



The Public Health Authority of Cabarrus County Board
Meeting Agenda
Tuesday, June 14, 2022
5:30 pm

- A. CALL TO ORDER AND INVOCATION Lara J. Pons, MD, Chairperson
B. ADOPTION OF THE AGENDA Motion Chairperson Pons
C. APPROVAL OF THE MINUTES (May 17, 2022) Motion Chairperson Pons
D. INFORMAL PUBLIC COMMENTS Chairperson Pons
E. NOMINATION AND APPROVAL OF NEW OFFICERS Motion Chairperson Pons
F. REPORTS
ANCBH Presentation/Discussion Merle Green
Financial Summary Report Sue Yates
CHA Snapshot (as of 05/31/22) Sue Yates
Variance Analysis Year-to-Date Sue Yates
CHA Workforce Development Report Dr. Steve Cathcart
Equity Assessment Report Keon Lewis
Environmental Health Scorecard Chrystal Swinger
Health Director's Report Dr. Bonnie Coyle
G. CONSENT AGENDA Motion Chairperson Pons
Budget Revisions Sue Yates
H. BUSINESS AGENDA
FY 2023 Budget (Overview/Updates) Sue Yates
Budget Ordinance Sue Yates
Public Hearing on FY23 Budget Chairperson Pons
Adoption of FY23 Budget Motion Chairperson Pons
Finance Policies Motion Sue Yates
- Public Health, Primary Care Services Fee Policy
- Public Health, Primary Care Services Eligibility Policy
- Contract & Procurement Policy
Personnel Policy Update Dr. Steve Cathcart
Board Governing Document Review Dr. Bonnie Coyle
- Corporate Resolution Motion
- Operating Procedures Motion
Concord Leased Space Motion Dr. Bonnie Coyle
I. ANNOUNCEMENTS Chairperson Pons
J. MOTION TO ADJOURN Motion Chairperson Pons

Next regular meeting date
Tuesday, August 16, 2022 (3rd Tuesday)



Public Health Authority of Cabarrus County
Board Meeting Minutes
May 17, 2022

A regular meeting of The Public Health Authority Board was held on Tuesday, May 17, 2022.

Board members attended in-person at CHA and virtually via Microsoft TEAMS. The meeting was live streamed on YouTube.

Members Present:

Lara Pons, MD, Chair
Mark Spitzer, Vice-Chair
Dan Hagler, MD
Daryle Adams
Cecilia Plez
Steve Morris
Asha Rodriguez

Members Absent: Dr. Kimberly Dehler

Staff Present: Dr. Bonnie Coyle, Erin Shoe, Sue Yates, Ryan McGhee, Tammy Alexander, Marcella Beam, Julia Patterson, Ryan McGhee, Raquesha Franklin, Elly Steel, Wendy Harsch, Dr. Alicia McDaniel, Dr. Chip Buckwell.

CALL TO ORDER

Chairperson Lara Pons called the meeting to order at 5:34 pm.

BOARD MEMBER INSTALLATION

Raquesha Franklin administered the Oath of Office to Dr. Daron “Chip” Buckwell.

ADOPTION OF THE AGENDA

Chairperson Lara Pons requested a motion to approve the agenda. Cecilia Plez motioned. Daryle Adams seconded. Motion and approval carried unanimously.

APPROVAL OF THE MINUTES

Chairperson Lara Pons asked for a motion to approve the March 15, 2022 meeting minutes. Dr. Daron Buckwell motioned. Cecilia Plez seconded. Motion and approval carried unanimously.

INFORMAL PUBLIC COMMENTS

No public comments.

REPORTS

Sue Yates presented the CHA Financial Reports (Financial Summary Report, CHA Snapshot, and Variance Analysis Year-to-Date).

Financial Summary Report: Sue Yates presented the Financial Summary Report as of the end of April 2022. Sue advised revenues will exceed expenses and CHA is waiting on the Medicaid Cost Settlement which is estimated to be around \$3 million.

CHA Snapshot: Sue Yates presented the budgets for all CHA departments. Sue provided status updates on Clinical Services and Behavioral Health departments. CHA has received funding resources that can roll into the next year. Sue and Dr. Coyle confirmed that the Medicaid Transformation is an issue statewide and is still being worked through.

Variance Analysis Year-to-Date: Sue Yates presented the Variance Analysis Report comparing April 2021 to April 2022. She advised that revenues and expenses are higher this fiscal year due to more funding sources.

Healthy Living Scorecard: Dr. Alicia McDaniel presented the Healthy Living Scorecard for MDPP and WIC. Dr. McDaniel provided data updates on Population Accountability, and Performance Accountability.

Next steps:

- Return to traditional community outreach efforts.
- Continue virtual program and service delivery.
- Disaggregate Data to identify “Turn the Curve” opportunities.
- Establish new partnerships and enhance existing collaborations.

School Health: Tammy Alexander presented updates for the School Health Department. She shared the current scorecard and data and a brief synopsis of future plans. Tammy advised that the disaggregated data of *Immunization compliance on the first day and Vision Screenings* were collected for comparison.

Next steps for School Health:

- *Intentionality in the collection of data.*
- *Focus on recovery and resiliency.*
- *Building and strengthening partnerships.*

Dr. Bonnie Coyle advised that she has had the opportunity to participate in site visits with the school nurses.

COVID-19 Update: Erin Shoe presented the CHA COVID updates. Erin shared the Cabarrus Case Data, North Carolina Cases, Hospitalizations in the Metrolina Region, Variant Tracking, and CDC Community levels. Erin also shared a chart that shows the Vaccine Status of Permanent Employees at CHA.

Asha Rodriguez advised everything is stable at Atrium Health.

Erin advised that CHA started the Cabarrus County Community Recovery and Resiliency Coalition. The next meeting is Thursday, June 9th @ 6pm at CHA.

Dr. Bonnie Coyle shared that Erin Shoe received the Reynolds Award as the most impactful person in Public Health in the state over the past year.

Health Director's Report: Dr. Bonnie Coyle presented the Health Directors Report.

CONSENT AGENDA

Budget Revisions: Sue Yates presented the budget revisions. She advised the revisions are for May and June and the majority of the revisions for May are from rollover funds.

Chairperson Lara Pons requested a motion to adopt budget revisions. Mark Spitzer motioned. Stephen Morris seconded. Motion and approval carried unanimously.

BUSINESS AGENDA

Financial Policies: Sue Yates presented 4 financial policies.

Chairperson Lara Pons requested a motion to approve Financial Policies. Dr. Chip Buckwell made the motion to approve. Daryle Adams seconded. Motion and approval carried unanimously.

Board Governing Document Review: Dr. Bonnie Coyle advised these governing documents are in the process of being updated.

- Bylaws – Dr. Bonnie Coyle advised there has been an update under ARTICLE II which now reads “One member who is a practicing dentist or has previously practiced dentistry in Cabarrus County”.

Cecilia Plez made the motion to approve the Bylaws. Stephen Morris seconded. Motion and approval carried unanimously.

- Corporate Resolution - Dr. Bonnie Coyle advised the Corporate Resolution needs re-authorization. No changes, this requires annual review.

Chairperson Lara Pons requested a motion to approve the Corporate Resolution. Daryle Adams made the motion to approve. Mark Spitzer seconded. Motion and approval carried unanimously.

- Operating Procedures - Dr. Bonnie Coyle advised the operating procedures will be updated to reflect the current meeting dates and will be re-presented at the June Board of Health meeting.

Chairperson Lara Pons advised the Operating Procedures will be updated and presented at the June 14th meeting.

Preliminary Budget: Dr. Bonnie Coyle presented a high level overview of the Preliminary Budget, which was recommended by the Finance Committee. The current budget of FY22 is almost \$25million and the FY23 Preliminary budget presented tonight is almost \$36million. Dr. Bonnie Coyle advised that additional funding was received from priority areas such as COVID, ARPA, Equity, SDOH and Behavioral Health programs.

Dr. Bonnie Coyle shared the salary increases for CHA, new positions, and other projects such as the Regional ARPA Workforce Grant, Medicaid Settlement Projection and Dental Capital projects.

Dr. Bonnie Coyle shared the breakdown of Revenues for FY23, reiterated the focus on priority areas (Behavioral Health, Equity, Social Determinants of Health - SDOH, and Healthy Living), and reviewed the cost settlement allocations for excess revenue.

Sue advised the detailed budget is in the packet and the final budget will be presented for approval at the June 14th meeting.

Board Member Appointments

The board discussed board membership and members whose terms are nearing completion. The board discussed reappointments from interested members to serve another term.

Reappointment nominations for the following board of health members will be sent to Cabarrus County Commissioners for review and approval: Dr. Kim Dehler, Daryle Adams, Asha Rodriguez, and Stephen Morris.

Chairperson Lara Pons requested a motion to approve the reappointment of four Board members. Dr. Chip Buckwell made the motion to approve. Cecilia Plez seconded. Motion and approval carried unanimously.

ANNOUNCEMENTS

Mark Spitzer shared information about an entrepreneurial program that will help with Social Determinants of Health (SDOH) and is a partnership between CHA, Atrium and Fly Wheel.

Chairperson Lara Pons advised the Attorney General visited CHA.

Cecilia Plez advised there is an upcoming community resource fair.

MOTION TO ADJOURN

No further business to come before the Board.

Chairperson Lara Pons requested a motion to adjourn the meeting. Stephen Morris motioned. Dr. Chip Buckwell seconded the motion. Motion and approval carried unanimously. The meeting was adjourned at 7:16pm.

The next meeting of the board will be June 14, 2022 at 5:30pm.

Lara Pons, MD, Chair
Public Health Authority Board of Commissioners

ATTEST

Bonnie Coyle, MD
Public Health Director

Minutes Taken by Raquesha B. Franklin



CABARRUS
HEALTH
ALLIANCE

Cabarrus Health Alliance Board Meeting Agenda Form

Meeting Date: 6/14/2022

Name of Item: ANCBH Presentation/Discussion

Submitted by: Merle Green

Expected Length of Presentation: 5 minutes

Brief Summary:
ANCBH Presentation/Discussion

Requested Action:
N/A

Previous Action/Discussion on this item? If yes, explain
N/A

Items reviewed by:
Merle Green

PUBLIC HEALTH AUTHORITY OF CABARRUS COUNTY
FINANCIAL SUMMARY REPORT
FY 2022 **11 months ending** **5/31/2022**

GENERAL FUND									
REVENUES	ACTUAL	ACTUAL	ACTUAL	ACTUAL	FY 2022	FY 2022	ACTUAL	Y-T-D %	
	FY 2018	FY 2019	FY 2020	FY 2021	ORIGINAL BUDGET	BUDGET	05/31/22	COLLECTED	
INTERGOVERNMENTAL REVENUES	\$ 21,490,440	\$ 21,168,562	\$ 19,287,274	\$ 22,120,317	\$ 21,454,795	\$ 26,979,827	\$ 22,348,391	82.83%	
PERMITS & FEES	\$ 246,785	\$ 203,853	\$ 216,482	\$ 285,057	188,117	313,596	\$ 293,140	93.48%	
SALES & SERVICES	\$ 1,491,663	\$ 1,785,752	\$ 1,618,074	\$ 1,708,630	1,458,877	1,570,148	\$ 1,347,786	85.84%	
INVESTMENT EARNINGS	\$ 95,743	\$ 180,096	\$ 104,186	\$ 4,223	5,000	5,000	\$ 4,987	99.74%	
MISCELLANEOUS	\$ 71,980	\$ 65,673	\$ 47,320	\$ 72,847	33,675	54,389	\$ 58,986	108.45%	
CONTRIBUTIONS & PRIVATE GRANTS	\$ 418,892	\$ 498,089	\$ 577,794	\$ 1,002,571	351,303	974,291	\$ 515,454	52.91%	
FUND BALANCE APPROPRIATED	\$ -	\$ -	\$ -	\$ -	880,206	922,930	\$ -	0.00%	
TOTAL	\$ 23,815,503	\$ 23,902,025	\$ 21,851,130	\$ 25,193,646	\$ 24,371,973	\$ 30,820,181	\$ 24,568,744	79.72%	
EXPENDITURES	ACTUAL	ACTUAL	ACTUAL	ACTUAL	FY 2022	FY 2022	ACTUAL	Y-T-D %	
	FY 2018	FY 2019	FY 2020	6/30/2021	ORIGINAL BUDGET	BUDGET	05/31/22	SPENT	
ENVIRONMENTAL HEALTH	\$ 1,023,662	\$ 940,537	\$ 942,173	\$ 1,124,681	1,196,025	1,415,849	1,282,502	90.58%	
INFORMATION TECHNOLOGY SYSTEMS	\$ 838,463	\$ 958,323	\$ 1,153,424	\$ 951,084	1,030,489	1,220,353	1,019,902	83.57%	
GENERAL ADMINISTRATION	\$ 7,112,525	\$ 6,881,284	\$ 4,055,399	\$ 2,779,340	2,856,567	3,289,865	2,775,979	84.38%	
FAMILY CARE COORDINATION	\$ 978,968	\$ 1,040,588	\$ 1,177,374	\$ 1,109,438	1,133,604	1,439,108	1,089,647	75.72%	
SCHOOL HEALTH	\$ 2,825,137	\$ 2,994,421	\$ 3,117,582	\$ 3,965,717	4,266,235	7,067,845	6,432,231	91.01%	
COMMUNITY IMPACT	\$ 2,124,811	\$ 2,268,964	\$ 1,948,057	\$ 1,260,913	1,352,507	3,154,611	2,139,362	67.82%	
DENTAL HEALTH	\$ 3,523,777	\$ 3,723,191	\$ 4,020,629	\$ 2,933,844	3,882,175	3,319,165	3,196,498	96.30%	
VITAL RECORDS	\$ 62,420	\$ 65,439	\$ 54,625	\$ 57,632	63,913	63,913	62,150	97.24%	
COMMUNICABLE DISEASE	\$ 1,081,174	\$ 1,159,678	\$ 2,191,236	\$ 4,657,174	4,277,798	4,735,035	3,603,859	76.11%	
CLINICAL SERVICES	\$ 3,373,731	\$ 3,147,325	\$ 3,129,082	\$ 3,220,341	3,516,633	3,635,289	3,403,390	93.62%	
BEHAVIORAL HEALTH	\$ -	\$ -	\$ -	\$ -	0	659,235	97,984	14.86%	
WIC	742,540	710,171	767,128	832,770	796,027	819,913	725,730	88.51%	
TOTAL	\$ 23,687,208	\$ 23,889,921	\$ 22,556,709	\$ 22,892,933	\$ 24,371,973	\$ 30,820,181	\$ 25,829,233	83.81%	
Y-T-D FUND BALANCE INCREASE (DECREASE)	\$ 128,295	\$ 12,104	\$ (705,580)	\$ 2,300,712	\$ -	\$ -	\$ (1,260,489)		

ESTIMATED NET Y-T-D BALANCE 5/31/2022

\$ (1,260,489)

****PLUS 11 MOS MEDICAID SETTLEMENT - (\$1,466,558)**

\$ 1,344,345

\$ 83,856

Cabarrus Health Alliance Snapshot				
May 31,2022		Target Percentage 91.67%		
Budget	Actual	YTD Percentage	Comments	
Environmental Health				
Revenue	1,415,849	1,286,065	90.83%	
Expense	1,415,849	1,282,502	90.58%	
Information Technology				
Revenue	1,220,353	748,599	61.34%	 Part of IT revenue comes from fund balance if needed at the end of the year and not covered by other revenue streams.
Expense	1,220,353	1,019,902	83.57%	
General Administration				
Revenue	2,940,796	2,332,430	79.31%	
Expense	3,289,865	2,775,979	84.38%	
Family Care Coordination				
Revenue	1,439,108	1,327,021	92.21%	
Expense	1,439,108	1,089,647	75.72%	
School Health				
Revenue	7,067,845	5,823,980	82.40%	
Expense	7,067,845	6,432,231	91.01%	
Community Impact				
Revenue	3,144,611	2,030,586	64.57%	
Expense	3,154,611	2,139,362	67.82%	
Dental Health				
Revenue	3,814,003	3,488,359	91.46%	
Expense	3,319,165	3,196,498	96.30%	
Vital Records				
Revenue	63,913	58,586	91.67%	
Expense	63,913	62,150	97.24%	
Communicable Disease				
Revenue	4,735,035	3,886,854	82.09%	
Expense	4,735,035	3,603,859	76.11%	
Clinical Services				
Revenue	3,499,520	3,223,092	92.10%	
Expense	3,635,289	3,403,390	93.62%	
Behavioral Health				
Revenue	659,235	64,927	9.85%	
Expense	659,235	97,984	14.86%	
WIC				
Revenue	819,913	656,787	80.10%	
Expense	819,913	725,730	88.51%	

Variance Analysis Year-to-Date May 31, 2022

	YTD					Comments
	VARIANCE ANALYSIS					
	2022 BUDGET	2022 ACTUAL	2021 ACTUAL	2022 BUD vs ACT	YOY ACTUAL	
Revenue						
Environmental Health	1,415,849	1,286,065	1,123,926	90.83%	162,138	
Information Technology Sy	1,220,353	748,599	646,394	61.34%	102,206	
General Administration	2,940,796	2,332,430	2,271,017	79.31%	61,413	
Family Care Coordination	1,439,108	1,327,021	1,060,525	92.21%	266,496	
School Health	7,067,845	5,823,980	3,296,035	82.40%	2,527,945	Large grant received for School Health additional staffing.
Community Impact	3,144,611	2,030,586	1,185,821	64.57%	844,764	
Dental Health	3,814,003	3,488,359	2,693,413	91.46%	794,946	
Vital Records	63,913	58,586	57,095	91.67%	1,491	
Communicable Disease	4,735,035	3,886,853	4,560,657	82.09%	(673,804)	Revenue is paid a month after expenses.
Clinical Services	3,499,520	3,223,092	2,581,062	92.10%	642,031	
Behavioral Health	659,235	64,927	-	9.85%	64,927	
WIC	819,913	656,787	714,615	80.10%	(57,828)	
Total Revenue	30,820,181	24,927,285	20,190,560	80.88%	4,736,725	
Expense						
Environmental Health	1,415,849	1,282,502	878,221	90.58%	404,281	
Information Technology Sy	1,220,353	1,019,902	873,683	83.57%	146,219	
General Administration	3,289,865	2,775,979	2,645,643	84.38%	130,336	
Family Care Coordination	1,439,108	1,089,647	964,133	75.72%	125,514	
School Health	7,067,845	6,432,231	3,667,963	91.01%	2,764,268	Large grant received for School Health additional staffing.
Community Impact	3,154,611	2,139,362	1,094,196	67.82%	1,045,166	
Dental Health	3,319,165	3,196,498	2,671,500	96.30%	524,998	
Vital Records	63,913	62,150	50,312	97.24%	11,837	
Communicable Disease	4,735,035	3,603,859	4,205,252	76.11%	(601,394)	
Clinical Services	3,635,289	3,403,390	2,845,286	93.62%	558,104	
Behavioral Health	659,235	97,984	-	14.86%	97,984	
WIC	819,913	725,730	765,829	88.51%	(40,099)	
Total Expense	30,820,181	25,829,233	20,662,019	83.81%	5,167,215	
Discussion						
Our Year to Date Percentage should be around 91.67% for May 2022.						



CABARRUS
HEALTH
ALLIANCE

Cabarrus Health Alliance Board Meeting Agenda Form

Meeting Date: 06/14/2022

Name of Item: Personnel Policy Update

Submitted by: Steve Cathcart

Expected Length of Presentation: 5 minutes or less

Brief Summary:
Discuss personnel policy updates.

Requested Action:
Approval

Previous Action/Discussion on this item? If yes, explain
Yes, board approval required yearly.

Items reviewed by:
Steve Cathcart Jamie Newman Pat Kelly



**CABARRUS
HEALTH
ALLIANCE**

Personnel Policy Manual

Mission Statement

*“Achieving the Highest Level of Individual and
Community Health Through Collaborative Action”*

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INTRODUCTION: UNDERSTANDING THIS PERSONNEL POLICY

This Personnel Policy contains information about the employment policies and practices of the Cabarrus Health Alliance (“CHA”). We expect each employee to read this Personnel Policy carefully as it is a valuable reference for understanding your job. You will be given an opportunity to sit down and carefully review this Personnel Policy.

This Personnel Policy supersedes all previously issued Personnel Policies and inconsistent verbal or written policy statements. Except for the policy of at-will employment, which can only be changed by CHA’s Chief Executive Officer in writing, CHA reserves the right to revise, delete, and add to the provisions of this Personnel Policy. All such revisions, deletions, or additions must be in writing. No oral statements or representations can change the provisions of this Personnel Policy.

