ -	$ 550
00295875-9331-200	Minor Office Equipment & Furn	$ 168	$ 100	$ -	$ 268
00295875-9347-200	MedRecordSupplies-PedPC	$ 150	$ 122	$ -	$ 272
00295875-9360-200	MedicalSupplies-PedPC	$ 3,500	$ 165	$ -	$ 3,665
00295875-9445-200	Purchased Services - PPC	$ 1,500	$ 400	$ -	$ 1,900
00295875-9447-200	Contracted Services-PPC	$ 5,000	$ 1,000	$ -	$ 6,000
00295875-9630-200	Dues & Subscriptions-PPC	$ 1,000	$ 1,600	$ -	$ 2,600
00295875-9102-200	PartTime>1000Hrs-PedPC	$ 260,112	$ -	$ 56,192	$ 203,920

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#14

Date: 3/9/2021 Amount: $ (632,148)

Health Director: Dr. Bonnie Coyle

Purpose of Request: To align budget with actuals for the Dental Clinic.

Type of Adjustment:
___ Internal Transfer Within Program
___ Transfer Between Programs
_X_ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265855-6849-182	Duke Endowment-Dental	$ 150,000	$ -	$ 68,799	$ 81,201
00265855-6415-4140A	Medicaid Reimb - KDental	$ 826,585	$ -	$ 62,999	$ 763,586
00265855-6637-4140A	Private Insurance-KDental	$ 306,335	$ -	$ 100,000	$ 206,335
00265855-6672-4140A	Patient Fees-KDental	$ 106,341	$ -	$ 28,000	$ 78,341
00265855-6449-245A	SJYDC - Dental	$ 328	$ 650	$ -	$ 978
00265855-6415-41400	Medicaid - Dental	$ 1,222,944	$ -	$ 178,000	$ 1,044,944
00265855-6637-41400	Private Insurance	$ 383,503	$ -	$ 149,000	$ 234,503
00265855-6672-41400	Patient Fees	$ 180,399	$ -	$ 46,000	$ 134,399
00295855-9101-182	Salaries & Wages-DCM	$ 201,079	$ -	$ 68,799	$ 132,280
00295855-9101-4140A	Sals&Wags-KDent	$ 569,949	$ -	$ 50,000	$ 519,949
00295855-9102-4140A	PT>1000 Hrs-KDent	$ 5,000	$ -	$ 1,000	$ 4,000
00295855-9201-4140A	Social Security-KDent	$ 35,647	$ -	$ 5,000	$ 30,647
00295855-9202-4140A	Medicare-KDent	$ 8,337	$ -	$ 500	$ 7,837
00295855-9205-4140A	GrpHospIns-KDent	$ 55,787	$ -	$ 3,500	$ 52,287
00295855-9206-4140A	HRA-KDent	$ 10,560	$ -	$ 750	$ 9,810
00295855-9210-4140A	Retirement-KDent	$ 58,645	$ -	$ 5,500	$ 53,145
00295855-9211-4140A	401K Match	$ 5,749	$ -	$ 2,000	$ 3,749
00295855-9230-4140A	Wrkrs Comp-KDent	$ 1,725	$ -	$ 200	$ 1,525
00295855-9301-4140A	Office Supplies-KDent	$ 1,500	$ -	$ 400	$ 1,100
00295855-9304-4140A	Laboratory Supplies-KDental	$ 150	$ -	$ 75	$ 75
00295855-9325-4140A	Postage-KDent	$ 1,000	$ -	$ 200	$ 800
00295855-9331-4140A	MinorOfficeEquip&Furn-KannDent	$ 8,000	$ -	$ 5,000	$ 3,000
00295855-9367-4140A	Dental Supplies-KDent	$ 105,000	$ -	$ 25,000	$ 80,000
00295855-9420-4140A	Telecommunications-KDental	$ 2,400	$ -	$ 100	$ 2,300
00295855-9560-4140A	MinorEquipMaint-KannDent	$ 9,000	$ -	$ 500	$ 8,500
00295855-9611-4140A	Mileage-KDent	$ 250	$ -	$ 75	$ 175
00295855-9630-4140A	Dues & Subscriptions-KDental	$ 3,136	$ -	$ 250	$ 2,886
00295855-9635-4140A	Trng & Ed - KDent	$ 1,800	$ -	$ 1,100	$ 700
00295855-9640-4140A	Ins&Bonds-KDent	$ 7,187	$ -	$ 550	$ 6,637
00295855-9659-4140A	UnempComp-KannDental	$ 1,200	$ -	$ 500	$ 700
00295855-9367-41400	Dental Supplies-Dental	$ 145,000	$ -	$ 2,000	$ 143,000
00295855-9659-41400	UnempComp-Dental	$ 4,317	$ -	$ 2,000	$ 2,317
00295855-9821-41400	Building & Renovations	$ 10,000	$ -	$ 10,000	$ -
00295855-9860-41400	Equipment & Furniture-Dental	$ 8,000	$ 14,000	$ -	$ 22,000
00295855-9103-41400	PT < 1000 Hrs Dental	$ 1,574	$ -	$ 574	$ 1,000
00295855-9304-41400	Laboratory Supplies-Dental	$ 150	$ -	$ 75	$ 75
00295855-9611-41400	Mileage - Dental	$ 250	$ -	$ 75	$ 175
00295855-9331-41400	Minor Off Equip&Furn-Dental	$ 15,000	$ -	$ 10,000	$ 5,000
00295855-9635-41400	Training & Education-Dental	$ 2,500	$ -	$ 925	$ 1,575
00295855-9201-41400	Social Security Dental	$ 110,498	$ -	$ 4,500	$ 105,998
00295855-9211-41400	401K Match	$ 17,703	$ -	$ 6,000	$ 11,703
00295855-9230-41400	Workers' Comp Dental	$ 5,472	$ -	$ 1,000	$ 4,472
00295855-9202-41400	Medicare - Dental	$ 25,842	$ -	$ 6,000	$ 19,842
00295855-9101-41400	Salaries & Wages - Dental	$ 1,740,370	$ -	$ 350,000	$ 1,390,370
00295855-9206-41400	HRA - Dental	$ 35,640	$ -	$ 7,000	$ 28,640
00295855-9210-41400	Retirement - Dental	$ 180,567	$ -	$ 30,000	$ 150,567
00295855-9640-41400	Insurance & Bonds	$ 22,278	$ -	$ 5,000	$ 17,278
00295855-9205-41400	Group Hosp Ins Dental	$ 188,316	$ -	$ 40,000	$ 148,316