Nothing contained in this Personnel Policy shall be construed as constituting a contract or as creating any contractual obligations on the part of CHA or any employee. None of CHA's personnel documents and benefit plans, including this Personnel Policy, constitutes, or is intended to constitute, an express or implied contract guaranteeing continued employment for any employee. No manager/department head has any authority to enter into a contract of employment--express or implied--that changes or alters the at-will employment relationship. Only CHA’s Chief Executive Officer has the authority to enter into an employment agreement that alters the at-will employment relationship and any such agreement must be in writing.

This Personnel Policy is the property of CHA. All rights are reserved. No part of this Personnel Policy may be reproduced in any form or by any electronic or mechanical means, including information storage and retrieval systems, except in connection with employment with CHA.

If you have any questions or concerns about this Employee Handbook or any other policy or procedure, please ask your manager, Human Resources, or the Chief Executive Officer.

Revised: 09-30-2012
Adopted: 11-13-2012
Reviewed: 02-11-2014
Revised: 06-02-2017
Reviewed: 02-13-2018
Reviewed: 10-01-2019
Reviewed: 02-09-2021
Reviewed: 05-18-2022

ARTICLE I. ORGANIZATION OF PERSONNEL SYSTEM

Section 1. Purpose

The purpose of this Policy is to establish a personnel system which will recruit, select, develop and maintain an effective and responsible work force for the Public Health Authority of Cabarrus County

operating under the business name of the Cabarrus Health Alliance. This ordinance is established under the authority of Chapter 153A – Article 5 and Chapter 126 of the General Statutes of North Carolina.

Section 2. Coverage

All employees in CHA’s service shall be subject to this Policy, except as provided in this section.

- (a) The following are exempt:
 - 1. Board Members of the Cabarrus Public Health Authority;
 - 2. Chief Executive Officer;
 - 3. Attorney for the Cabarrus Public Health Authority; and
 - 4. Members of advisory and special boards or commissions.
- (b) Temporary employees designated by the Cabarrus County Public Health Authority Board (“Authority Board”). The Authority Board shall be subject to all Articles except Article III, Sections 12-13; Article IV, Sections 10-12; Article VI, Sections 2-11, 23-28 and 30; Article VII, Sections 1-5 and 7; and Article IX, Section 1, 4, and 6.
- (c) Employees with employment agreements may be exempt from certain articles based on the provisions of their contract.

Section 3. Employee Definitions

- (a) Adverse Action. A demotion, suspension, dismissal, reduction in pay or benefits, involuntary transfer or lay-off, or failure to promote.
- (b) Anniversary Date. An employee’s original date of hire in a position. This may be adjusted to an artificial date if there is split service.
- (c) Appointing Authority. Position with the authority to make hiring decisions. (Chief Executive Officer)
- (d) Classification Plan. An approved plan by the Authority Board which assigns positions with similar kinds of duties into job classes for similar treatment in selection, compensation and other employment processes.
- (e) Complaint. Any expression of displeasure with CHA. Examples of complaints are alleged safety or health hazards, unsatisfactory physical facilities, unequitable or abusive treatment by a supervisor or other employee.
- (f) Completed Month. Any month in which an employee works at least one-half the workdays.
- (g) Completed Year. A period of twelve (12) calendar months in which the employee is in active pay status or is receiving Worker’s Compensation payments while on leave without pay.
- (h) Demotion. The reassignment of an employee to an existing position having a lower salary grade than the position from which the reassignment is made.
- (i) Dependent. The legal spouse or child(ren), stepchild(ren) of an employee.
- (j) Effective Date. Normally the date of an employee’s last significant personnel action related to their position – such as hire or promotion date. Determines when an employee is eligible for a performance evaluation and any related salary increase.
- (k) Full-time Employee. An employee, either regular or temporary, who is scheduled to work the number of hours per workweek designated by the Authority Board as full-time.

- (l) Grievance. A claim based upon events or conditions that affect employees in an adverse manner. A grievance typically involves adverse actions of employment such as a reduction in salary, loss of benefits, harassment, retaliation, suspension, and demotion.
- (m) Job Class. A position or group of positions having similar duties and responsibilities requiring similar qualifications, which can properly be designated by one title indicative of the nature of work performed and which carries the same salary range.
- (n) Part-time Employee. An employee, either regular or temporary, who is scheduled to work less than the number of hours per workweek designated by the Authority Board as full-time.
- (o) Pay Plan. A listing by grade of all approved minimum, intermediate and maximum rates of pay authorized by the Authority Board for various job classifications.
- (p) Pay Plan Adjustment. The raising or lowering of the salary grade for one or more classes or positions within the classification plan.
- (q) Position. A group of current duties and responsibilities, assigned by a competent authority, requiring the full or part-time employment of one person. The existence of a position or its identity does not depend upon its being occupied by an employee.
- (r) Probationary Employee. A person appointed to a regular position who has not yet completed the probationary period.
- (s) Probationary Period. The required period of time an employee serves upon entering service before obtaining regular status.
- (t) Promotion. The reassignment of an employee to an existing vacant position having a higher salary grade than the position from which the reassignment is made.
- (u) Public Health Authority of Cabarrus County Board of Commissioners. The appointed board is responsible for hiring the Chief Executive Officer, approving personnel policy, and budget for operations of the Public Health Authority.
- (v) Reclassification. The reassignment of an existing position from one class to another, based on changes in job content such as duty, difficulty, required skill and responsibility of the work performed.
- (w) Regular Employee. An employee who has satisfactorily completed their probationary period and has been approved for continued employment by their department head and Human Resources.
- (x) Regular Position. A position approved by the Authority Board in which the duties and responsibilities are required on a continuous and annually recurring basis, requiring either the full-time or part-time employment of an individual.
- (y) Salary Range. The minimum, intermediate, and maximum salary for a given job classification.
- (z) Salary Schedule. A schedule of minimum, intermediate, and maximum rates of pay for each class of positions.
- (aa) Temporary Employee. A person appointed to serve in a position for a definite duration or working variable hours (PRN).
- (bb) Transfer. The reassignment of an employee from one position or department to another.

Section 4. Merit Principle

All appointments and promotions hereunder shall be made solely on the basis of merit, and qualifications for the position. All positions requiring the performance of the same duties and the fulfillment of the same responsibilities shall be assigned to the same class and the same salary range. No applicant for employment or employee shall be deprived of employment opportunities or otherwise

adversely affected as an employee because of such an individual's age, sex, race, gender, sexual orientation, religion, color, national origin, political affiliation, physical or mental disability, veteran status, genetic information, or any other status protected by federal, state or local laws.

Section 5. Responsibility of Public Health Authority of Cabarrus County Board of Commissioners

The Authority Board shall establish personnel policies and rules, including the classification and pay plan, and shall appoint the Chief Executive Officer for the Cabarrus Health Alliance.

Section 6. Responsibility of Chief Executive Officer

The Chief Executive Officer shall be responsible to the Authority Board for the administration of the personnel program. The Chief Executive Officer shall appoint, suspend, and remove all CHA employees in accordance with 153A-82 of the General Statutes of the State of North Carolina and Articles IV, VII, and VIII of this Personnel Policy.

The Chief Executive Officer may appoint or contract for assistance in the preparation and maintenance of the classification plan and the pay plan, and performance of such other duties in connection with a personnel program as Chief Executive Officer shall require, such as:

- (a) Apply, interpret, and carry out this Policy, as directed by the Chief Executive Officer;
- (b) Establish and maintain records of all persons in service of CHA, setting forth each officer and employee, class title of position, pay or status history and other relevant employment data;
- (c) Develop and administer such recruiting programs as may be necessary to obtain an adequate supply of competent applicants to meet the needs of CHA;
- (d) Encourage and exercise leadership in the development of effective personnel administration within the various CHA departments, and to make available the facilities of the personnel office to this end;
- (e) Investigate, from time to time, the operation and effect of this Policy and the policies made there under, and report such findings and recommendations to the Chief Executive Officer;
- (f) Make recommendations to the Chief Executive Officer regarding the personnel functions, as well as revisions to the personnel system, as may be appropriate;
- (g) Issue and publish any necessary administrative directives, supplements, interpretations, and necessary prescribed forms and reports for any personnel matters for the proper functioning, maintenance, and documentation of the procedures established by and in accordance with this Policy.

All matters dealing with personnel shall be forwarded to the appointed person, who shall maintain a complete system of personnel files and records.

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ARTICLE II. CLASSIFICATION PLAN

Section 1. Adoption of Classification Plan

The Job Classification Schedule, as set forth in Appendix A, is hereby adopted as the position classification plan for the Cabarrus Health Alliance.

Section 2. Allocation of Positions

The Chief Executive Officer shall allocate each position covered by the classification plan to its appropriate class in the plan.

Section 3. Administration of the Position Classification Plan

The Chief Executive Officer or person(s) designated by the Chief Executive Officer shall be responsible for the administration and maintenance of the position classification plan so that it will accurately reflect the duties performed by employees in the classes to which their jobs are allocated. Program Directors shall be responsible for bringing to the attention of the Chief Executive Officer or designee (1) the need for new positions or classifications and (2) material changes in the nature of duties, responsibilities, working conditions, or other factors affecting the classification of any existing positions.

The Chief Executive Officer may establish new positions when funding is available. The Chief Executive Officer shall either (1) allocate the new position to the appropriate class within the existing classification plan or (2) amend the position classification plan to establish a new class to which the new position may be allocated. This is done in conjunction with Human Resources and the Chief Executive Officer.

When the Chief Executive Officer finds that a substantial change has occurred in the nature or level of duties and responsibilities of an existing position, the Chief Executive Officer shall (1) direct that the existing class specification be revised, (2) reallocate the position to the appropriate class within the existing classification plan, and/or (3) amend the position classification plan to establish a new class to which the position may be allocated.

Section 4. Amendment of Position Classification Plan

Classes of positions shall be added to and deleted from the position classification plan based on the recommendation of the Chief Executive Officer and Human Resources.

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ARTICLE III. THE PAY PLAN

Section 1. Adoption

The job classification schedule, reflecting salary grade and job class titles, as set forth in Appendix A, is hereby adopted as the pay plan for the Cabarrus Health Alliance.

Section 2. Administration of Pay Plan

The Chief Executive Officer shall be responsible for the administration and maintenance of the pay plan. The pay plan is intended to provide appropriate compensation for all positions reflecting the differences in duties and responsibilities, the comparable rates of pay for positions in private and public employment in the area, the financial conditions of CHA, and other factors. To this end, the Chief Executive Officer shall, from time to time, make comparative studies of all factors affecting the level of salary ranges and shall recommend to the Authority Board such changes in salary ranges as appear to be warranted.

The pay plan of the Cabarrus Health Alliance shall be administered in a fair and systematic manner in accordance with work performed. The pay plan shall be externally competitive, shall maintain proper internal relationships among positions, and shall recognize job performance and employee conduct as factors in the consideration of pay increases, if any, within the established salary range.

Section 3. Use of Salary and Job Classification Schedule

The Job Classification Schedule is maintained on the Human Resources page of the intranet, accessible to all staff. The job classification schedule defines the grade in which each position is classified.

Salary Adjustments. Increases may be made to an employee's base salary if justified by an unusual or inequitable situation and approved by the Chief Executive Officer.

Section 4. Salary of a Trainee

An applicant hired or an employee promoted to a position who does not meet all the established requirements of the position may be appointed at a rate in the pay plan below the minimum rate established for that position. The established trainee rate for any given position shall be the hiring rate for the salary grade below the one of that position. An employee at the trainee level shall be evaluated every six months. The supervisor may certify that the trainee is qualified to assume the full responsibilities of the position at the conclusion of any six-month evaluation period. At this point the employee will be paid the entry salary for the position. The employee becomes eligible for salary increases as outlined in Article III Section 13.

No employee shall remain in a trainee status (pay below lowest amount for salary grade assigned to his or her job classification) for more than twelve (12) months.

Section 5. Pay Rates in Promotion, Demotion, Transfer, and Reclassification

- (a) When an employee is promoted or reclassified to a job classification in a higher pay range, then the employee may receive an increase to the salary grade of the new job classification. The rate shall be determined by the Human Resources Director and is subject to approval by the CEO.
- (b) When an employee is demoted for non-disciplinary reasons or has a job status change which results in a lower salary range being assigned to a job classification or position, the employee's salary may be reduced to any amount in the lower salary range, as long as the reduced salary does not fall below the minimum salary rate of that range.
- (c) When an employee is demoted for disciplinary reasons, which results in a lower pay range being assigned to the employee's job, the employee's pay will be placed in the lower salary range or have their salary reduced by a minimum of 10%, upon the recommendations of the Human Resources Director with the approval of the Chief Executive Officer.
- (d) When an employee is transferred to a position in the same salary range, then he or she will normally retain the same pay in the salary range. Adjustments to the salary can be made for special situations, if justified, upon recommendations of the Human Resources Director with the approval of the Chief Executive Officer.

Section 6. Pay Rates in Pay Plan Adjustments

When the Authority Board approves a change in salary range for a class of positions, the salaries of the employees whose positions are allocated to that class shall be affected as follows:

- (a) When a class of positions is assigned to a higher salary range, employees in those positions shall receive a 5% or an increase to the minimum of the new salary grade, whichever is greater, unless already at or above the mid for that range.
- (b) When a class of positions is assigned to a lower salary range, employees will move to the new salary grade and will retain their current rate of pay, not to exceed the maximum rate of pay of the salary grade. Until general schedule adjustments or range revisions bring it back within the lower range.

Section 7. Pay Rates for Interim Job Assignments

Occasionally a position vacancy or the long-term absence of the person in the position requires the temporary assignment of all or part of such a position's duties to another employee. A temporary stipend would be implemented for an employee accepting such an assignment with the approval of the Human Resources Director and the Chief Executive Officer.

The exact size of the temporary increase will be based in part upon the size of the department, the significance of duties assumed, and the level of responsibility for persons, property, and operations, and is at the discretion of the Chief Executive Officer

Increases will not be given for additional duties that are routine or similar to those of an employee's regular job assignment.

Section 8. Overtime

Overtime work shall be administered in accordance with federal and state law as set forth in the Wage and Hour Policy as contained in Appendix B.

Section 9. Call Back Pay

An employee eligible to receive overtime compensation or compensatory time as defined in the Wage and Hour Policy contained in Appendix B shall be guaranteed a minimum of two hours for being called back to work outside of normal working hours.

Section 10. Payroll Deductions

Only payroll deductions specifically mandated or authorized by Federal or State act, authorized by the employee or authorized by the Authority Board, may be deducted from each employee's pay at each pay period.

Section 11. Employee Merit Increase

Employees in class 9101, 9102, and 9103 are eligible for a salary increase based on performance as documented in the performance evaluation. The amount of the salary increase is related to the score received on the performance evaluation. The performance evaluation period is July 1 – June 30 of each year.

The salary increase is added to the employee's base salary up to the maximum of the pay grade. A lump sum award will be paid to the employee at the maximum pay level for the grade. The amount of the lump sum paid is based on performance as documented on the performance evaluation. All salary increases and the amount are granted on availability of funds and market conditions.

Employees hired between July 1st and March 30th will participate in the full performance evaluation process and are eligible for a merit increase. Employees hired between April 1st and June 30th should complete their probationary review, but will not be eligible for a merit increase until the following year.

Section 12. Organizational Performance Award

Employees in class 9101, 9102, 9103, and 9104 (the lump sum award for 9104 will be based on hours worked) are eligible for a lump sum award based on achieving the performance goals established by the Authority Board for each fiscal year. Employees with unsatisfactory performance, as documented on the most recent performance appraisal, are not eligible for an award.

Formula for Payment:

- Full-time, Class 9101 employees who have worked 12 months, ending June 30, and are on the payroll when awards are processed shall receive the full award amount.

- Full-time, Class 9101 employees who have worked less than 12 months, ending June 30 and are on the payroll when awards are processed shall receive a prorated amount 1/12th for each month of service.
- Part-time, Class 9102 and 9103 employees as of June 30, and are on the payroll when awards are processed shall receive a prorated amount based on full time equivalency (FTE).
- Part-time, Class 104 employees as of June 30, and are on the payroll when awards are processed shall receive a prorated amount based on hours worked during the fiscal year.

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ARTICLE IV. RECRUITMENT AND EMPLOYMENT

Section 1. At Will Employment

Employment at CHA may be terminated for any reason, with or without cause or notice, at any time by the employee or CHA. Nothing in this Personnel Policy or in any oral or written statement shall limit the right to terminate employment at will. No manager/department head or employee of CHA shall have any authority to enter into an employment agreement--express or implied--with any employee providing for employment other than at-will.

This policy of at-will employment is the sole and entire agreement between you and CHA as to the duration of employment and the circumstances under which employment may be terminated.

With the exception of employment at will, terms and conditions of employment with CHA may be modified at the sole discretion of CHA with or without cause or notice at any time. No implied contract concerning any employment-related decision or term or condition of employment can be established by any other statement, conduct, policy, or practice.

Section 2. Statement of Equal Employment Opportunity and Non-Discrimination Policy

It is the policy of CHA to maintain a systematic, consistent recruitment program, to promote equal employment opportunity, and to identify and attract the most qualified applicants for all present and future vacancies. This intent is achieved through consistency in announcing all positions and evaluating all applicants on the same criteria.

CHA shall select employees on the basis of applicants' qualifications and without regard age, sex, race, gender or gender identification, sexual orientation, religion, color, national origin, political affiliation, physical or mental disability, veteran status, genetic information, or any other status protected by federal, state or local laws, except where specific age, sex, or physical requirements constitute a bona

vide occupational qualification necessary for job performance. CHA is dedicated to the fulfillment of this policy in regard to all aspects of the employment relationship, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay and other compensation, and all other terms, conditions and privileges of employment. It is CHA's intent to maintain a work environment which is free from discrimination because of one's protected class status. CHA will conduct a prompt and thorough investigation of all allegations of discrimination or any violation of this policy and take appropriate corrective action, if and where warranted.

Individuals who believe they have been subjected to discrimination shall be entitled to any and all existing grievance procedures without fear of coercion or reprisal.

Section 3. Implementation and Enforcement of EEO Policy

All personnel responsible for recruitment and employment shall implement this policy through procedures that will assure equal employment opportunity based on reasonable performance-related job requirements. Notices with regard to equal employment matters shall be posted conspicuously on Cabarrus Health Alliance premises in places where notices are customarily posted, including but not limited to CHA intranet. CHA will conduct a prompt and thorough investigation of all allegations of discrimination or any violation of this Equal Employment Opportunity Policy and will take appropriate corrective action, if and where warranted. CHA prohibits retaliation against any employee who provides information about, complains, or assists in the investigation of any complaint of discrimination or violation of CHA's Equal Employment Opportunity and Non-Discrimination Policy.

Section 4. Disability Accommodation

Procedure for Reasonable Accommodation Requests:

- Employee advises Human Resources of the need for accommodation. Employee completes a Request for Accommodation form and gives it to their supervisor.
- The accommodation request will be discussed with the employee and the employee's manager(s).
- The employee may be required to provide documentation supporting a disability.
- If a reasonable accommodation is available, the request may be approved and the accommodation implemented.

Section 5. Recruitment Sources

When positions are to be filled within CHA, supervisors shall get approval from their Department Head. Department Heads will seek approval from the Chief Executive Officer concerning the number and classification of positions which are to be filled. Human Resources shall publicize these opportunities for employment, including the applicable hiring rates and employment qualifications. Positions will be posted for internal applicants for four business days. Temporary employees working at CHA through staffing agencies at the time of an internal posting, may apply through the internal application process. CHA employees will be given priority. Information on job openings and hiring practices shall be provided to recruitment sources, including organizations and news media available to minority applicants. In addition, notice of vacancies shall be posted for a minimum of seven days. Candidates shall be recruited from a variety of diverse sources in order to foster an inclusive environment that attracts a well-qualified pool of applicants.

Section 6. Applications for Employment

All applications must be filed per CHA Human Resources process.

Section 7. Qualification Standards

- (a) Employees shall meet the minimum employment standards established by the position classification plan and such other requirements as may be established by the Chief Executive Officer with the advice and recommendations of Human Resources.
- (b) Qualifications shall be reviewed periodically to assure that requirements conform to the actual job performance requirements.

Section 8. Employment Tests

All employment tests administered by CHA or by persons or agencies for CHA shall be valid measures of job performance.

Section 9. Selection Process

Human Resources shall make such investigations and conduct such examinations, as deemed appropriate to assess the qualifications required for positions in the service of CHA.