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Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#15

Date: 3/9/2021 Amount: $ - Type of Adjustment:

Health Director: Dr. Bonnie Coyle _X_ Internal Transfer Within Program

Purpose of Request: To align budget with actuals for Adolescent Parenting Program Grant. ___ Transfer Between Programs

___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00295832-9101-175	Salaries & Wages-APP	$ 47,169	$ 5,213	$ -	$ 52,382
00295832-9301-175	Office Supplies-APP	$ -	$ 9	$ -	$ 9
00295832-9331-175	Minor Office Equip	$ -	$ 2,430	$ -	$ 2,430
00295832-9356-175	Special Prog Sup-APP	$ 6,373	$ 1,500	$ -	$ 7,873
00295832-9102-175	Part Time > 1000 Hours-APP	$ 5,213	$ -	$ 5,213	$ -
00295832-9320-175	Printing & Binding-APP	$ 120	$ -	$ 9	$ 111
00295832-9335-175	Food - APP	$ 3,500	$ -	$ 1,000	$ 2,500
00295832-9611-175	Mileage-APP	$ 750	$ -	$ 500	$ 250
00295832-9635-175	Trng & Ed-APP	$ 9,500	$ -	$ 2,430	$ 7,070

Finance Office Use Only

Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

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CABARRUS HEALTH ALLIANCE
Budget Revision/Amendment Request

#16

Date: 3/9/2021 Amount: $ (34,338)

Health Director: Dr. Bonnie Coyle

Purpose of Request: To align budget with actuals for Communicable Disease.