Section 10. Appointments

Before any commitment is made to an applicant, the Human Resources Director or Chief Executive Officer shall approve proceeding with an offer.

Section 11. Probationary Period of Employment

New hires shall serve a 90 day probation. During this probationary period, employees will become familiar with CHA, job responsibilities and the like. At the same time, CHA will have the opportunity to monitor the quality and value of the employee's performance and make any necessary adjustments in the job description or responsibilities. An employee serving a probationary period following initial appointment may be dismissed at any time during the probationary period for failure in the performance of duties or failure in personal conduct. Prior to the dismissal, depending on the nature and severity of the failure(s), the employee should be considered for counseling and/or training related to the unsatisfactory performance/conduct and, if appropriate, given an opportunity to improve in the deficient area(s). However, CHA reserves the right to dispense with any such counseling or training in lieu of immediate termination if deemed appropriate in the sole discretion of CHA. A regular employee serving a probationary period following a promotion shall be disciplined as provided in Article VII of this policy if unable to perform assigned duties of the new job satisfactorily.

Before completion of the probationary period, all supervisors shall indicate in writing to the Chief Executive Officer, or designee:

- (a) that the employee's supervisor has conducted a performance evaluation in which the employee's progress (accomplishments, strengths, and weakness) was discussed;
- (b) whether or not the employee is performing satisfactory work;
- (c) whether or not the probationary period should be extended (not to exceed three additional months); and
- (d) whether or not the employee should be retained in the present position or should be released, transferred, or demoted.

At the end of the initial 90 day probationary period, the probationary period may be extended for up to another 90 days. No employee shall remain on probation for more than six (6) months.

Successful completion of the probationary period shall not imply guaranteed or continued employment and under no circumstances shall such completion affect the employee's status as an employee-at-will.

Section 12. Promotion

- (a) Candidates for promotion shall be chosen on the basis of their qualifications, job performance, conduct, education, knowledge, experience and skills required for the available position.
- (b) Qualified internal applicants shall be granted interviews for vacant positions.
- (c) If a current CHA employee is chosen for promotion, the CEO or designee shall make final approval prior to making an offer to the employee.

Section 13. Demotion

Any employee may be demoted, for failure to satisfactorily perform in their current role. Representative causes for demotion because of failure in work performance or failure in personal conduct are listed in

Article VII, Section 2. This policy does not in any manner restrict or limit CHA's options in implementing any disciplinary action it deems appropriate under the circumstances and CHA specifically reserves its rights to discharge an employee when the circumstances so warrant.

Section 14. Transfer & Appointment

CHA may also transfer, by way of appointment, employees from one position to another as required by business necessity subject to the approval of the CEO or HR Director. Any employee transferred without having requested it may appeal the action in accordance with the grievance procedure outlined in Article VIII.

Section 15. Emergency Appointment

An emergency appointment may be made when an emergency situation exists requiring the services of an employee before it is possible to identify a qualified applicant through the regular selection process. When it is determined by the Chief Executive Officer that an emergency appointment is necessary, all other requirements for appointment will be waived.

An emergency appointment may be made for a period of up to sixty work days (consecutive or nonconsecutive) then must be reviewed by the CEO or HR Director before continuing.

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ARTICLE V. CONDITIONS OF EMPLOYMENT

Section 1. Workweek

Alliance employees are subject to a Friday through Thursday workweek and to the overtime and/or compensatory time provisions set forth in Appendix B. Employees are expected to work the hours for which they are scheduled and as necessary to maintain services.

Section 2. Hours of Work

Chief Executive Officer or designee reserves the right to alter, adjust or change work schedules and shifts at any time based on business necessity. All employees may be required to work varied hours, overtime, holidays and/or weekends in order to meet staffing requirements or in the event of a public health

emergency. Failure to report as requested may result in disciplinary action up to and including termination from employment.

Section 3. Work Schedules and Attendance

To maintain a safe and productive work environment, the organization expects employees to be reliable and to be punctual in reporting for scheduled work. Absenteeism and tardiness place a burden on other employees and on the organization. In the rare instances when employees cannot avoid being late to work or are unable to work as scheduled, they should notify their supervisor as soon as possible in advance of the anticipated tardiness or absence. Employees may be required to provide documentation of any medical or other excuse for being absent more than 3 days.

An unscheduled absence is any period for which an employee is absent from their work assignment without their supervisor's prior knowledge and approval. Effective November 11, 2013, Cabarrus Health Alliance eliminated the 12 month threshold for absences and tardiness. This policy will take into account a three month period of time. This three month period gives supervisors and Human Resources a sufficient time period in which to identify patterns.

Identified patterns of unscheduled absences or tardiness may lead to disciplinary action up to and including termination. An unscheduled absence is any period of time an employee is absent from their normal work schedule (regardless of the time of day or partial day worked) without supervisor approval.

Section 4. Gifts and Favors

- (a) No official or employee of CHA shall directly or indirectly, intentionally or unintentionally, accept or solicit any personal gift, benefit or item of value, whether in the form of service, loan, item or promise from any person where the employee has influence over any decision involving such person.
- (b) No official or employee shall directly or indirectly accept or solicit any personal gift, favor or thing that may tend to influence that employee in the discharge of duties.
- (c) No official or employee shall grant in the discharge of duties any improper favor, service or item of value.
- (d) No official or employee shall use their association with CHA to advance personal interests or private gain.

Section 5. Political Activity Restricted

No employee shall (1) engage in any political or partisan activity while on duty; (2) use official authority or influence for the purpose of interfering with or affecting the result of an election or a nomination for office; (3) be required as a duty of employment or as a condition of employment, promotion, or tenure in office to contribute funds for political or partisan purposes; (4) coerce or compel contributions for political or partisan purposes by another employee of CHA; or (5) use any supplies or equipment of CHA for political or partisan purposes.

Alliance employees in certain federally aided programs are subject to the Hatch Act as amended in 1975. This federal act, in addition to prohibiting (2), (3), and (4) above, also prohibits candidacy for elective

office in a partisan election. Any violation of this section shall be considered a failure in personal conduct pursuant to Article VII, Section 2 and shall subject each employee to dismissal or other disciplinary action.

Section 6. Outside Employment

The work of CHA will take precedence over other occupational interests of employees. No Alliance employee shall engage in or accept outside employment or render service for a private interest when this behavior is incompatible with the proper discharge of their official duties for CHA, which creates an actual or potential conflict of interest, or which would reasonably impair their independence of judgment or performance of duties (unless otherwise permitted by law and disclosed as required by this policy).

Section 7. Limitation of Employment of Relatives

- (a) Members of an immediate family may not be employed at the same time. This applies to all employee and individual contractors in full-time and part-time positions.
- (b) Immediate family is defined for the purpose of this section as spouse, mother, father, guardian, children, sister, brother, grandparents, grandchildren plus the various combinations of half, step, in-law, and adopted relationships that can be derived from those named.
- (c) It is the obligation of the employee to notify CHA of any such potential conflict so it can determine how best to respond to the particular situation.

Section 8. Harassment Policy

Policy Against Workplace Harassment

CHA has a strict policy against all types of workplace harassment, including sexual harassment and other forms of workplace harassment based upon an individual's age, sex, race, gender and gender identity, sexual orientation, religion, color, national origin, political affiliation, physical or mental disability, veteran status, genetic information, or any other status protected by federal, state or local laws. All forms of harassment of, or by, employees, vendors, visitors, customers and clients are strictly prohibited and will not be tolerated. This policy applies to all Alliance sponsored events.

Harassment may include, but is not limited to:

- Offensive or derogatory jokes, comments, slurs, or written or photographic materials;
- Threatening, intimidating, or unwelcome touching of another person
- Sexual objectification, meaning favorably or negatively commenting on attractiveness or desirability.

Sexual Harassment includes:

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

While it is not possible to identify each and every act that constitutes or may constitute sexual harassment, the following are some examples of sexual harassment are provided below: (a) unwelcome requests for sexual favors; (b) lewd or derogatory comments or jokes; (c) comments regarding sexual behavior or the body of another employee; (d) sexual innuendo and other vocal activity such as catcalls or whistles; (e) obscene letters, notes, invitations, photographs, cartoons, articles, or other written or pictorial materials of a sexual nature; (f) continuing to express sexual interest after being informed that interest is unwelcome; (g) retaliating against an employee for refusing a sexual advance or reporting an incident of possible sexual harassment to CHA or any government agency; (h) offering or providing favors or employment benefits such as promotions, favorable evaluations, favorable assigned duties or shifts, etc., in exchange for sexual favors; and (i) any unwanted physical touching or assaults, or blocking or impeding movements.

Other Workplace Harassment

Other workplace harassment is verbal or physical conduct that insults or shows hostility or aversion towards an individual because of the individual's age, sex, race, gender, sexual orientation, religion, color, national origin, political affiliation, physical or mental disability, veteran status, genetic information, or any other status protected by federal, state or local laws, and that: (1) contributes to or has the effect of creating an intimidating, hostile, or offensive working environment; (2) unreasonably interferes with an individual's work performance; or (3) otherwise adversely affects an individual's employment opportunities.

Again, while it is not possible to list all the circumstances that constitute other forms of workplace harassment, the following are some examples of conduct that may constitute workplace harassment: (a) the use of disparaging or abusive words or phrases, slurs, negative stereotyping, or threatening, intimidating or hostile acts that relate to the above protracted categories; (b) written or graphic material that insults, stereotypes or shows aversion or hostility towards an individual or group because of one of the above protected categories and that is placed on walls, bulletin boards, email, voicemail or elsewhere on CHA's premises, or circulated in the workplace; and (c) a display of symbols, slogans or items that are associated with hate or intolerance towards any select group.

WE WILL NOT TOLERATE ANY FORM OF DISCRIMINATION OR HARASSMENT! Any employee who feels that he or she has witnessed, or been subject to, any form of discrimination or harassment **is required to immediately** report it to a supervisor, Human Resources, or any other member of management, up to and including the Chief Executive Officer. Any supervisor or manager who becomes aware of possible harassment of any kind must immediately report it to Human Resources or to any member of management.

CHA prohibits retaliation against any employee who provides information about, reports, or assists in the investigation of any claim of harassment or discrimination.

We will promptly and thoroughly investigate any claim and take appropriate action where we find a claim has merit. Discipline for violation of this policy may include, but is not limited to reprimand, suspension, demotion, transfer and discharge. If CHA determines that harassment or discrimination occurred, corrective action will be taken to effectively end the harassment. As necessary, CHA may monitor any incident of harassment or discrimination to assure the inappropriate behavior has stopped.

In all cases, CHA will follow up as necessary to ensure no retaliation for making a complaint or cooperating with an investigation.

Individuals who believe they have been subjected to harassment shall be entitled to any and all existing grievance procedures without fear of coercion or reprisal. If the employee or witness feels insufficient action is taken, they should make a report to an Authority Board member. Contact information for board members can be found on CHA's website.

Section 9. Telephones

While at work, employees are expected to perform their job duties and responsibilities. Personal calls, both incoming and outgoing must not interfere with employees' duties and responsibilities. Employees should not use Alliance phones for personal, long-distance calls. In the event it is necessary to make a personal long-distance call, employees will be asked to reimburse CHA for the cost of such calls.

Violations of these policies may result in discipline, up to and including termination.

CHA prohibits employees' use of cameras in the workplace (other than cameras that are issued by CHA for business-related uses), including camera phones. Employees may not use any cameras (including camera phones), or take any photographs, videos, or audio of any kind in the workplace, using a device of any kind, without prior written approval of the Chief Executive Officer. While CHA does not wish to unreasonably constrain the use of such devices, the more fundamental responsibilities which prevail are ensuring that such devices are used in an appropriate manner and ensuring the integrity of proprietary information and the privacy of other individuals. Employees should, at all times, exhibit good judgment and professionalism as it relates to the use of personal cell phones, and should not engage in personal phone calls, including text conversations, in the presence of customers.

Employees must adhere to all federal, state or local laws, regulations or ordinances regarding the use of cell phones while driving. Accordingly, employees must not use cell phones if such conduct is prohibited by law, regulation or ordinance.

CHA prohibits employee use of personal cellular phones, either hands on or hands free, or similar devices, for business purposes related in any way to CHA, while driving. Should an employee need to make a business call while driving, the employee should locate a safe, lawfully designated area to park and make the call.

Section 10. Voicemail, Email and Internet Policy

General Provisions

- The Voicemail/E-mail/Internet system, and all data transmitted or received through the system, are the exclusive property of CHA. No individual should have any expectation of privacy in any communication over this system. The system is to be used solely for Alliance-related business, and is not to be used for personal business or pleasure.

- Any individual permitted to have access to CHA’s system will be given a Voicemail, E-mail and/or Internet address and/or access code, and will have use of the system, consistent with this policy. CHA reserves the right to monitor, intercept and/or review all data transmitted, received or downloaded over the system. Any individual who is given access to the system is hereby given notice that CHA will exercise this right periodically, without prior notice and without the prior consent of the employee. CHA’s interests in monitoring and intercepting data include, but are not limited to: protection of Alliance proprietary and classified data; managing the use of CHA’s computer system; preventing the transmission or receipt of inappropriate materials by employees; and/or assisting the employee in the management of electronic data during periods of absence. No individual should interpret the use of password protection as creating a right or expectation of privacy. In order to protect everyone involved, no one can have a right or expectation of privacy with regards to the receipt, transmission or storage of data on CHA Voicemail/E-mail/Internet system.

Any employee who abuses the privilege of access to CHA’s Voicemail, E-mail or the Internet system will be subject to corrective action, up to and including termination. If necessary, CHA will advise law enforcement officials of any illegal conduct.

Section 11. Non-Solicitation Policy

Employees may conduct solicitations during the work day as long as it does not interfere with their job duties or the job duties of their co-workers. . Employees are not allowed to solicit an employee who requests not to be solicited.

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 Revised: 09-13-2005
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 Revised: 10-09-2007
 Revised: 06-14-2011
 Revised: 09-13-2011
 Revised: 12-09-2013
 Revised: 02-11-2014
 Reviewed: 02-13-2018
 Revised: 10-01-2019
 Revised: 02-09-2021
 Reviewed: 05-18-2022

ARTICLE VI. LEAVES OF ABSENCE

Section 1. Holidays

The following days are designated as holidays with pay for employees and officers of CHA working in a 9101 class position. Employees working in a 9102 class position receive a pro-rated payment based on the position FTE.

New Year’s Day	Veterans Day
Dr. Martin Luther King, Jr. Birthday	Thanksgiving

Good Friday	Day After Thanksgiving
Memorial Day	Christmas (2) Days When Christmas falls on Friday, Saturday, or Monday, CHA will observe Christmas Eve and Christmas Day. When Christmas falls on Tuesday, Wednesday, or Thursday, CHA will observe the State Christmas schedule.
Juneteenth	
Independence Day	
Labor Day	

When a holiday other than Christmas Day falls on a Saturday or Sunday, CHA shall observe the same day as the State of North Carolina observes for the holiday in question.

If a holiday as designated by this policy falls on a day other than Monday and is designated nationally to be observed on Monday, then the policy is amended to observe that holiday on a Monday.

Employees may request annual leave for religious observances. Annual leave should be denied only when it would create an emergency condition which cannot be prevented in any other manner.

Employees must work or use leave accruals for their full scheduled shift before and after a holiday to be eligible for holiday pay. Part time (9102) employees may use accruals in order to reach their full FTE for the week, work extra hours for the week in order to avoid using accruals to cover the holiday (this is based on department need and supervisor discretion), or take leave without pay.

Section 2. Effect of Work on Holidays or Unscheduled Workdays on Other Types of Paid Leave

Regular holidays or unscheduled work days which occur during an annual, sick or other paid leave period of any employee of CHA shall not be charged as annual, compensatory, or sick.

Section 3. Holiday – When Work Required

Exempt employees who are required to perform work on regularly scheduled holidays may be granted straight time pay at the discretion of the Chief Executive Officer.

Non-exempt employees who are required to perform work on regularly scheduled holidays shall be paid in accordance with the Fair Labor and Standards Act or elect another day off.

Section 4. Annual Leave

All regular and probationary employees who work at least 1,000 hours during the calendar year shall receive annual leave in accordance with this policy. Annual leave may be used at the employee’s discretion with the approval of the employee’s supervisor.

Section 5. Annual Leave – Probationary Employees

Employees serving a probationary period following initial appointment may accumulate annual leave and shall be permitted to take such leave only with the prior approval of the supervisor.

Section 6. Annual Leave – Manner of Accumulation

The anniversary date of employment shall be used for determining earned annual leave. Any employee working the basic work week shall earn annual leave at the following rates:

SCHEDULE A

Years of Aggregate Service	Accrual Rate Per Hour (no accruals earned for hours worked over FTE)	Leave Earned Yearly (accrual total at 40 hours per week)
Less than 5 year	.0385	80 hrs. (10 days)
5 but less than 10 years	.05	104 hrs. (13 days)
10 but less than 15 years	.0577	120 hrs. (15 days)
15 years but less than 20 years	.0654	136 hrs. (17 days)
20 years plus	.0769	159.9 hrs. (20 days)

Schedule A is for all persons hired or rehired on July 1, 1997, or thereafter; and those in full-time Cabarrus County employment immediately prior to that date who voluntarily, as Cabarrus Health Alliance employees, chose to change from Schedule B effective July 1, 1997.

Employees hired since January 2000, who contributed to the Local Government Retirement System or Teachers and State Retirement System at their previous employer, within one year of being hired at CHA, may have their years of service credited from that employer. The credited years of service will be counted toward calculating the employee’s annual leave accrual rate, after the required documentation is provided to Human Resources. This only applies to governmental entities that were the employee’s place of employment immediately prior to their employment with the Cabarrus Health Alliance.

Employees hired since January 2000, who contributed to a Local Government Retirement System or Teachers and State Retirement System in any state or at a federal agency, including the Centers for Disease Control (CDC), may have their years of service credited from that employer. The credited years of service will be counted toward calculating the employee’s annual leave accrual rate, after the required documentation is provided to Human Resources.

SCHEDULE B

Years of Aggregate Service	Accrual Rate Per Hour (no accruals earned for hours worked over FTE)	Leave Earned Yearly (accrual total at 40 hours per week)
Less than 2 years	.0385	80 hrs. (10 days)
2 but less than 5 years	.0462	96 hrs. (12 days)
5 but less than 10 years	.0577	120 hrs. (15 days)
10 but less than 15 years	.0692	143.9 hrs. (18 days)
15 years but less than 20 years	.0808	168 hrs. (21 days)
20 years plus	.0923	192 hrs. (24 days)

Schedule B is for all persons employed full-time with Cabarrus County on June 30, 1997, that earned annual leave on this schedule and chose voluntarily, as Cabarrus Health Alliance employees, to remain on this schedule after that date in lieu of receiving paid health and life insurance coverage at retirement.

Anyone earning annual leave under this schedule on July 1, 1997 who is separated from employment and rehired at a later date will earn leave as listed in Schedule A.

Section 7. Annual Leave – Maximum Accumulation

Annual leave may be accumulated without any applicable maximum until December 31st of each calendar year. However, if an employee separates from service, payment for accumulated annual leave shall not exceed 240 hours. At the end of each calendar year on December 31st, any Alliance employee with accrued annual vacation leave in excess of 240 hours shall have this leave converted to sick leave. This converted sick leave shall be used in the same manner as accrued sick leave and may be used for authorized sick leave purposes. And, like regular sick leave, any unused converted sick leave may be counted toward creditable service at retirement up to a maximum of 12 total sick days per year of service.

Employees are cautioned not to retain excess accumulation of annual leave until late in the calendar year. Due to the necessity of keeping all Alliance functions in operation, large numbers of employees cannot be granted annual leave at any one time. If an employee has excess leave accumulation during the latter part of the year and is unable to take such leave because of staffing demands, the employee shall receive no special consideration either in having annual leave scheduled or in receiving any exception to the maximum accumulation.

Section 8. Annual Leave – Approval/Manner of Taking Leave

Annual leave earned by an employee shall be taken only upon prior approval of the immediate supervisor.

Section 9. Annual Leave – Terminal Pay and Repayment of Annual Leave

An employee who is separated shall be paid for annual leave accumulated to the date of separation, not to exceed a maximum of 240 hours.

Section 10. Annual Leave - Payment for Accumulated Annual Leave upon Death

The estate of an employee who dies while employed by CHA shall be entitled to payment for all of the accumulated annual leave credited to the employee's account, not to exceed a maximum of 240 hours. The date of death shall be used as the date of separation for purposes of determining such payment.

Section 11. Bereavement

Employees shall have 5 days of paid bereavement for the death in the employee's immediate family. Immediate family shall be deemed to include spouse, mother, father, guardian, children, sister, brother,

grandparents, grandchildren, plus the various combinations of half, step, in-law, and adoptive relationships that can be derived from those named.

Sick time may be used for non-immediate family members. It is CHA's policy to try to accommodate employees during times of grief. Supervisors are encouraged to be as flexible as possible when working with employees that have experienced a death in their families.

Section 12. Sick Leave

All regular and probationary employees who work at least 1,000 hours during the calendar year shall receive sick leave in accordance with this policy.

Sick leave shall be granted to an employee absent from work for any of the following reasons: sickness, bodily injury, mental health, mental wellbeing, required physical or dental examinations and treatment, or exposure to a contagious disease when continuing work might jeopardize the health of others.

Sick leave may also be used when illness, injury, or a medical appointment (including physical health and mental health) of a member of the employee's immediate family (that lives in the same household as the employee, and/or for whom the employee has legal responsibility) requires the presence of the employee.

Section 13. Sick Leave Manner of Accumulation

Each regular and probationary employee scheduled to work at least 1,000 hours during the calendar year shall be credited sick leave at the rate of .0462 per hour worked up to their FTE, for a total of 96 hours per year for full time (40 hour per week) employees.

Section 14. Sick Leave – Maximum Accumulation

Sick leave will be cumulative for an indefinite period.

Section 15. Sick Leave – Retirement Credit for Accumulated Sick Leave

One (1) month of retirement credit is allowed for each twenty (20) days and part thereof accrued in an employee's sick leave account at the time of retirement to employees who are members of the North Carolina Local Governmental Employees Retirement System.

Section 16. Sick Leave – Credit for Accumulation from Previous Employment

New employees who were previously employed by a governmental entity in North Carolina will receive credit with CHA for all sick leave accumulated at that entity provided that verification of that accumulated sick leave is received from the entity and that the employee was not reimbursed for these days. This only applies to governmental entities that were the employee's place of employment immediately prior to their employment with the Cabarrus Health Alliance.

Section 17. Paid Parental Leave

The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly adopted or newly placed child. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave, as applicable. This policy will be in effect for births, adoptions or placements of foster children occurring on or after January 1, 2021.

The Paid Parental Leave benefit is triggered for eligible employees by the qualifying event of becoming a parent by birth, adoption, foster care or other legal placement of a child. Eligible CHA employees who receive 3 weeks of paid leave to recover from the birth, bond with, and care for their newborn. Paid Parental Leave will be paid at 100 percent of the eligible employee's regular pay.

Eligibility is based on the same guidelines as the Family & Medical Leave Act (FMLA) and runs concurrent with approved FMLA. This means that no accruals need to be used for the first three weeks (or any three weeks if also utilizing employee paid short-term disability benefits) of Parental Leave.

Eligible employees will receive a maximum of three weeks of paid parental leave per birth, adoption or placement of a child/children. The fact that a multiple birth, adoption or placement occurs (e.g., the birth of twins or adoption of siblings) does not increase the 3 week total amount of paid parental leave granted for that event. In addition, in no case will an employee receive more than three weeks of paid parental leave in a rolling 12-month period, regardless of whether more than one birth, adoption or foster care placement event occurs within that 12-month time frame.

Eligible employees must meet the following criteria:

- Have been employed with the company for at least 12 months (the 12 months do not need to be consecutive).
- Have worked at least 1,250 hours during the 12 consecutive months immediately preceding the date the leave would begin.
- Be a full- or part-time (.5 FTE or greater), regular employee (temporary employees and interns are not eligible for this benefit).
- In addition, employees must meet one of the following criteria:
 - Have given birth to a child.
 - Be a spouse or committed partner of a woman who has given birth to a child.
 - Have adopted a child or had a foster child placed in the home (in either case, the child must be age 17 or younger). The adoption of a new spouse's child is excluded from this policy.

Section 18. Family Medical Leave Act

Federal legislation made the Family and Medical Leave Act (FMLA) effective on August 5, 1993. A copy of a Department of Labor publication summarizing the employee rights under the Act is attached as Appendix E.

In compliance with the FMLA, the Cabarrus Health Alliance provides up to 12 weeks of job-protected leave (unpaid if accrued paid leave is not available) to employees if they have worked for CHA for at least one year and for 1,250 hours over the previous 12 months.

(a) Eligible employees may request FMLA leave for the following events or conditions:

- For the birth of a son or daughter or to care for the child after birth;

- For placement of a son or daughter for adoption or foster care or to care for the child after placement;
- To care for the employee's spouse, son, daughter or parent (but not a parent "in-law") with a serious health condition;
- Because of a serious health condition that makes the employees unable to perform the functions of the job, including pregnancy related complications;
- For a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member (of any branch of the armed forces) on active duty or has been notified of an impending call or order to active duty.

The twelve (12) month period for determining leave entitlement will be a rolling 12-month period. The 12 months immediately preceding the current leave request will determine the entitlement. Eligible employees are entitled to twelve (12) weeks of unpaid FMLA leave less any leave used for a qualifying FMLA purpose during the preceding twelve (12) months. Employees may not take more than twelve weeks unpaid/paid leave for a qualifying FMLA purpose in any 12 month period, unless the employee has accrued paid leave in excess of that amount and has management approval to use it or leave without pay.

In addition to the leave described above, eligible employees may take up to 26 weeks of unpaid "military caregiver" leave in any single 12 month period. Military caregiver leave is available to the spouse, son, daughter, parent, or next of kin of a covered service member who has a serious injury or illness incurred in the line of duty. This military caregiver leave entitlement is applied on a per-covered service member, pre-injury basis, so that an eligible employee may be entitled to more than one military caregiver leave in a single 12 month period. Any other FMLA leave taken in the same 12 month period must be counted in calculating this 26 week entitlement (for example, 10 weeks of FMLA leave previously taken for a newborn child would mean the employee is entitled to an additional 16 weeks of military caregiver leave in that 12 month period).

- (b) The use of paid leave for a purpose defined in the FMLA will qualify toward the time CHA is required to make available to an employee eligible for leave under the Act. As in any leave situation, Alliance employees will use all available paid leave time before being allowed to use unpaid leave. Employees are entitled to use all accrued available paid leave benefits according to policy, even if it exceeds the 12-week maximum under the FMLA. If the accrued paid leave is not sufficient to cover the leave requested for a FMLA purpose, maximum 12 weeks in any 12-month period, the remaining leave is unpaid leave.
- (c) The employee will be required to provide leave notice and medical certification; the taking of leave may be denied if these requirements are not met:
- The employee should provide 30 days advance notice when leave is "foreseeable." Otherwise, notice should be given as soon as possible.
 - CHA requires medical certification to support a request for FMLA leave because of a serious health condition and may require second or third opinions (at CHA's expense).
 - Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient

information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

- For “military exigency” leave, CHA will require the certification pursuant to FMLA regulations, section 29 C.F.R. 825.309, which will include but not be limited to, a copy of the covered military member’s active duty orders.
- For “military caregiver” leave, CHA may require the employee to obtain a certification, pursuant to FMLA regulations, section 29 C.F.R. 825.310, from the covered service member’s health care provider. CHA may also require confirmation of the covered family member’s relationship with the service member.
- While on FMLA leave, CHA may require the employee to periodically recertify the ongoing medical need for the leave.
- An employee is required to give advance notice before returning to work and medical certification as to fitness to return to their former position or work schedule.

(d) The Family and Medical Leave Act requires that employers must continue to provide group health insurance benefits to an employee during any periods of leave permitted by the Act on the same basis as if the employee had continued in active employment during the leave. Employees will be required to pay their portion of the group insurance, the same as if they continued to work, to keep the benefit.

- If Family and Medical Leave Act leave is substituted paid leave, the employee’s share of premiums must be paid by the method normally used during any paid leave – by payroll deduction.
- If Family and Medical Leave Act leave is unpaid, the employee’s share of premiums must be made in payments to CHA by the 25th day of the month prior to the month for which coverage is needed.
- In the event an employee elects not to return to work upon completion of Family and Medical Leave of absence, CHA may recover from the employee the cost of any payments it made on behalf of the employee to maintain any employee benefit while the employee was on leave (unless failure to return to work was for reasons beyond the employee’s control or due to the continuation, recurrence, or onset of a serious health condition of the employee or the employee’s family member).

Section 19. Leave Without Pay - Policy

When it is necessary for an employee to be absent from work for an extended period of time, CHA may, in its discretion, grant employees a leave of absence for a limited period of time, under the terms and conditions specified herein. Leaves under this policy will be granted only when supported by a valid reason requiring an extended absence. Valid reasons for using this leave may include, but not be limited to, personal disability after available sick leave and/or annual leave have been exhausted, maternity or paternity related leave, continuation of education, special work that will permit CHA to benefit by the experience gained or the work performed, or for other reasons deemed justified by the Chief Executive Officer. If granted, such leaves will be without pay once applicable paid accrued leave (i.e. sick pay,

vacation) has been exhausted. Employees will be required to exhaust all applicable paid accrued leave prior to utilizing unpaid leave under this policy (education leave cannot utilize sick time, etc.).

Requests for a leave of absence must be made in writing to supervisor and Human Resources at least thirty (30) days prior to the leave commencement date or as soon as the need for leave becomes known to the employee. The employee's written request must contain an explanation of the reasons for the leave as well as the anticipated length of absence, including the dates upon which the leave will begin and end.

The factors to be considered in determining whether a request for leave should be granted under this policy include, but are not limited to: (1) the purpose for which the leave is requested; (2) the length of time the employee will be away from work; (3) the effect the leave will have on the ability of CHA to carry out its ordinary functions; (4) previous leaves of absences requested or taken; and (5) the employee's performance history. The employee will be notified in writing whether the request for leave is granted or denied. Leaves of absence under this policy will not be granted for periods greater than 12 weeks. The Chief Executive Officer will grant final approval of the request.

If leave is granted, the employee must comply with the terms and conditions of the leave, including keeping in touch with the supervisor during leave, and giving prompt notice if there is any change in the return date. Not less than two (2) weeks prior to the employee's scheduled return date, the employee shall notify the supervisor and Human Resources in writing concerning their availability to return to work. Failure to follow this policy (e.g. failure to notify the supervisor or to return to work as scheduled) may result in disciplinary action up to and including termination.

An employee must not accept other employment or apply for unemployment benefits while on a leave of absence. Acceptance of other employment while on leave will be treated as a voluntary resignation from employment at CHA.

CHA may suspend or proceed with any counseling, performance review, or disciplinary action, including discharge, that was contemplated prior to any employee's request for or receipt of a leave of absence or that has come to CHA's attention during the leave. If any action is suspended during the leave of absence, CHA reserves the right to proceed with the action upon the employee's return. Requesting or receiving a leave of absence in no way relieves employees of their obligation while on the job to perform their job responsibilities capably and up to CHA's expectations and to observe all CHA's policies, rules, and procedures.

Employees taking leave under this policy may not be entitled to reinstatement to their former position, an equivalent position or any other position with CHA. The opportunity for reinstatement will depend upon the facts and circumstances of each employee's leave and will be determined at CHA's discretion.

Section 20. Leave Without Pay – Retention and Continuation of Benefits

Benefits, such as vacation time, sick time, and holidays, will not accrue during a leave without pay. A regular employee shall retain all unused sick leave while on leave without pay, if leave of absence is not medically related. Sick leave will be used for FMLA and medically related circumstances. Sick leave and vacation leave are both to be exhausted before an employee uses leave without pay while on FMLA. An employee ceases to earn leave credits on the date leave without pay begins. The employee may

continue to be eligible for benefits under CHA's group insurance plans, subject to the Family Medical Leave Act and any regulations adopted by the Authority Board and the current insurance carrier.

Section 21. Workers' Compensation Leave

An employee absent from duty because of sickness or disability covered by the North Carolina Workers' Compensation Act may receive workers' compensation benefits and elect to use accumulated annual and sick leave as a supplemental payment for the difference between their regular salary and the payments received under the Workers' Compensation Act. Such an employee may have credited back to the leave used or the hourly equivalent, as the checks are received from workers' compensation. Upon reinstatement, an employee's salary will be computed on the basis of the last salary earned plus any increment or other salary increase to which the employee would have been entitled during the disability covered by workers' compensation.

Employees on workers' compensation leave who elect not to use accumulated sick and annual leave as a supplemental payment shall retain and continue to earn all leave credits during the period of disability. In addition, CHA shall continue its contribution to the employee's health insurance. Temporary employees on workers' compensation leave will be placed in a leave without pay status and will receive all benefits for which they may be adjudged eligible under the Workers' Compensation Act.

Section 22. Military Leave

CHA complies with applicable federal and state law regarding military leave and reemployment rights. Unpaid military leave of absence will be granted to members of the uniformed services in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA") and all amendments thereto and all applicable state law. According to CHA's policy, employees who are members of the uniformed services will be allowed 10 workdays per year military training leave with pay. If during this period of paid military leave, the compensation received while on military leave is less than the salary that would have been earned during the same period as an Alliance employee, the employee shall receive partial compensation equal to the difference in the base salary earned as a reservist or guardsman and the salary that would have been earned during this same period as an Alliance employee. The effect will be to maintain the employee's salary at the normal level during this period.

If such military duty is required beyond this 10 workday period, the employee shall be eligible to take accumulated annual leave or unpaid leave. Reservists called to active duty, with no training period preceding the active duty, shall be allowed to charge up to 10 days per year of active duty as military training and receive pay for these days. While taking military leave with partial pay or without pay, the employee's leave credits and other non-monetary benefits shall continue to accrue as if the employee physically remained with CHA during this period. Regular employees who are guardsmen and reservists have all job rights specified in the Veterans Readjustment Assistance Act.

Appropriate documentation is required to be turned in to Human Resources prior to the necessary leave unless military necessity makes this impossible. Anyone who completes a military leave of absence will be reinstated to the employee's previous or similar job in accordance with state and federal law. You must notify your manager of your intent to return to employment based on requirements of the law.

For more information regarding status, compensation, benefits and reinstatement upon return from military leave, please contact Human Resources.

Section 23. Civil Leave

A regular Alliance employee called for jury duty or as a court witness for the Federal or State governments or a subdivision thereof shall receive leave with pay for such duty during the required absence without charge to accumulated annual or sick leave.

An employee may keep fees and travel allowances received for jury or witness duty in addition to regular compensation, except that employees must turn over to CHA any witness fees or travel allowances awarded by the court for court appearances in connection with official duties. While on civil leave, benefits and leave shall accrue as though on regular duty.

Section 24. Educational Leave

An educational leave of absence, with or without pay, may be granted to an employee who has been with Cabarrus Health Alliance for at least six months, which will better equip the employee to perform job related duties. The employee must be in good performance standing with no performance improvement plans in place at the time of the request. Each request must be approved by the department head and the Chief Executive Officer. Leave will be granted to only attend institutions accredited by the Southern Association of Colleges and Schools or the equivalent. An employee granted educational leave with pay shall agree in writing to return to their regular work schedule with the Cabarrus Health Alliance upon completion of training and to remain in the employ of the Cabarrus Health Alliance for a period of twice the educational leave received, or to reimburse the Cabarrus Health Alliance for all compensation received while on educational leave and tuition costs reimbursed to the employee for the course.

An employee on educational leave with full pay shall continue to earn leave credits and any other benefits to which Cabarrus Health Alliance employees are entitled. An employee on educational leave with partial pay shall earn proportional leave credits and benefits.

25. Reimbursement for Tuition

An employee may receive reimbursement for approved courses of study (including those taken outside of working hours) which will better equip the employee to perform assigned duties, subject to the approval of the Chief Executive Officer. The Cabarrus Health Alliance shall reimburse the employee for tuition costs (up to \$400 per semester for up to three semesters per year), provided the employee submits a receipt of tuition expenses and a notice of successful completion (passing grade or better) of the course from an institution accredited by the Southern Association of Colleges and Schools or the equivalent. Requests for reimbursements should be approved by the supervisor and Human Resources prior to enrollment in the course. Employees may submit up to three requests for reimbursement per year for three separate semesters. Employees must have been employed with CHA for at least six months to qualify for tuition reimbursement.

The Education Leave and Reimbursement for Tuition forms are located on the CHA Intranet.

Section 26. Adverse Weather Conditions

The public's need for the availability of CHA's services dictates that offices should attempt to remain open during all normally scheduled hours. While severe weather may impact the ability to fully staff each function; every function should attempt to provide at least a base level of response.

To avoid inconvenience to the public, Alliance employees should attempt to report for their normal job at scheduled times. It is realized that severe weather conditions may restrict some employees from reporting on time or at all.

Adverse weather affects everyone's personal situation differently, so each employee must evaluate the severity of the circumstances and use their best judgment. Alliance employees are not expected to put themselves or their property unnecessarily at risk. Available compensatory time and/or appropriate leave will be taken in order to leave work early, to delay arrival at work or in the case where an employee does not report to the job because of inclement weather.

Section 27. Volunteer Service Leave

All Alliance employees who are members of emergency volunteer service organizations shall receive leave with pay for such required absence under emergency circumstances without charge to accumulated leave, with approval of the Chief Executive Officer.

Adopted: 07-01-1997

Revised: 07-01-2001

Reviewed: 02-11-2014

Revised: 05-12-2015

Revised: 01-12-2016

Revised: 11-14-2017

Reviewed: 02-13-2018

Revised: 10-01-2018

Revised: 10-01-2019

Revised: 02-09-2021

Reviewed: 05-18-2022

ARTICLE VII. SEPARATION, DISCIPLINARY ACTION AND REINSTATEMENT

Section 1. Separation from Employment

Separation occurs when an employee leaves the payroll for reasons indicated below. Employees who have acquired regular employment status will not be subject to involuntary separation or suspension except for cause or reduction-in-force.

- (a) Resignation or Retirement. An employee may terminate services with CHA by submitting a written resignation or request for retirement to the supervisor (or in the case of supervisors to the Chief Executive Officer). It is expected that an employee will give at least two weeks (four weeks for supervisors) notice prior to their last day of work. CHA reserves the right to accept your resignation immediately without requiring any further service and pay you the amount of straight time compensation you would have earned in lieu of any further performance of your job duties.

- (b) Dismissal. Dismissal is involuntary separation for cause and shall be made in accordance with this policy.
- (c) Reduction-in-Force. For reasons of curtailment of work, reorganization, or lack of funds, the appointing authority may separate employees. Retention of employees in classes affected shall be based on systematic consideration of type of appointment, length of service and relative performance. No regular employee shall be separated while there are emergency, intermittent, temporary, probationary, or trainee employees in their first six months of the trainee progression serving in the same or related class, unless the regular employee is not willing to transfer to the position held by the non-regular employee, or the regular employee does not have the knowledge and skills required to perform the work of the alternate position within a reasonable period of orientation and training given any new employee.

If the agency has position vacancies at the time of the Reduction in Force, employees impacted may apply for these positions through the internal application process and will be interviewed in a competitive manner. Employees may not be transferred into the vacancy. Successful candidates will be selected based on qualifications such as skill set, education, and experience in order to provide the best fit for the position.

- (d) Voluntary Resignation Without Notice.
- (e) An employee voluntarily terminates employment by failing to report to work without giving written or verbal notice of an acceptable reason for their absence to the employing department. Such a failure shall be deemed to be a voluntary resignation from employment without notice when the employee is absent without approved leave for a period of at least three (3) consecutive, scheduled workdays. Termination pursuant to this policy should not occur until the employing department has undertaken reasonable efforts to establish that the employee was able to give, or have someone else give notice during the period of days in question. This provision also applies when the employee is absent for at least three (3) consecutive, scheduled workdays, has been instructed verbally or in writing of a specific manner of reporting by management, and does not report to the appropriate supervisory personnel on a regular basis satisfactory to the employing agency.
- (f) Such terminations as described above are voluntary resignations from employment and create no right of grievance or appeal pursuant to Article VIII of this policy.

- (d) Separation Due to Unavailability When Leave is exhausted. An employee may be separated on the basis of unavailability when the employee becomes or remains unavailable for work after all applicable leave has been exhausted and department management does not grant a leave without pay for reasons deemed sufficient by the department and Human Resources. Such reasons include, but are not limited to, lack of suitable temporary assistance, criticality of the position, budgetary constraints, etc. Such a separation is an involuntary separation, not a disciplinary dismissal and may be grieved or appealed.
- (e) Disability. An employee may be separated for disability when the employee is unable to perform the essential functions of the job because of physical or mental disability and no reasonable accommodation is available. Action may be initiated by the employee or CHA and should be supported by medical evidence certified by a licensed physician. CHA may require an examination at its expense and performed by a physician of its choice. Before an employee is separated for disability, a reasonable effort shall be made to accommodate the employee including alternate positions within CHA's service for which the employee may be suited.