Type of Adjustment:
_X_ Internal Transfer Within Program
___ Transfer Between Programs
___ Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265865-6637-131	Private Insurance-Int Travel	$ 8,500	$ -	$ 7,000	$ 1,500
00265865-6672-131	Patient Fees- Int. Travel	$ 13,459	$ -	$ 9,800	$ 3,659
00295865-9101-131	Salaries & Wages-Intl Travel	$ 11,661	$ -	$ 9,000	$ 2,661
00295865-9102-131	Part Time > 1000 Hrs Intl Trav	$ 3,350	$ -	$ 2,800	$ 550
00295865-9327-131	International Travel Vaccine	$ 7,515	$ -	$ 5,000	$ 2,515
00265865-6415-146	Medicaid-Flu/Pneumonia	$ 16,000	$ 2,300	$ -	$ 18,300
00265865-6637-146	Private Ins-Flu/Pneumonia	$ 14,000	$ -	$ 2,300	$ 11,700
00265865-6451-45100	Rowan Co Health Dept	$ 40,344	$ -	$ 17,538	$ 22,806
00295865-9101-4510A	Salaries & Wages-CD Rowan	$ 16,455	$ -	$ 13,516	$ 2,939
00295865-9109-4510A	Salary Adjustments	$ 494	$ -	$ 493	$ 1
00295865-9201-4510A	Social Security - CD Rowan	$ 989	$ -	$ 807	$ 182
00295865-9202-4510A	Medicare - CD Rowan	$ 232	$ -	$ 189	$ 43
00295865-9205-4510A	Group Hosp Ins - CD Rowan	$ 1,367	$ -	$ 1,093	$ 274
00295865-9206-4510A	HRA - CD Rowan	$ 273	$ -	$ 219	$ 54
00295865-9210-4510A	Retirement - CD Rowan	$ 1,245	$ -	$ 945	$ 300
00295865-9211-4510A	401K Match	$ 55	$ -	$ 25	$ 30
00295865-9230-4510A	Workers' Comp - CD Rowan	$ 74	$ -	$ 65	$ 9
00295865-9640-4510A	Insurance & Bonds - CD Rowan	$ 205	$ -	$ 169	$ 36
00295865-9659-4510A	UnemployComp - CD Rowan	$ 24	$ -	$ 17	$ 7
00265865-6415-45510	Medicaid - TB Grant	$ 800	$ 3,800	$ -	$ 4,600
00265865-6637-45510	Private Insurance-TB Grant	$ 1,500	$ -	$ 300	$ 1,200
00265865-6672-45510	Patient Fees - TB Grant	$ 11,000	$ -	$ 3,500	$ 7,500

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Finance Director _____ Health Director _____ Chairman of Cabarrus Health Alliance _____