- (f) Death. The date of death shall be recorded as the employment separation date for the deceased employee. All compensation due in accordance with this ordinance will be paid to the estate of the deceased employee. This includes earned but unpaid salary and payment for accumulated annual leave up to the designated maximum.

Section 2. Disciplinary Actions

While it is expected that all employees strive to achieve the highest level of success in their jobs, it is the responsibility of each employee to maintain at least an acceptable level of job performance and conduct.

When employee performance and/or conduct falls below the acceptable standard, supervisors, using counseling and coaching techniques, should identify deficiencies at the time they are observed.

Disciplinary action may occur when the unacceptable performance/conduct is at a level of severity or frequency to be deemed inappropriate to the best interest of CHA. CHA does have a formal progressive discipline; however, each case is considered on its own facts and it may be determined that an employee's actions are egregious and warrants immediate dismissal.

The following categories provide **guidance** on how the wide range of unacceptable behaviors should be addressed. Behaviors listed are representative of those considered to be adequate cause for official reprimand, disciplinary suspension with or without pay, reassignment, demotion, or dismissal but should not be considered all inclusive.

While the disciplinary procedures outlined are to be followed whenever possible, they are not to be construed as a limitation on CHA's right to take any form of disciplinary action, including dismissal, when deemed appropriate, and CHA expressly reserves the right to immediately dismiss employees with or without cause or notice, subject to the grievance procedures set forth herein.

Representative Behaviors:

- (a) Excessive absenteeism and/or tardiness.
- (b) Safety violations.
- (c) No call no show.
- (d) Inadvertent or knowing violation of any Cabarrus Health Alliance privacy policy or requirement of the HIPAA privacy rule.
- (e) Failure to demonstrate a reasonable competence on the job or to perform work in a satisfactory manner following normal job orientations and training.
- (f) Insubordination.
- (g) Careless, negligent or intentional improper use of Alliance property or equipment.
- (h) Failure of a supervisory employee to take the necessary or appropriate steps to properly supervise or discipline a subordinate employee when such actions are required.
- (i) Misappropriation of Alliance funds or property.
- (j) Willful violation of known and/or written work rules.
- (k) Failure to maintain current valid credentials required in the performance of job duties, including driver's license.
- (l) Reporting to work under the influence of intoxicants, nonprescription or illegal drugs, or partaking of such while on duty or on public property, or the possession, distribution, sale or transfer of

intoxicants, nonprescription or illegal drugs on CHA property except that prescribed medication may be taken within the limits set by a physician so long as medically necessary.

(m) Fighting, communicating threats or engaging in acts of workplace violence.

(n) Possession of firearms or any other lethal weapon in any Alliance facility or at any official Alliance activity.

(o) Unlawful harassment, discrimination or retaliation.

Progressive Disciplinary Process:

It is expected that supervisors are communicating with employees and that employees are aware of any deficiencies in performance. Conversations should be documented and in most cases the employee should have had at least one conversation with their supervisor and given time to correct the deficiency prior to the first written warning. Human Resources should be consulted before any formal disciplinary action is taken.

1. Verbal Warning (must be documented)

2. First written warning - Any additional unacceptable behavior may subject the employee to disciplinary action up to and including termination of employment.

3. Second Written Warning/Probation – If unacceptable behavior continues after the two written warnings, the employee may be placed on probation and/or terminated without any further notice.

4. Termination - with the appropriate documentation.

Section 3. Disciplinary Suspension

A regular employee who is suspended for disciplinary reasons shall be relieved temporarily of all duties and responsibilities and will receive no compensation, including pay for accumulated annual leave, for the period of suspension. Such disciplinary suspension shall be for no less than one full work week but no more than two full work weeks. All suspensions must be reviewed by the Human Resources Director prior to the start of the suspension and approved by the Chief Executive Officer. Human Resources must furnish the employee a written statement setting forth the reasons for the suspension and the employee's appeal rights; one copy shall be given to the employee, and one copy shall be placed in the employee's personnel file. Such a suspension may occur without notice in order to avoid undue disruption of work, to protect the safety of persons or property, or for other serious reasons.

Section 4. Non-Disciplinary Suspension for Investigatory Purposes

A non-disciplinary suspension may be used to provide time to investigate, establish facts and reach a decision concerning a regular employee's status in those cases where it is determined the employee should not continue to work pending a decision. Also, management may elect to use investigatory suspension in order to avoid undue disruption of work or to protect the safety of persons or property. An investigatory suspension should not exceed 10 business days. An investigatory suspension is be with pay.

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Reviewed: 07-01-2001

Revised: 04-13-2010
Revised: 02-11-2014
Reviewed: 02-13-2018
Reviewed: 10-01-2019
Revised: 02-09-2021
Reviewed: 05-18-2022

ARTICLE VIII. COMPLAINTS AND GRIEVANCES

Section 1. Complaints and Grievances Policy

In order to maintain a harmonious and cooperative working environment it is the policy of CHA to provide for settlement of problems and differences through an orderly complaints and grievances procedure. Every regular employee shall have the right to present complaints and grievances in accordance with the established policy free from interference, coercion, restraint, discrimination, or reprisal.

It is the responsibility of supervisors at all levels to take appropriate action promptly, equitably and consistently in all complaints and grievances.

In adopting this policy, CHA sets forth the following objectives:

- Assure employees can get their problems or complaints considered equitably and without fear of reprisal.
- Encourage the employee to express how the conditions of work affect them as employees.
- Provide employees with assurance that actions are taken in accordance with policies.
- Provide a check on how policies are carried out by supervisors.

Section 2. Complaints Procedure

Refer to definitions for complaint and grievance in Article I. Section 3. Definitions. If an employee has any question as to which step of the procedure they should initiate their grievance or complaint, they should contact Human Resources for direction.

Step One – Employees with a complaint shall present the matter in writing to their immediate supervisor within fifteen (15) calendar days of its occurrence or within fifteen (15) calendar days of the time the employee learns of its occurrence, with the objective of resolving the matter informally. Supervisors are encouraged to consult with any employee or officer deemed necessary to reach a correct, impartial, and equitable determination and shall give the employee an answer as soon as possible but within ten (10) calendar days.

Step Two – If the decision is not satisfactory to the employee in Step 1, or if he or she fails to receive an answer within the designated period provided in Step 1, the employee may then speak to the department head. The department head will have 5 calendar days render a decision and respond to the employee and supervisor.

Step Three – If the decision is not satisfactory to an employee in Step 2 the employee should then contact Human Resources for help resolving the complaint. The appeal must be made in writing within ten (10) calendar days following the decision reached in Step 2.

Section 3. Grievance Procedure

Any employee who has reason to believe that they have been subjected to adverse actions of employment such as a reduction in salary, loss of benefits, harassment, retaliation, suspension, or demotion shall have the right to appeal directly to Human Resources within 10 business days of the alleged adverse action.

Human resources will acknowledge receipt of the grievance within 2 business days. Human Resources will investigate and render a decision in 30 business days. If Human Resources does not reach a decision that is satisfactory to the employee, the Chief Executive Officer shall hear the grievance appeal and render a decision in writing within ten (10) calendar days. The Chief Executive Officer's decision shall be final regarding the grievance.

Section 4. Protection of Complaints, Employees, Witnesses, and Representatives from Interference, Harassment, Intimidation and Reprisal.

All employees shall be free from any and all restraint, interference, coercion, or retaliation on the part of any CHA employee or employee representative when making any complaint or grievance, or acting as a witness to any actions surrounding the complaint or grievance process. The above principles apply with equal force after a complaint or grievance has been resolved. Any violation of this policy will result in immediate disciplinary action up to and including termination of employment

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Reviewed: 07-01-2001

Reviewed: 02-11-2014

Reviewed: 02-13-2018

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Revised: 02-09-2021

Reviewed: 05-18-2022

ARTICLE IX. EMPLOYEE BENEFITS

Section 1. Retirement Benefits

All employees scheduled to work 1,000 or more hours of service per year will participate in the NC Local Governmental Employees' Retirement System. Employee contributions to the NCLGERS will begin with the first paycheck of the first month following thirty (30) days of employment (aligning with the start of benefit premium payments). The employer elected Death Benefit through the Retirement System provides a single lump-sum payment for your beneficiary if you die while still in active service after one year as a contributing member.

Section 2. Social Security Benefits

CHA complies with the provisions of the Social Security Act.

Section 3. Unemployment Insurance

In accordance with North Carolina General Statutes, local governments are covered by unemployment insurance. Alliance employees who are laid off or released from CHA service may apply for unemployment compensation through the Division of Employment Security (DES), who will determine the employee's eligibility for this benefit.

Section 4. Insurance Benefits

CHA offers basic group health and life insurance benefits for:

- (a) Current full-time employees (9101) – with coverage beginning the first day of the month after thirty (30) days of employment.
- (b) Current part-time (9102) employees working an average of 30 or more hours per week – with coverage beginning the first day of the month after thirty (30) days of employment.
- (c) Current part time (9102) employees working an average of less than 30 hours, but equal to or greater than 20 hours, per week are covered by the group life insurance benefit, but not eligible for group health insurance or flexible spending.
- (d) Dependent coverage can be purchased for group health insurance for eligible dependents. Eligible dependents include child(ren) and spouse.
- (e) A spouse (opposite sex or same sex) can be covered as long as the employee can provide proof that the couple was married in a jurisdiction with legal authority to authorize the marriage.
- (f) Children covered under an employee's health insurance can include natural children, legally adopted children, and step children under the age of 26 without regard to financial dependence, residency with the employee, student status, or employment.

Optional dental and life insurance programs, in addition to other cafeteria options are available through payroll deduction for full-time and part-time (9102) employees working 20 or more hours per week.

Section 5. Benefit Termination

When an employee leaves employment, all benefits terminate on the last day of the month of separation. Employees are responsible for their portion of the full premium for the month of separation, regardless of the date of separation. Some benefits qualify for COBRA coverage. A third party administrator manages COBRA coverage on behalf of CHA and will contact the employee directly to offer COBRA coverage on applicable benefits.

Section 6. Workers' Compensation

CHA abides by all federal, state, and local Workers' Compensation regulations. Workers' Compensation goes into effect immediately from the first day of employment.

Section 7. Supplemental Retirement Income Plan of North Carolina 401(K)

Supplemental Retirement Income Plan of North Carolina is optional for all regular employees participating in the North Carolina Local Governmental Employee’s Retirement System. Effective August of 2018, CHA will match employee 401(k) contributions up to 1%.

Section 8. Retiree

CHA will provide paid health and life insurance coverage to eligible employees as outlined in Appendix D. – Retirement Benefit Administration.

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Revised: 07-01-2001
Revised: 06-13-2006
Revised: 08-26-2013
Revised: 02-11-2014
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Reviewed: 02-13-2018
Reviewed: 10-01-2019
Revised: 02-09-2021
Reviewed: 05-18-2022

ARTICLE X. PERSONNEL RECORDS AND REPORTS

Section 1. Personnel Records Maintenance

Such personnel records as are necessary for the proper administration of the personnel system will be maintained by CHA. CHA shall maintain in personnel records only information that is relevant to accomplishing personnel administration purposes.

The following information on each Alliance employee shall be maintained.

- (a) name;
- (b) age;
- (c) date of original employment or appointment to Alliance service;
- (d) terms of any contract by which the employee is employed whether written or oral, past and current
- (e) current position;
- (f) title;
- (g) current salary;
- (h) date and amount of most recent change in salary;
- (i) date of most recent promotion, demotion, transfer, suspension, separation, or other change in position classification;
- (j) date and general description of the reasons for each promotion;
- (k) date and type of each dismissal, suspension, or demotion for disciplinary reasons, and if the disciplinary action was a dismissal, a copy of the written notice of the final decision of the county setting forth the specific acts or omissions that are the basis of the dismissal;

- (l) office to which the employee is currently assigned

Section 2. Access to Personnel Records

As required by G.S. 153A-98, any person may have access to the information listed in Section 1 of this Article for the purpose of inspection, examination, and copying during the regular business hours, subject only to such rules and regulations for the safekeeping of public records as the Authority may adopt. Access to such information shall be governed by the following provisions:

- (a) Upon request, records of disclosure shall be made available to the employee to whom it pertains.
- (b) An individual examining a personnel record may copy the information, and available photocopying facilities may be provided, and the cost may be assessed to the individual.
- (c) Any person denied access to any record shall have a right to compel compliance with these provisions by application to a court for a writ of mandamus or appropriate relief.

Section 3. Confidential Information

All information contained in an Alliance employee's personnel file, other than the information listed in Section 1 of this Article, will be maintained as confidential in accordance with the requirement of G.S. 153A-98 and shall be open to public inspection only in the following instances:

- (a) The employee or their duly authorized agent may examine all portions of their personnel file except (1) letters of reference solicited prior to employment and (2) information concerning a medical disability, mental or physical, that a prudent physician would not divulge to a patient.
- (b) A licensed physician designated in writing by the employee may examine the employee's medical record.
- (c) An Alliance employee having supervisory authority over the employee may examine all material in the employee's personnel file.
- (d) CHA Human Resources and Attorney may examine all portions of an employee's personnel file.
- (e) By order of a court of competent jurisdiction, any person may examine all material in the employee's personnel file.
- (d) An official of an agency of the State or Federal government or any political subdivision of the State may inspect any portion of a personnel file when such information is deemed by the Chief Executive Officer to be necessary and essential to the pursuance of a proper function of the inspecting agency, but no information shall be divulged for the purpose of assisting in a criminal prosecution of the employee or for the purpose of assisting in an investigation of the employee's tax liability.
- (e) An employee may sign a written release, to be placed with their personnel file, which permits the person with custody of the file to provide, either in person, by telephone or by mail, information specified in the release to prospective employers, educational institutions, or other persons specified in the release.
- (f) Information regarding the employment or non-employment, promotion, demotion, suspension or other disciplinary action, reinstatement, transfer, or termination of an Alliance employee and the reasons for that personnel action may be released by the Public Health Director or Board of Public Health if the release of such information is essential to maintaining public confidence in the administration of CHA's services.

(g) Each individual requesting access to confidential information will be required to submit satisfactory proof of identify.

Section 4. Records of Former Employees

The provisions for access to records apply to former employees as they apply to present employees.

Section 5. Remedies of Employees Objecting to Material in File

An employee who objects to material in his or her file may place in their file a statement relating to the material he considers to be inaccurate or misleading. The employee may seek the removal of such material in accordance with established grievance procedures.

Section 6. Penalty for Permitting Access to Confidential File by Unauthorized Person

G.S. 153A-98 provides that any public official or employee who knowingly and willfully permits any person to have access to any confidential information contained in an employee personnel file, except as expressly authorized by the designated custodian, is guilty of a misdemeanor and upon conviction shall be fined in an amount not to exceed five hundred dollars (\$500.00).

Section 7. Penalty for Examining and/or Copying Confidential Material without Authorization

G.S. 153A-98 provides that any person not specifically authorized to have access to a personnel file designated as confidential, who shall knowingly and willfully examine in its official filing place, and remove or copy any portion of a confidential personnel file shall be guilty of a misdemeanor and upon conviction, shall be fined in the discretion of the court but not in excess of five hundred dollars (\$500.00).

Section 8. Destruction of Records Regulated

No public official may destroy, sell, loan, or otherwise dispose of any public record, except in accordance with G.S. 121-5, without the consent of the State Department of Cultural Resources. Whoever unlawfully removes a public record from the office where it is usually kept, or whoever alters, defaces, mutilates, or destroys it will be guilty of a misdemeanor and, upon conviction will be fined not less than ten dollars (\$10.00) nor more than five hundred dollars (\$500.00) as provided in G.S. 132-3.

Adopted: 07-01-1997

Reviewed: 07-01-2001

Reviewed: 02-11-2014

Reviewed: 11-14-2017

Reviewed: 02-13-2018

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Reviewed: 02-09-2021

Reviewed: 05-18-2022

Article XI. IMPLEMENTATION OF POLICY

Section 1. Conflicting Policies

All policies, ordinances, or resolutions that conflict with the provisions of this policy are hereby repealed.

Section 2. Separability

If any provision of this policy or any rule, regulation or order there under of the application of such provision to any person or circumstances is held invalid, the remainder of this policy and the application of such remaining provisions of this policy of such rules, regulations, or orders to persons or circumstances other than those held invalid will not be affected thereby.

Section 3. Violations of Policy Provisions

An employee violating any of the provisions of this policy shall be subject to suspension and/or dismissal, in addition to any civil or criminal penalty, which may be imposed for the violation of the same.

Section 4. Effective Date

This Policy shall become effective as of July 1, 1997. This policy was revised and adopted by the Authority Board on November 13, 2012. This Policy was again revised and adopted by the Authority Board on February 9, 2021.

Adopted: 07-01-1997

Reviewed: 07-01-2001

Reviewed: 02-11-2014

Reviewed: 02-13-2018

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Reviewed: 02-09-2021

Reviewed: 05-18-2022

ARTICLE XII. APPENDICES

APPENDIX A

JOB CLASSIFICATION SCHEDULE

(See CHA Intranet for up to date version of the Job Classification Schedule)

APPENDIX B

WAGE AND HOUR POLICY

The following Wage and Hour Policy has been developed in an effort to comply with the provisions of the Federal Fair Labor Standards Act (FLSA). The FLSA contains requirements for minimum wages, overtime pay and record keeping in addition to restrictions on child labor. The provisions of the Act apply to all Cabarrus Health Alliance employees, except those employees excluded from the FLSA definition of the term “employee,” and those employees who qualify for exemptions based on the FLSA requirements. Even though the majority of the policy has been developed to insure compliance with the FLSA, other major wage and hour issues over which the Act has no jurisdiction are also addressed.

Section 1. Exemptions

Any bona fide executive, administrative, professional, or elected official, as these terms are defined in the regulations by the Secretary of Labor, is exempt from both the minimum wage and overtime pay requirements of the FLSA under section 13 (a)(1). To qualify for the exemption, an employee must meet all of the pertinent tests relating to duties, responsibilities and salary as given in sections 541.1 – 541.3 of the FLSA.

Section 2. Hours Worked

Hours worked include any time an employee is required to be on duty, on an employer’s premises, at a designated work place for the employer and all times where the employee is suffered or permitted to work for the employer. Hours worked also include any work done on or away from the working premise, if the employer has reason to believe or knows that work is being done. Furthermore, no employer may unjustly benefit from work performed without their knowledge.

HOLIDAYS, ANNUAL LEAVE AND SICK LEAVE

Holidays, annual leave and sick leave are not counted as hours worked for the purpose of computing overtime, even though they are paid hours.

TRAINING TIME

Required attendance at training sessions, workshops, and other meetings, whether before, during or after the employee’s regular work period, is work time. Voluntary attendance at training sessions, workshops, and other meetings is not work time.

Training time is voluntary if the following conditions are met:

- (a) attendance is outside the employee’s regular working hours,
- (b) attendance is in fact voluntary,
- (c) the course, lecture or event is not directly related to the employee’s job, and
- (d) the employee does not perform any productive work during such attendance.

GRIEVANCE TIME

The time an employee spends during their regular work period adjusting a grievance under CHA's Grievance Procedure, Discriminatory and Adverse Action Appeal Policy is work time. Time spent outside the employee's regular work period is work time if the employee's attendance is required by the agency or local unit.

ON CALL

The time an employee spends "waiting to be engaged," where an employee is free to their own pursuits with the understanding that word will be left where he/she can be reached, is not considered to be hours worked. When an employee is called out on a job assignment, only the time actually spent on the assignment is counted as hours worked.

In cases where calls are so frequent or the waiting conditions so restrictive that the employee is not really free to use the intervening periods effectively for their own purposes, then the employee is considered to be "engaged to wait" and the hours spent as such are counted as hours worked.

An employee who is on call and required to remain at home and who is also uninterrupted for long periods of time will determine with their employer a reasonable number of hours worked. The number determined should reflect both the time spent in answering calls and the restriction on the employee's freedom to engage in personal activities resulting from the calls.

MEALS AND REST PERIODS

A bona fide meal period is not counted as hours worked or as time paid. Such a period consists of at least 30 consecutive minutes during which the employee is completely relieved of their duties. When meal periods are frequently interrupted, the employee is not considered to be relieved of all duties, and the meal periods are counted as hours worked.

Rest periods or breaks of short duration, from 5 to 20 minutes, must be counted as hours worked.

DUTY OF 24 HOURS OR MORE

An employee on duty for 24 hours or longer may agree with their employer to subtract bona fide meal and sleep time from the hours worked. If the sleep or mealtime is interrupted, the length of the interruption is counted as hours worked. The employee must get at least 5 hours sleep. The sleep does not have to be continuous but must be reasonable periods in length. A minimum of 5 and maximum of 8 hours sleep time, plus meal time, may be subtracted from hours worked in any 24-hour period. This is true if the employee chooses to take time off during the 24-hour tour of duty.

Section 3. Travel Time

Whether travel time is considered as hours worked depends on the circumstances:

- (a) HOME-TO-WORK - An employee who travels from home before the regular workday and returns home at the end of the workday is engaged in ordinary home to work travel which is a normal incident of employment. This is true whether he/she works at a fixed location or at different job sites. Normal travel from home-to-work is not work time.
- (b) HOME TO WORK ON SPECIAL ONE-DAY ASSIGNMENTS IN ANOTHER CITY - When an employee who regularly works at a fixed location in one city is given a special one-day assignment in another city, such travel cannot be regarded as home-to-work travel. It is performed for CHA's benefit and at CHA's request to meet the needs of a particular assignment. All time involved, however, does not have to be counted as work time. Since, except for the special assignment, the employee would have to have had to report to their regular job, the usual time required to travel to and from work may be deducted, as well as the usual meal time, when computing the number of hours worked in that work day. Further, when the employee's special one-day assignment extends above and beyond the normal working hours; those hours are counted as hours worked. This is true whether the employee drives himself/herself or is a passenger in the travel.
- (c) TRAVEL THAT IS ALL IN THE DAY'S WORK - Time spent by an employee in travel as part of their principal activity such as travel from job site to job site during the workday must be counted as hours worked. When an employee is required to report at the employer's premises or at a meeting place to receive instructions or to perform other work there, the travel time from this designated place to the work place is part of the day's work and must be counted as hours worked. For example, if an employee normally finished work at a particular job site at 5:00 p.m., but is required to go to another job which is finished at 8:00 p.m., and then is required to return to the employer's premises arriving at 9:00 p.m., all of the time is working time. However, if the employee goes home instead of returning to the employer's premises, the travel after 8:00 p.m. is home-to-work and is not counted as hours worked.
- (d) OVERNIGHT TRAVEL - Travel that keeps an employee away from home overnight is travel away from home. All time spent in transit, e.g. on an airplane, in an airport, in a car, on a train, etc. while traveling away from home is counted as hours worked. Regular meal period time is not counted.

Section 4. Minimum Wage

All non-exempt employees of a local governmental unit may not be paid less than the current minimum wage.

Section 5. Overtime

WORKWEEK. The official work period for all Alliance employees is 40 hours over a 7 day, 168 hour consecutive work period. The official work period for all Alliance employees begins on Friday and ends on Thursday. The workweek, once established, may not be changed unless the change is intended to be permanent.

REGULAR RATE. The regular rate is the equivalent hourly rate at which an employee is actually paid for normal, non-overtime hours. The regular rate includes base pay, merit pay, career incentives pay, longevity pay and all other pay actually received. The regular rate does not include gifts, pay for annual leave or sick leave, certain discretionary bonuses, employer contributions to fringe benefits or, as stipulated in the employment contract, extra compensation for working overtime, for working Saturdays

and Sundays and holidays, and for working hours outside the normal workweek or workday if at least one and one-half times the normal rate is paid.

When pay in addition to the base salary is paid to an employee for a weekly period, the bonus is added to the employee's other earnings before the regular rate is determined. Where the additional pay is paid for a longer period of time, the employer may temporarily disregard the bonus and just pay overtime pay at one and one-half times the regular rate. When the additional pay can be ascertained, it is apportioned back over the workweeks of the period during which the additional pay was earned by the employee. The employee then receives additional overtime for each workweek in which he/she worked overtime during that period.

EMPLOYEE OVERTIME – GENERAL POLICY

All non-exempt employees must be paid at least one and one-half times their regular rate of pay for all hours worked over 40 in a workweek. Any overtime incurred by an employee must be approved in advance by the supervisor in the department in which the overtime takes place.

FLSA requires that the minimum wage for any overtime due an employee be determined on the basis of the hours worked in each workweek and that the compensation earned by an employee in a particular workweek be paid on a regular payday for the pay period in which the workweek ends. An employer cannot average the hours of work by an employee over two or more workweeks, even if the employee is paid every two or more weeks.

Section 6. Compensatory Time

Exempt

In the event of a public health emergency, the Authority Board has authorized the CEO to utilize existing exempt staff and to compensate employees in lieu of compensatory time. Payment will be at a regular rate of pay.

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Revised: 07-01-2001
Revised: 09-13-2005
Revised: 12-08-2009
Reviewed: 02-11-2014
Revised: 01-12-2016
Reviewed: 02-13-2018
Reviewed: 10-01-2019
Reviewed: 02-09-2021
Reviewed: 05-18-2022

APPENDIX C
DRUG-FREE WORKPLACE POLICY

I. General Statement of Policy

- A. It is the policy of Cabarrus Health Alliance that the workplace shall be free of the presence of alcoholic beverages and unlawful controlled substances and that employees shall perform their job assignments safely, efficiently, and without the adverse influence of alcohol or controlled substances. This policy shall govern each employee (1) during work hours, (2) while on any property owned or leased by Cabarrus Health Alliance, (3) at any time during which the employee is acting in the course and scope of their employment with Cabarrus Health Alliance, and/or (4) at any time that the employee's violation of this policy has a direct and adverse effect on job performance.
- B. All employees shall be aware of the harmful effects and dangers of the use and abuse of alcohol and controlled substances in the workplace. Employees working under the influence of alcohol or controlled substances:
 - 1. May create unsafe conditions for themselves and others;
 - 2. May perform unsatisfactorily and adversely affect the performance of others; and
 - 3. May discredit Cabarrus Health Alliance and cause disrespect for the employee, Cabarrus Health Alliance, and other citizens whom we serve.

II. Prohibited Acts

- A. Cabarrus Health Alliance prohibits the unlawful manufacture, distribution, dispensation, possession, or use of any alcoholic beverage or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance as defined in schedules I through V or Section 202 of the United States Controlled Substances Act, at 21 U.S.C. § 812, and as further defined in federal regulations at 21 C.F.R. §§ 1308.11 through 1308.15 and in North Carolina Controlled Substances Act, N.C. Gen. Stat. §90-86 et seq.
- B. Cabarrus Health Alliance prohibits the use of alcoholic beverages by any employee (1) during work hours including lunch time and breaks, (2) while on any property owned or leased by Cabarrus County or Cabarrus Health Alliance, (3) at any time during which the employee is acting in the course and scope of their employment with Cabarrus Health Alliance, except while attending business/social and other functions held off Cabarrus Health Alliance property and/or (4) at any other time that the employee's use of alcoholic beverages has a direct and adverse effect on job performance. The business/social situations would most often occur after normal work hours and the employee would not be expecting to return to work. This also would not preclude an employee's return to work on an emergency need basis as long as the testing standards stated within this policy are met.
- C. Cabarrus Health Alliance prohibits the use of prescription or lawful non-prescription medications to the extent that such has a direct and adverse effect upon the operation of a vehicle or the performance of the employee's job duties. Employees in safety-sensitive positions may only take prescription medications which are prescribed by a physician who understands the employees' safety-sensitive job.

III. Employee Responsibilities

- A. As a condition of initial and continuing employment, all employees shall:
 - 1. Comply with the terms of this Policy and any rules or procedures and
 - 2. Notify their supervisor in writing of any conviction pursuant to any criminal drug or alcohol statute no later than five (5) days after such conviction.
- B. Within ten (10) days of receiving actual notice of an employee's conviction of any criminal drug statute for a violation occurring in the workplace or within the course and scope of employment, Cabarrus Health Alliance shall notify such conviction to any federal granting agency from which the Cabarrus Health Alliance receives a grant (as required by law) and report to professional licensing boards.
- C. Any employee who has cause to suspect that the Policy has been or is being violated by another employee shall report such information to their supervisor or an administrator. In the event the person suspected of violating the Policy is the CEO, the employee shall report such information to the Chairperson of the Cabarrus Health Alliance Board. Any employee who makes a report pursuant to this Policy, cooperates with the Board of Cabarrus Health Alliance in any ensuing inquiry or investigation, testifies in any Cabarrus Health Alliance Board proceeding resulting from the report, or otherwise participates in the enforcement of this Policy is immune from any disciplinary action that might otherwise be incurred or imposed for such action provided that the employee was acting in good faith.
- D. A supervisor shall report to law enforcement officials any circumstance or event that gives him or her reason to believe that an employee has violated a criminal drug or alcohol statute. Further, the Cabarrus Health Alliance shall cooperate in any investigations or prosecutions of its employees conducted by State, Federal, or local law enforcement officials pursuant to a criminal drug or alcohol statute.

IV. Authority to Test Employees

- A. The CEO shall establish, by administrative regulations, rules and procedures for the implementation of this Policy. Included in such rules and procedures shall be specific procedures for requiring and conducting any tests for the presence of alcohol and/or controlled substances authorized by this Policy. These procedures shall be designated so as to protect the privacy of the employee being required to undergo testing and shall require that all tests for the presence of alcohol and/or controlled substances be conducted pursuant to and in full compliance with the Controlled Substance Examinations found in Chapter 95, Article 20 of the North Carolina General Statutes.
- B. No sample obtained for the purpose of conducting tests for the presence of alcohol and/or controlled substances pursuant to this Policy shall be used to perform any diagnostic examination that would detect any hidden or latent physical or mental infirmity, disease, condition, or genetic information. Rather, the analysis of such sample shall be confined to such procedures as are devised to detect the presence of alcohol and/or controlled substances.
- C. All information obtained in the course of testing, examining, counseling, rehabilitating, and treating employees pursuant to this Policy and any rules or procedures promulgated there under shall be protected as confidential medical information. Documents or data concerning this information shall not be open to inspection by persons other than the affected employee and shall be disseminated only on a need-to-know basis and at the express direction of the CEO.
- D. Pursuant to this Policy and any rules or procedures the CEO or their designee(s) shall require the following persons to submit to testing for the presence of alcohol and/or controlled substances:

1. Any employee operating a vehicle owned/leased by Cabarrus Health Alliance or a personal vehicle which is used as a major part of their work who has a traffic accident or moving violation while performing their duties as an employee.
 2. All employees involved in an incident/occurrence where there are life threatening injuries or death while performing their duties as an employee.
 3. Any employee when there is reasonable suspicion to believe that he/she violated the Policy by observed actions or physical evidence while performing their duties as an employee.
Examples: Staggering, glassy eyes, disoriented.
- E. Testing Standards - The Cabarrus Health Alliance will consider an employee with a blood alcohol level of .06% or higher to be intoxicated and in violation of this Policy. Employees testing at .04% to 0.05% are deemed unfit to perform their duties and will be sent home for the rest of the day without pay subject to disciplinary action. A positive test result for controlled substances would be unacceptable and subject to disciplinary action.
- F. Penalties for Non-Compliance - Any employee who violates this Policy shall be subject to penalties described in the Cabarrus Health Alliance Personnel Ordinance (Effective July 1, 1997), Article VII, Separation, Disciplinary Actions, Suspensions and Reinstatement; Section 2 (c) Disciplinary Actions, Category Three.
- G. Drug-Free Awareness Program - The CEO or their designee shall establish a Drug-Free Awareness Program to inform all employees of the following:
1. The dangers of drug abuse in the workplace;
 2. The Cabarrus Health Alliance Policy of maintaining a drug-free workplace;
 3. Any available alcohol or drug counseling, rehabilitation, and employee assistance programs;
 4. The Penalties that may be imposed upon employees for violations of this Policy.
 5. Employee Assistance Program (for substance abuse):
McLaughlin Young Group: 704-529-1428 or 800-633-3353
See the intranet for benefits information or contact Human Resources.
- H. All supervisory employees shall receive information on (1) how to detect the use and abuse of alcohol and controlled substances among employees and (2) how to implement this Policy and any rules or procedures promulgated there under.
- I. Any employee who voluntarily seeks assistance required for a problem regarding alcohol or drug abuse shall be required to participate in an alcohol or substance abuse treatment or rehabilitation program.

Adopted: 09-20-1999
 Effective: 01-01-2000
 Revised: 06-08-2004
 Revised: 08-05-2013
 Revised: 12-09-2013
 Reviewed: 02-11-2014
 Reviewed: 02-13-2018
 Reviewed: 10-01-2019
 Reviewed: 02-09-2021
 Reviewed: 05-18-2022

APPENDIX D
RETIREMENT BENEFIT ADMINISTRATION

The Cabarrus Health Alliance provides paid health and life insurance coverage to eligible employees qualifying for retirement as a member of the North Carolina Local Governmental Employer Retirement System and meeting the criteria set forth below.

1. Full-time employees of Cabarrus Health Alliance/ on July 1, 1997, that voluntarily did not elect the new vacation accrual schedule are not eligible for paid health and life insurance coverage at retirement.
2. Full-time employees hired or rehired on or before July 1, 1997, and that voluntarily chose to change to Schedule A vacation accrual effective July 1, 1997, are eligible as follows:
 - Paid health and life insurance coverage will be provided to employees qualifying for retirement as a member of the North Carolina Local Governmental Employee's Retirement Systems with at least ten (10) of their creditable years being in the service of Cabarrus County/Cabarrus Health Alliance. These benefits will be paid at the same level as for active employees and will be provided to retired employees until they become eligible for Medicare.
 - Employees qualifying for retirement in the North Carolina Local Governmental Employees' Retirement System but with less than ten (10) years service with Cabarrus County/Cabarrus Health Alliance shall receive one-half the benefit provided to retiring employees with at least ten (10) years of service.
 - Employees must be actively enrolled in the health insurance plan to qualify for the benefit at time of retirement.
 - Employees who reach their 65th birthday or become Medicare eligible before retiring will change to vacation accrual schedule B at the payroll following their birthdate.
3. Full-time employees hired between July 1, 2001 and June 30, 2004 with ten (10) years of service with CHA and who qualify for retirement as a member of the North Carolina Local Governmental Employees' Retirement System are eligible as follows:
 - Paid health and life insurance coverage, paid at the same level as for active employees, will be provided to retired employees until they become eligible for Medicare.
4. Retiree health and life insurance benefits are not available for employees hired effective July 1, 2004.
5. Eligibility for dependent health and life insurance cease upon retirement.
6. To comply with the Affordable Care Act, CHA classifies employees working 30 or more hours per week as full-time, and therefore offers health insurance to employees. A small number of employees qualify for retiree health insurance under this new provision, whereas before they were not eligible because they were not 40 hour-per-week employees. On June 12, 2018, the Cabarrus County Public Health Authority Board unanimously approved adding a statement to read: Employees who were hired prior to July 2004 but not enrolled in CHA health insurance as of April 1, 2019 are not eligible for retiree health insurance benefits.

Adopted: 07-01-1997
Revised: 07-01-2001
Revised: 05-11-2004
Reviewed: 02-11-2014
Revised: 01-12-2016

Revised: 11-14-2017
Reviewed: 02-13-2018
Revised: 06-12-2018
Reviewed: 10-01-2019
Reviewed: 02-09-2021
Reviewed: 05-18-2022

APPENDIX E

EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

Military Family Leave Entitlements

Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered service member during a single 12-month period. A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the service member medically unfit to perform his or her duties for which the service member is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Benefits and Protections

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Eligibility Requirements

Employees are eligible if they have worked for a covered employer for at least one year, for 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when

medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Substitution of Paid Leave for Unpaid Leave

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

Unlawful Acts by Employers

FMLA makes it unlawful for any employer to:

- Interfere with, restrain, or deny the exercise of any right provided under FMLA;
- Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulations 29 C.F.R. § 825.300(a) may require additional disclosures.

For additional information: 1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627

WWW.WAGEHOUR.DOL.GOV

U.S. Department of Labor | Employment Standards Administration | Wage and Hour Division WHD Publication 1420 Revised January 2009



APPENDIX F

CODE OF CONDUCT

The CHA Code of Conduct is one of the ways we put CHA's values into practice. It's built around the recognition that everything we do in connection with our work at CHA will be, and should be, measured against the highest possible standards of ethical conduct. Respect for our patients/clients, for the opportunity, and for each other are foundational to our practice, and are something we need to support every day.

So please do read the Code and CHA's values, and follow both in spirit and letter, always bearing in mind that each of us has a personal responsibility to incorporate, and to encourage each other to incorporate, the principles of the Code and values into our work. And if you have a question or ever think that one of your coworkers or the company as a whole may be falling short of our commitment, don't be silent. We want – and need – to hear from you.

Who Must Follow Our Code? We expect all of our employees and Board members to know and follow the Code. Failure to do so can result in disciplinary action, including termination of employment. Moreover, while the Code is specifically written for CHA employees and Board members, we expect members of our extended workforce (temps, vendors, and independent contractors) and others who may be temporarily assigned to perform work or services to follow the Code in connection with their work for us. Failure of a member of our extended workforce or other covered service provider to follow the Code can result in termination of their relationship with CHA.

I. Serve Our Patients/Clients

Our users value CHA not only because we deliver great services, but because we hold ourselves to a higher standard in how we treat patients/clients and operate more generally. Keeping the following principles in mind will help us to maintain that high standard:

1. **Integrity:** Our reputation as an organization that our patients/clients/employees can trust is our most valuable asset, and it is up to all of us to make sure that we continually earn that trust. All of our communications and other interactions should increase their trust in us.
2. **Responsiveness:** We take pride in responding to feedback from our patients/clients whether questions, problems, or compliments. If something could be better, fix it.
3. **Take Action:** Any time you feel our patients/clients aren't being well-served, don't be bashful - let someone in the organization know about it. Continually improving our services takes all of us, and we're proud that CHA employees take the initiative to step forward when the interests of our patients/clients are at stake.

II. Support and Respect Each Other

CHA has an unwavering commitment to prohibiting and effectively responding to harassment, discrimination, misconduct, abusive conduct, and retaliation. To that end, CHA adheres to these Guiding Principles:

1. **Commitment:** CHA sets a tone at the top of commitment to a respectful, safe, and inclusive working environment for all employees and members of the extended workforce.

2. **Care:** CHA creates an environment with an emphasis on respect for each individual at all levels of the organization, including specifically by offering assistance and showing empathy to employees and members of the extended workforce.
3. **Accountability:** CHA holds all individuals responsible for their actions, and ensures that where appropriate, those individuals hold others accountable too.

Consistent with the Principles, employees are expected to do their utmost to create a supportive work environment, where everyone has the opportunity to reach their fullest potential, and be free from harassment, intimidation, bias, and unlawful discrimination.

Adopted: 02-09-2021

Reviewed: 05-18-2022

APPENDIX G

EMPLOYMENT BACKGROUND SCREENS

Cabarrus Health Alliance is committed to providing a safe and secure working environment for its employees, vendors and customers. To ensure a safe and secure working environment for employees and clients, the Cabarrus Health Alliance will implement a comprehensive background check on all potential employees.

All employees hired on or after July 1, 2011 are subject to a comprehensive background check prior to employment. All applicable state, federal and local laws governing employment and background screening will be followed.

Screens will include:

- Social security number validation
- Address history
- North Carolina statewide criminal
- Comprehensive criminal
- National sex offenders
- Health Care Provider Search (all licensed, certified personnel)
- Education verification (highest degree)
- Employment verification
- Motor vehicle report (if position requires a valid driver's license)

Additionally, all employees are subject to ongoing monitoring of arrest and conviction records. Ongoing monitoring of all employees for DMV records

Adopted: 06-14-2011

Reviewed: 02-11-2014

Reviewed: 02-13-2018

Reviewed: 10-01-2019

Reviewed: 02-09-2021

Reviewed: 05-18-2022



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Cabarrus Health Alliance Board Meeting Agenda Form

Meeting Date: 06/14/2022

Name of Item: Workforce Development Plan

Submitted by: Steve Cathcart

Expected Length of Presentation: 5 minutes or less

Brief Summary:
High level overview of CHA's Workforce Development Plan

Requested Action:
None

Previous Action/Discussion on this item? If yes, explain
Yes, board approval required for accreditation.