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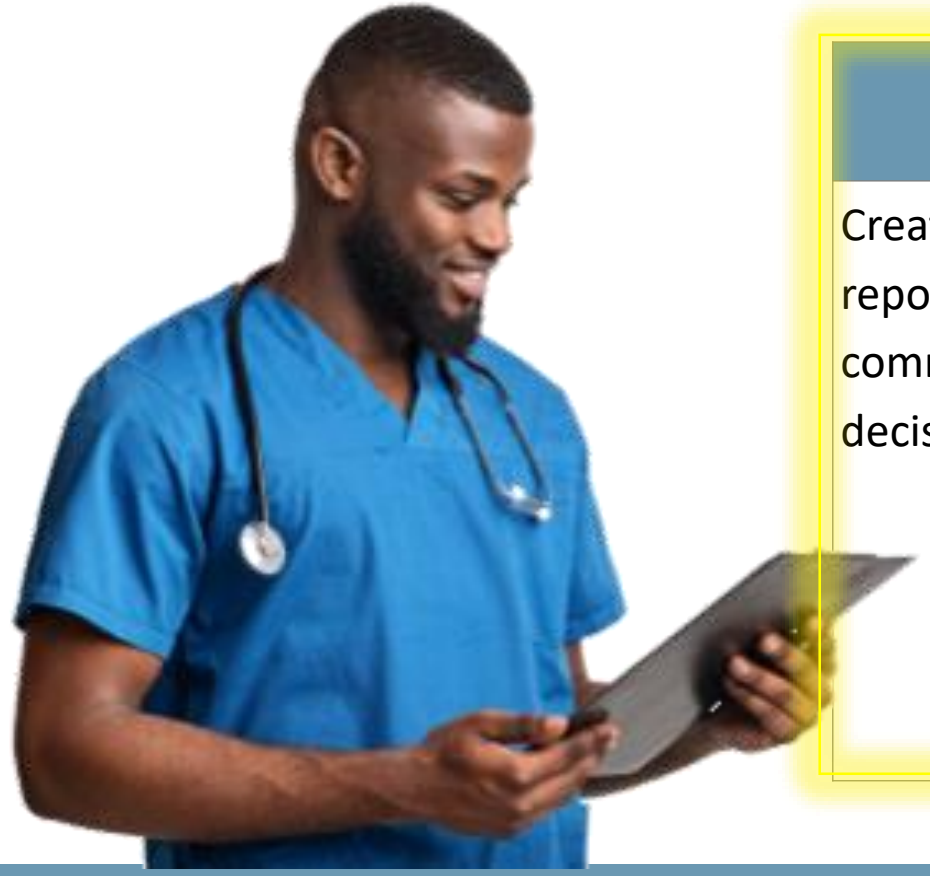
2020-2025 Finance/Grant Development Strategic Plan

Tuesday, March 9, 2021

CABARRUS HEALTH ALLIANCE

Use Data to Improve Health



Goal 1	Goal 2	Goal 3
Create a public facing data repository to inform the community and enhance decision making	Use an equity lens for data collection, analysis, use and dissemination	Make strategic decisions and create work environments that foster the data integration, sharing, and analysis necessary to support better health outcomes

Use Data to Improve Health

Goal 1: Create a public facing data repository to inform the community and enhance decision making				
Objectives	Action Steps	Metric/Measure	Champion	Deadline
By the end of fiscal year 2021, finance scorecard is complete with updated data.	1. Develop performance accountability measures: • Customer service survey • Budget performance • Accounts receivable • Grants	**Output**: Scorecard complete and posted on Clear Impact.	Kristin Boatright Betty Foh	June 30, 2021
Starting June 30, 2021, transparency of grant-funded activities is increased.	1. Grant awards database created 2. Grant decisions documented in database 3. Database sent to website staff and posted on CHA website anytime there is a grant determination.	**Output**: Grant data posted publicly available on website. **Outcome:** Grant data readily available to the community.	Sarah Vingoe	June 30, 2021 & ongoing

Use Data to Improve Health

Goal 2: Use an equity lens for data collection, analysis, use and dissemination				
Objectives	Action Steps	Metric/Measure	Champion	Deadline
Starting June 30, 2021, external data sources are identified which break down information using common demographics.	1. Identify external data sources with disaggregated data 2. Maintain a data repository of sources as new sources are identified.	**Output:** Existence of repository in grants folder. **Outcome:** Data readily available for staff use.	Sarah Vingoe Maddy Turner Program Leads	June 30, 2021 & ongoing

Use Data to Improve Health

Goal 3: Make strategic decisions and create work environments that foster the data integration, sharing, and analysis necessary to support better health outcomes				
Objectives	Action Steps	Metric/Measure	Champion	Deadline
By June 30, 2021, 80% of Program Managers & department leads will be able to utilize financial data to identify and assess internal needs.	1. Continue bi-annual budget meetings 2. Advocate departmental, program, and or community need(s) 3. Analyze historical data and forecast to strengthen financial decision making.	**Output:** % of respondents answered "Yes" to following survey question, "Utilizing the financial data provided and discussed, do you feel you will be able to assess internal needs?" **Outcome:** Improved staff performance.	Kristin Boatright Sue Yates	June 30, 2021 & ongoing