Items reviewed by:
Steve Cathcart Rolanda Patrick Bonnie Coyle

CHA Workforce Development Plan

Dr. Steve Cathcart

June 2022



CABARRUS
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ALLIANCE



Total CHA Employees – 270

- Clinical roles – 110
- Non-clinical roles – 160

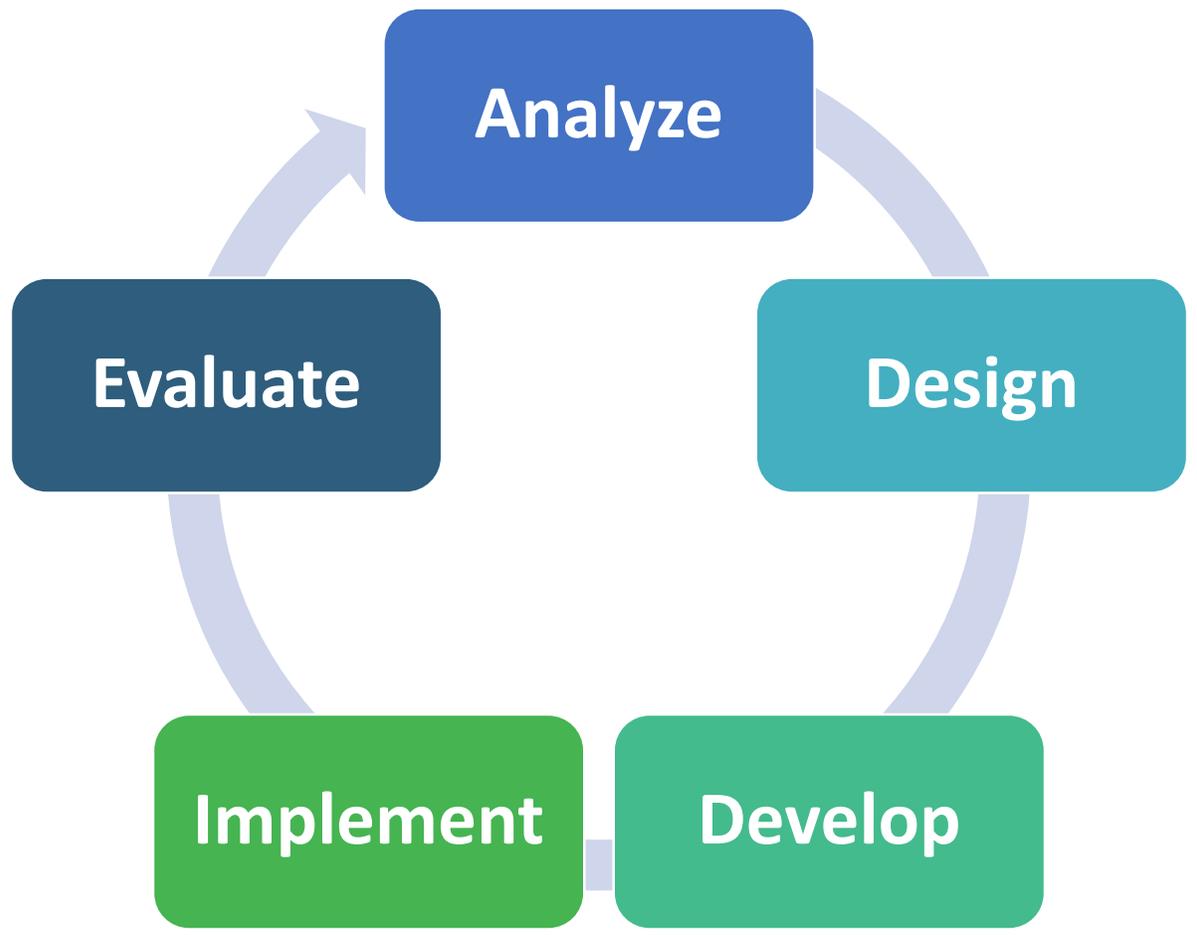
Total Number of Supervisory Staff – 46

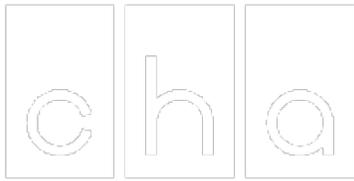
- Executive Leadership
- Mid-level
- Front line



Workforce Development Methodology

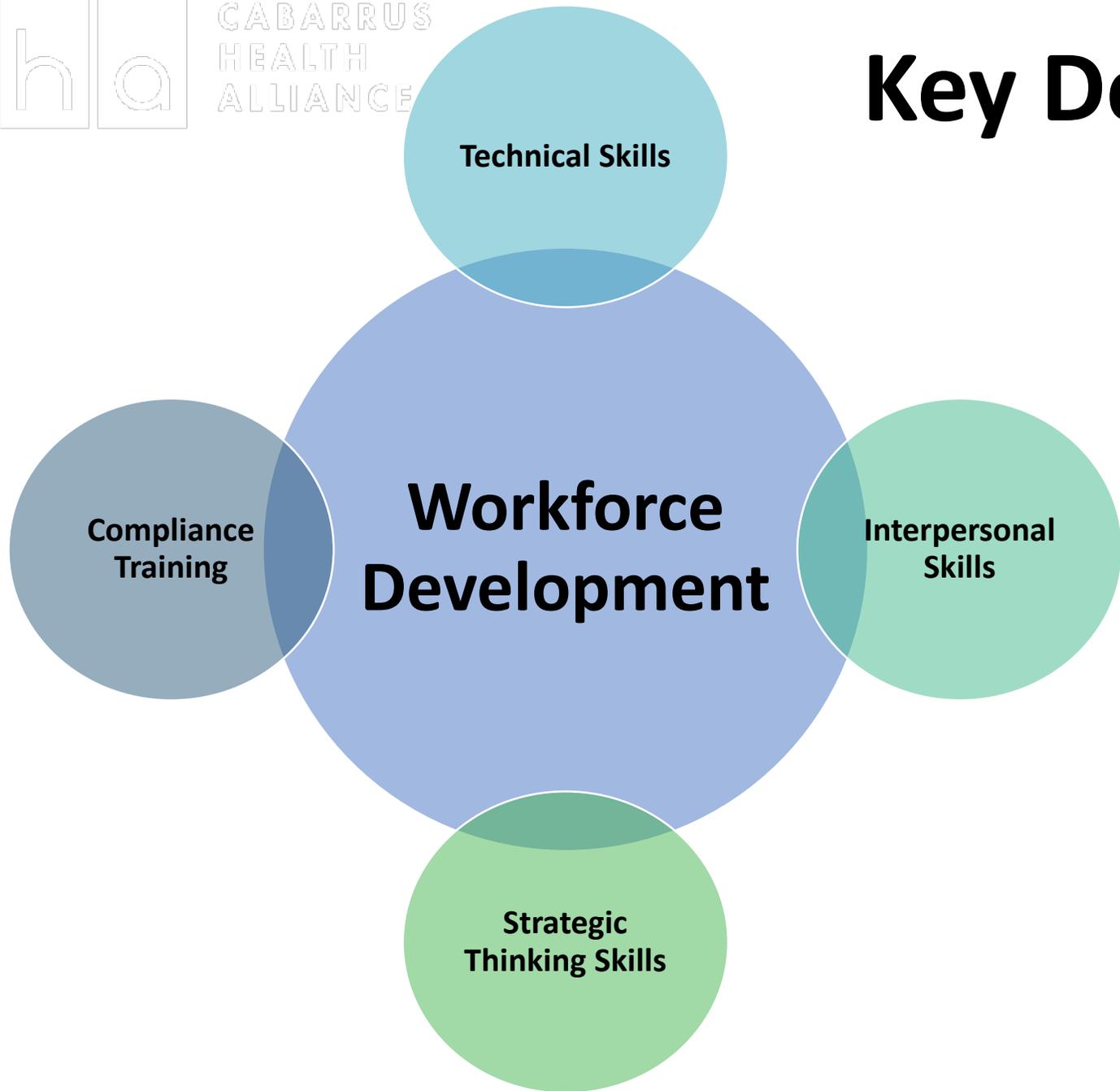
The ADDIE Model





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Key Development Areas





Types of Training/Development

Technical Skills

- MS Office
- New technologies (NEOGov, etc.)

Interpersonal Skills

- DEI
- DISC, MBTI, Emotional Intelligence

Strategic Thinking

- Change management

Compliance

- Mandatory trainings (CPR, OSHA, FEMA, etc.)

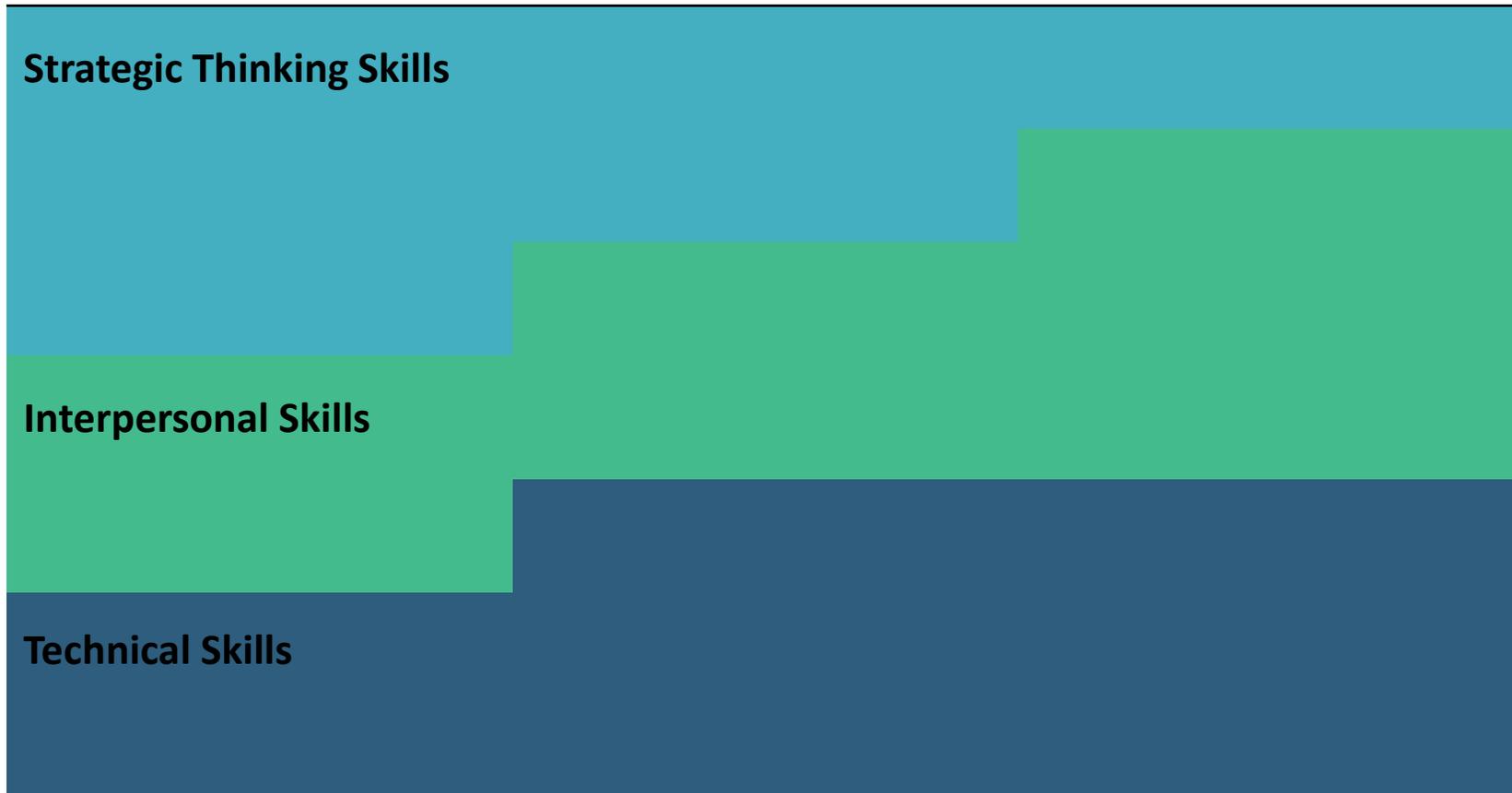


Leadership Development Matrix

Executive

Mid-level

Front-line





Year One Highlights (2020-2021)

- Training assessment complete
- Implicit Bias Training
- PH 3.0
- Introductory Data Gathering, Usage & Interpretation

Year Two Highlights (2021-2022)

- LMS (NEOGov) implemented
- Core Competencies (Great 8) introduced
 - Performance Evaluations available online
- Restructured New Hire Orientation
- Basic Hiring Practices Training for Supervisors
- “March Madness” Trainings



Year Three Plans (2022-2023)

- Formalized year long training schedule
- Train-the-Trainer (T3) Training
- EJ 4 – On demand Diversity, Equity & Inclusion (DEI) Training
- Racial Equity Cabarrus (REC) Training for Supervisors
- Formalized Supervisor Training Plan
 - Supervisor 101
- Formalized Leadership Development Program
- Non-clinical Environmental Health & Safety Training



Years Four, Five, & Beyond

- Training Reassessment
- REC Training for all remaining CHA staff
- Board Training Plan
- Expanded DEI Training
- Expanded External Training & Development Opportunities

A photograph showing several hands of various skin tones raised in the air against a plain white background. The hands are positioned at different heights and angles, suggesting a group of people participating in a discussion or voting. A dark blue horizontal bar is overlaid across the lower portion of the image, containing the word "Questions" in white text.

Questions



Cabarrus Health Alliance Board Meeting Agenda Form

Meeting Date: 6/14/22

Name of Item: FY 22-23 Equity Action Plan

Submitted by: Keon Lewis- Equity Coordinator

Expected Length of Presentation: 10 mins

Brief Summary:

The presentation will provide an organizational overview of the FY 21-22 Equity Initiatives and how the results from our completed strategies and implementations has determined our next action steps.

Requested Action:

n/a

Previous Action/Discussion on this item? If yes, explain

Some of the presentation results has been shared with the BOH Equity Committee, along with the Executive Strategy and Operations Team. These key components highlighted the equity assessment results and the tracking of our Proclamation Initiatives.

Items reviewed by:

Dr. Steve Cathcart, Marcella Beam and Dr. Bonnie Coyle

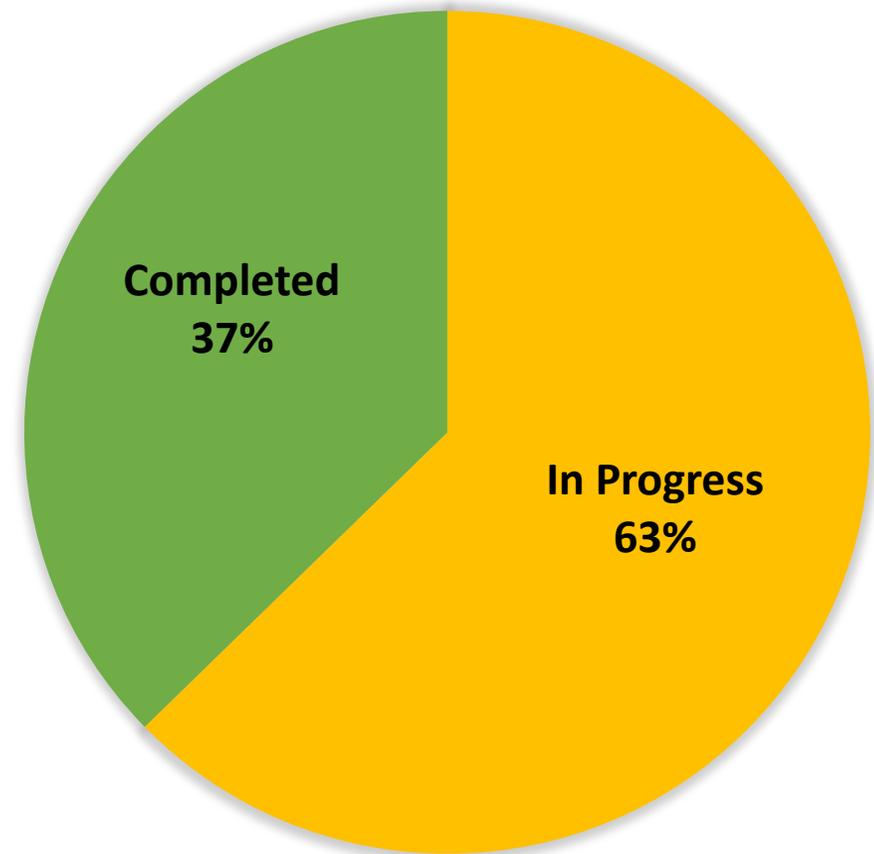


FY 21-22 Proclamation Progress

Comprehensive 13 Proclamation Items

FY 22 67 total strategies and implementations

- 25 Completed **(37%)**
- 42 In Progress **(63%)**



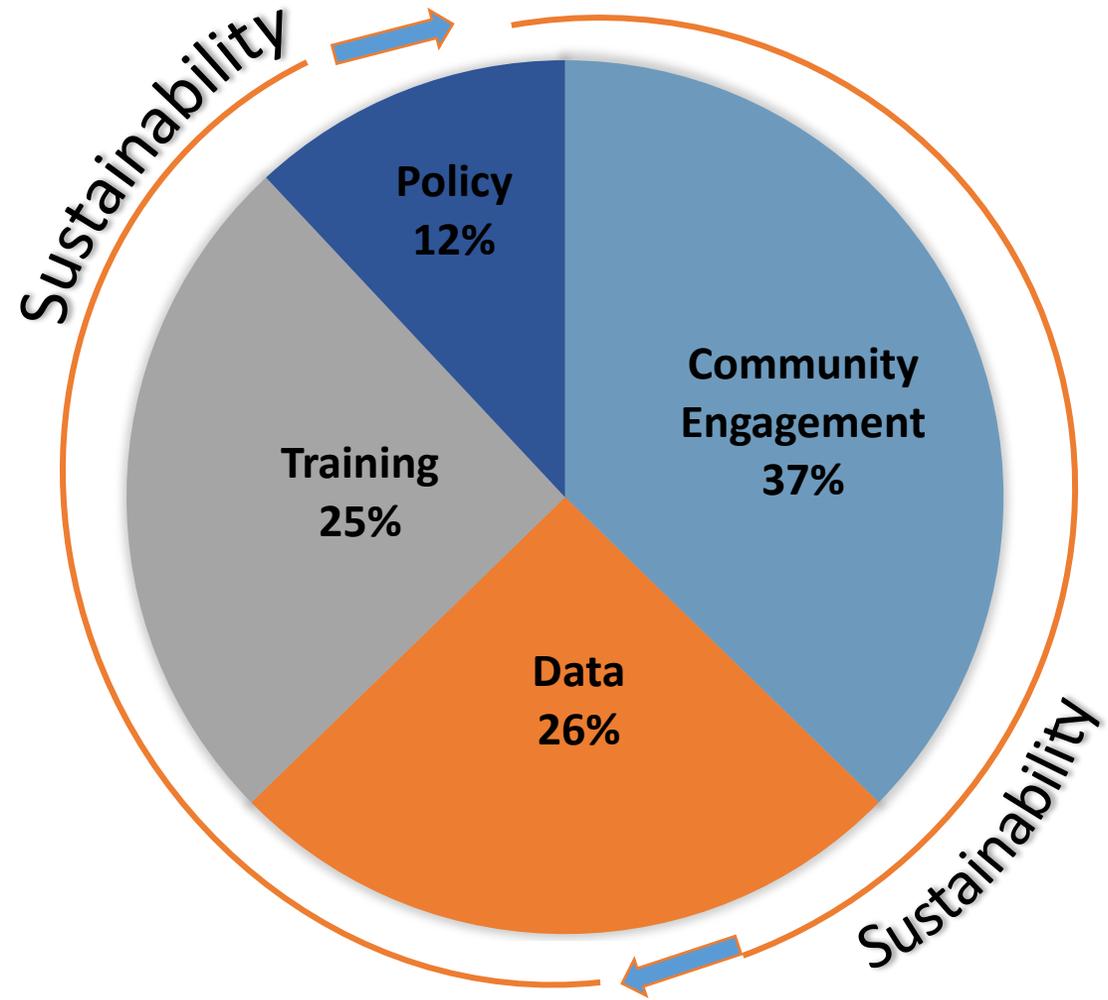
As of May 31, 2022



FY 21-22 Proclamation Progress

Utilize a Four Pillar System to Track Strategies & Implementations

Pillar Category	Action Items
Policy	8
Training	17
Data	17
Community Engagement	25
Total	67





FY 21-22 Completed Equity Strategies & Implementations

AA 466 Grant

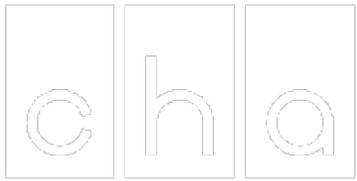
- APHA Organizational Equity Assessment
- Equity Advisory Council
- Equity Pulse Team