Develop Internal and External Practices, Programs, and Policies that Achieve Equity

Goal 1	Goal 2	Goal 3
Ensure equitable access to services, programs, opportunities, and information	Transform our workplace to be inclusive and equitable for employees from marginalized and underrepresented communities.	Integrate diversity, equity, and inclusion within our work to continuously improve the health of our community

Develop Internal and External Practices, Programs, and Policies that Achieve Equity

Goal 2: Transform our workplace to be inclusive and equitable for employees from marginalized and underrepresented communities.				
Objectives	Action Steps	Metric/Measure	Champion	Deadline
By November 2020, grants development policy is established that clearly delineates how program staff support are hired on grant programs.	1. Draft the policy 2. Review by Ethics Committee and Leadership 3. Review by Program Leads 4. Final changes 5. Policy adopted and added to intranet 6. Policy reviewed annually.	**Output:** Grants development policy added to General Admin policies. **Outcome**: CHA uses an equity lens when staffing grant-funded projects.	Sarah Vingoe	November 2020

Develop Internal and External Practices, Programs, and Policies that Achieve Equity

Goal 3: Integrate diversity, equity, and inclusion within our work to continuously improve the health of our community.				
Objectives	Action Steps	Metric/Measure	Champion	Deadline
Starting February 2021, grant applications are submitted that integrate an equity lens into community-based work.	1. Review Equity in Practice guide and make adaptations 2. Get approval for adaptations 3. Find data sources that disaggregate public health issue by common demographics (see 1.2) 4. Work with subject matter experts on strategies to address the public health issue from an equity perspective 5. Identify metrics to document changes in equity as a result of the grant.	**Output**: Annual % of grants submitted that address public health issues from an equity perspective. **Outcomes**: CHA exceeds its benchmark in grant programs that use an equity lens.	Sarah Vingoe Program Leads	Steps 1 & 2: 02/2021 Steps 3-5: Ongoing

Build and Sustain Collaborative Systems that Address Social Determinants of Health

Goal 1	Goal 2	Goal 3	Goal 4
Lead the development of CHIP based on the identified priority needs	Align program and services with the Community Health Improvement Plans (CHIP) to ensure staff are engaged and actively involved in the plan development	Expand and maximize community partnerships to effectively address social determinants of health	Align and integrate public health programs to address social determinants of health

Transform Agency Capacity, Culture and Practices to Achieve Excellence

Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
Adopt Public Health 3.0 strategies as guiding principles to ensure CHA is prepared to respond to community needs this decade	Maintain a culture of quality improvement to advance departmental performance	Adapt and adopt staffing models and funding sources that reduce the number of positions and programs that are short-term and grant funded	Expand CHA capacity to include alternative service delivery and outreach models that improve access to care	Enhance the existing workforce development plan and program

CABARRUS HEALTH ALLIANCE

Transform Agency Capacity, Culture and Practices to Achieve Excellence

Goal 2: Maintain a culture of quality improvement to advance departmental performance				
Objectives	Action Steps	Metric/Measure	Champion	Timeline
Starting June 30, 2023, 90% of all new award staff will participate in a grants management award kick-off program.	1. Sue, Kristin, Sarah, meet to brainstorm what should be included 2. Develop a skeleton agenda (timeline, allowables, indirects, AP, Purchasing, etc.) 3. Assign roles to Finance staff 4. Develop presentation for appropriate sections 5. Sue review & approve.	**Output:** % of completed grant kickoff meetings occurred after new awards. **Outcome**: Improved award compliance and performance.	Sarah Vingoe Kristin Boatright	June 30, 2023 & ongoing