External Engagement

- Customer/Patient Satisfaction Survey
- Community Partners Survey
- Development of CHASM Summit

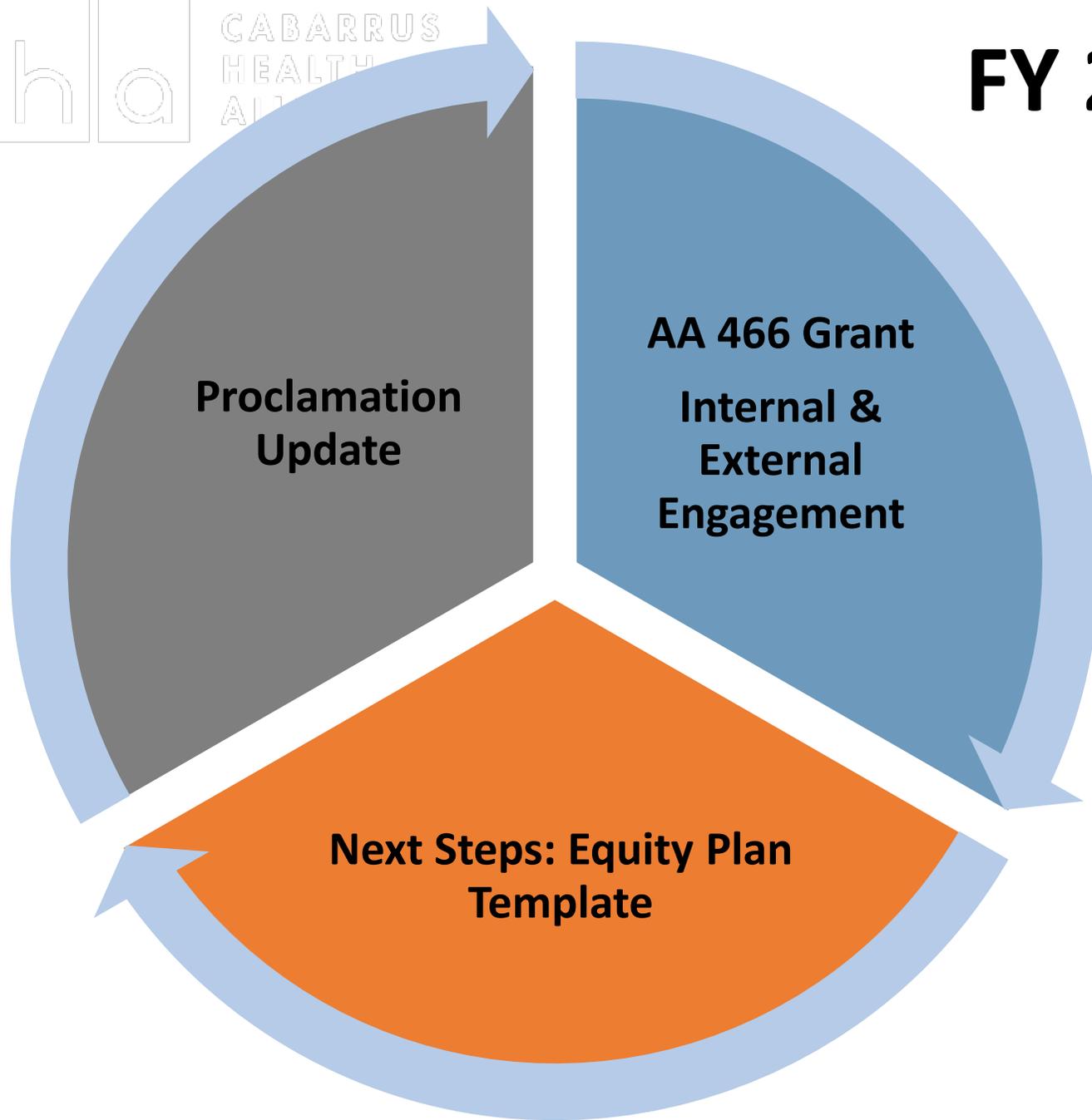
Internal Engagement

- Employee Engagement Survey
- Pulse Survey
- Mental Wellness Survey
- DEI Trainings
- Listening Strategy Sessions/Equity Conversations



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FY 23 Equity Action Plan





Communication Practices (*Data & Policy*)

- Identify tool that measures readability of correspondences
- Develop organizational campaign to market equity initiatives

Community Advocacy (*Community Engagement*)

- Increase policy and ethics committee communication
- Identify key municipal leaders that can share policy education

Promoting a “Culture of Belonging” (*Training & Policy*)

- Launch ej4 software on Neogov LMS
- Establish departmental equity conversations
- Leadership Development through T3 trainings

Review organization methods of tracking equity initiatives (*Community Engagement*)

- Utilization of four pillars to categorize strategies
- Sustain internal/external equity councils
- Identify resource that monitors diverse vendors that could serve as future vendors

Assess equitable program access & quality of service (*Data*)

- Identify tools that measure service quality
- Identify key services that are missing for HMPs



Internal Equity Scorecard Measures Proposal

Turnover Rate

- Disaggregated

Failure Rate (*Employees that separate during probationary period*)

- Disaggregated

Salary Study Data

Employee Engagement Survey Responses



Equity Scorecard Measures Proposal

Assessment/Tool	Occurrence
Pulse Survey	Bi-Annually
Customer/Patient Satisfaction Survey	Bi-Annually
Employee Engagement Survey	Annually
Community Partners Survey	Annually
Organizational Equity Assessment	Annually
Community Needs Assessment	Every 4 Years



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Cabarrus Health Alliance Board Meeting Agenda Form

Meeting Date: 6/14/22

Name of Item: EH presentation

Submitted by: Chrystal Swinger

Expected Length of Presentation: 10 minutes

Brief Summary:
Presenting scorecard and EH department update

Requested Action:
none

Previous Action/Discussion on this item? If yes, explain
none

Items reviewed by:
ES

Environmental Health Department Update

Chrystal Swinger



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2022 Accomplishments

Awarded National Association of City and County Health Officials (NACCHO) equipment grant for Food and Lodging Program

Selected for NACCHO Mentorship Program and awarded equipment grant for Vector Program

Selected for NEHA Retail Flexible Funding Model (RFFM) Mentorship Program

Accepted by Food and Drug Administration (FDA) into Standardization Program along with a substantial grant for implementation

Environmental Health Scorecard Refresher

Population Accountability

	Time Period	Current Actual Value	Current Trend	Baseline % Change
⊖ R Environmental Keeping Cabarrus County free of foodborne outbreaks				
+ I Environmental # of substantial foodborne outbreaks	FY 2022	1	→ 1	0% →
⊖ R Environmental Cabarrus County has sanitary wastewater disposal				
+ I Environmental # of failing and/or repaired septic systems	FY 2022	80	↗ 1	16% ↗
+ I Environmental Number of denied septic permits	FY 2022	109	↗ 1	45% ↗

Performance Accountability

	Time Period	Current Actual Value	Current Trend	Baseline % Change
⊖ P Environmental Food, Lodging and Institutions				
+ PM Environmental % of Category 4 Restaurants which receive the appropriate number of sanitation inspections	FY 2022	62%	↗ 1	-22% ↘
+ PM Environmental % of complaints received and verified within 72 hours	FY 2022	100%	→ 4	0% →
+ PM Environmental % foodborne-outbreak-related complaints that begin investigated within 24 hours	FY 2022	100%	→ 4	0% →
⊖ P Environmental On-site Wastewater and Well Program				
+ PM Environmental % of complaints received and verified within 72 hours	FY 2022	100%	→ 2	0% →
+ PM Environmental Average number of weeks for a new soil evaluation to be performed after being received in EH	FY 2022	9	↗ 1	29% ↗
+ PM Environmental % of initial visits to evaluate property for non-emergency new wells performed within two weeks of assignment	FY 2022	25%	↗ 1	150% ↗

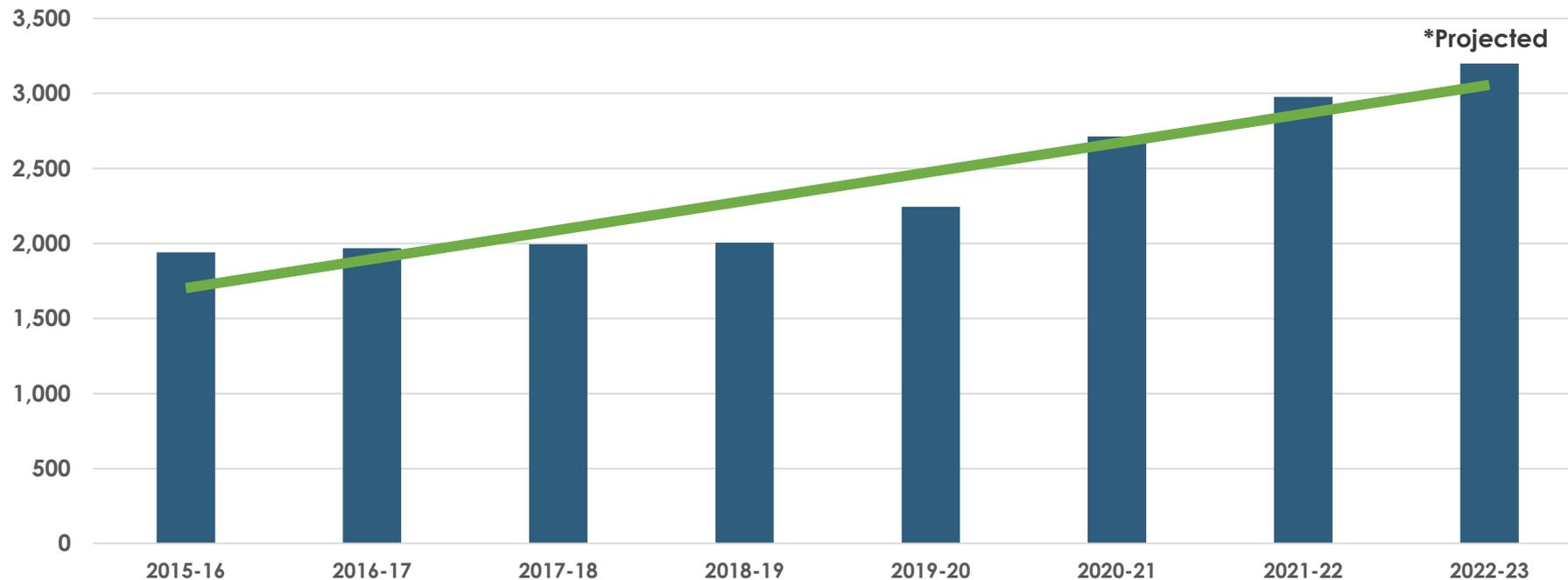


Food and Lodging Staffing FY23

Four (4) new positions have been requested from the county to support Environmental Health to address the demands in Cabarrus County.

Two (2) positions are requested for the Food and Lodging Wastewater Program.

Number of Cabarrus County Environmental Health Food & Lodging Inspections





On-Site Wastewater Staffing FY23

Four (4) new positions have been requested from the county to support Environmental Health to address the demands in Cabarrus County.

Two (2) positions are requested for the On-Site Wastewater Program.

Confounding issue:

March 2022 – Cabarrus County exhausted all sewer tap connections for new builds.

A. On-Site Waste Water	2020 (average per month, calendar year)	2022 (average per month, calendar year)
Site Visits	220	445
Sites Evaluated	24	104
Permits Issued	28	52
Consultative Contacts	600	1267

B. Wells	2020 (average per month, calendar year)	2022 (average per month, calendar year)
Well Sites Evaluated	23	47
Grouting Inspections	14	39
Well Site Visits	15	123
Well Consultative Contacts	24	356

Staffing Comparisons	County Population (April 2020 Census)	OSWW FTE's
Cabarrus County	225,804	3.5
Union County	238,267	8
Iredell County	186,693	7
Rowan County	146,875	5

CHA Public Health Director's Report

June 14, 2022

Human Resources

- Launched online performance evaluations for School Health.

Finance

- New Assistant Finance Officer hired.
- Preliminary audit was completed. There were no issues or concerns. Final audit will begin in August.
- Finalizing FY23 budget.

Grants

- In the month of May, CHA applied for one (1) grant for \$800,000 to convene community partners to initiate supportive housing for individuals with Substance-Use-Disorder.
- Seven (7) grants for a total value of \$2 million are pending award determination
- One (1) grant is in development for a total of \$200,000 to distribute more Naloxone and support Prescriber/Dispenser training on the dangers of overprescribing opioids to young people.

IT

No major milestones to report.

Clinical Services

- The medical/nursing staff at Cabarrus Youth Development Center is strengthening CHA's wellness priority by incorporating a weekly wellness activity of virtual mindfulness for both youth and staff, via CHA link
- COVID Core Team continuing to offer evening vaccine clinics on CHA's 2nd floor
- Staff from Core Team gaining experience in other areas of general communicable disease
- Unveiling structure for the new CD Integration Team (rollover funds and new CDPR funds)

- Pediatric clinic will pilot alternative-hours clinics (evening hours and Saturday mornings) beginning mid-June, with data analysis regarding show rates, customer satisfaction, and accessibility completed by a DNP candidate (baseline data gathered)
- Dr. Suda was awarded the Karen Ponder Award by North Carolina Smart Start. This award recognizes exceptional leadership in improving the lives of young children and families, and recognized Dr. Suda for doing so with his exhaustive work with the SUN Clinic.

Dental Health

- Collaborated with Healthy Living to create Dental RXs that emphasize Oral health and 5210 message. All students seen on community mobile will be given an RX that re-iterates 5210 messages at schools and dental instructions given by hygienists
- Three of our five public health hygienists completed Local Anesthetic training this month, making them some of the first hygienists in the state of NC with this certification after NC law changes late last year. The remaining two public health hygienists will complete this training in July.
- NC Office of Rural Health fully funded year 2 of the Community Health Grant to provide dental services to uninsured/underinsured patients identified by our community partners.

School Health

- The School Health team is currently wrapping up the 2021-22 school year, focusing on compiling data for the state EOY report, and planning nurse coverage for summer sessions in both districts.

Behavioral Health (BH)

- Two new BH employees were onboarded in May- one additional therapist will start June 20th.
- Between January 1st and May 31st, we provided 435 behavioral health service encounters.
- The new expanded MAT program, RISE will begin seeing clients in July.
- Training for the new BH electronic health record will take place on- site in Kannapolis June 16th and 17th. We have a go-live date of July 11th.
-

COVID Response

- Recovery & Resiliency efforts have gotten underway in Cabarrus County through focus groups and a Community Coalition.
- Continued community education & outreach, including disease and vaccine updates.
- Partnering with other agency departments to ensure ease of accessibility to home testing supplies.

Healthy Living Programs

- Kids in the Kitchen Camp will launch on June 20th. This year three separate camps will be held for various ages.
- Cabarrus Wellness Coalition will host their first 2022 Walk 2 Win event in support of Walk Cabarrus on June 11 at the Atrium Health Ballpark.
- WIC is encouraging participants to return to in person visits at both the Kannapolis and Concord locations. The team has also worked to help families with the formula shortage. The most recent state guidance can be found here: [Infant Formula Shortage | NCDHHS](#)

Environmental Health

- Three projects are in motion to move the OSWW program to be all electronic. They are scheduled to start in the new fiscal year.
- An offer has been accepted for one of the new OSWW positions.
- FLI had a successful Coca-Cola 600 race weekend with over 25 food trucks and TFE (temporary food event) permits issued for the Memorial weekend.

Healthy Cabarrus

- NC DHHS approved Cabarrus County's 2020 Community Health Improvement Plans and 2021 State of the County Health Report.
- Received award at state conference for 2020 Community Health Assessment and 2021 Community Health Improvement Plans, including use of Results Based Accountability and Clear Impact Scorecards.

Equity

- CHA has received a top-rated state scorecard for submission of all required FY 21-22 AA 466 Advancing Equity Grant deliverables.
- Key goals and action steps have been identified for the FY 22-23 Organizational Strategic Equity Plan.
- CHA's inaugural public health conference, the "CHASM Summit", is scheduled to launch Friday September 16th (Kannapolis Laureate Center).

Marketing

- Working on an 11-county regional Hep C campaign www.hepcisnotforme.com. Includes a video commercial and website to encourage people to get tested and seek treatment for Hep C.
- MDPP grant is wrapping up a marketing campaign which included Spanish commercials on 106.1 La Raza and 102.3 Latina tu Musica and an on-air interview on La Raza.

Substance Use

- Hired a Peer Support Specialist that will assist with RISE Clinic (behavioral health expansion) and the Syringe Service Program.
- Wrapped up Community Linkages to Care (CLC) funding for this FY successfully. CLC funds a peer support position and selects SSP supplies. Funding will continue through May 2023.
- Substance Use Prevention: TrueCare Pharmacy will be getting a permanent medication drop box that will be paid for through the Center for Prevention Services (CPS). CPS and TrueCare are members of the Healthy Cabarrus Substance Use Coalition and through these relationships were able to leverage resources to provide another safe medication disposal option for the community.

Community Health/Social Determinants of Health (Family Care Coordination)

- Elevate recently hosted a successful kickoff for the Learning Collaborative which will engage stakeholders from Rowan and Cabarrus counties to develop and sustain teen pregnancy and STI systems-level prevention initiatives to optimize adolescent health.
- The Pregnancy Care Management team recently met the FY22 goal to provide care management services to 40 or more uninsured pregnant women who do not qualify for Medicaid and are at high risk for poor birth outcomes. This program aims to address factors that impact poor maternal and infant health outcomes.
- Pregnancy Care Management and Early Childhood Care Management partnered with HR to host two training courses for staff related to compassion fatigue and stress.

Performance/Quality Improvement and Accreditation:

- All Supervisors have submitted performance measures for the Agency Performance Award Scorecard. The review committee will provide feedback to Supervisors as needed.
- Population Health Workgroup (focus areas being HIV/STD, Infant Mortality Rate, and Tobacco/Healthy Living) plans to meet in July to conduct Community Outreach training with Marcella.
- SDOH Screener Champions have attended training for FindHelp platform and are working through workflow plans for implementation.
- CHA staff continue to submit evidence for NC Accreditation.
- PHAB recommended Asma Warrich as a speaker for the 2022 National PHIT Conference which took place on 6/6/2022. There were several inquiries regarding our CHA staff data series training courses from health departments in NC and across the US.

BOH activities

- No activities this past month

National/State/Local Updates

- AJPH May issue includes multiple articles about Violence Against PH Officials.
- Network for Public Health Law conducted a survey which identified over 700 bills across all 50 states that have focused on limiting PH authority.
- The Governor's Budget proposes increased funding for LHDs and additional funds for priority areas Children and Family Well-being, Behavioral Health, and Workforce Development.
- NC Senate approved legislation to expand Medicaid.



Cabarrus Health Alliance Board Meeting Agenda Form

Meeting Date: June 14, 2022

Name of Item: Budget Revision Request

Submitted by: Sue K Yates

Expected Length of Presentation: 5 minutes

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 move funds to Vital Records to align with actuals. - \$0
2. To reduce FY22 budget due to carryover for ELC. - \$(114,655)
3. To budget for additional cost study funds and align budget with actual for Dental Services. - \$675,112
4. To budget for additional cost study funds for Communicable Disease. - \$0
5. To budget for additional cost study funds for Clinical Services. - \$453,682
6. To decrease budget for WIC Smart Start Grant due to funding lower than requested. - \$(39,532)
7. To increase WIC budget due to fiscal year differences and actual expenses. - \$47,047
8. To increase SH ELC budget due to fiscal year differences and actual expenses. - \$123,607
9. To decrease the SH Workforce AA budget due to fiscal year actuals. - \$(78,045)
10. To decrease the SH budget due to Fund Balance not needed due to change in expenses. - \$(132,222)
11. To increase the Environmental Health budget due to increase in fees collected. - \$18,808
12. To budget for additional revenue in Dental Services and reduce fund balance appropriation. - \$0
13. To reduce budget for the COSSAP Grant for fiscal year carryover. - \$(177,837)
14. To reduce budget for the Regional Support Team for fiscal year carryover. - \$(61,115)
15. To budget for additional AMCHP funds received. - \$600

16. To reduce budget for the KCS School Safety Grant for fiscal year carryover. - \$(8,000)
17. To reduce budget for the Behavioral Health ARPA Grant for fiscal year carryover. - (243,401)
18. To budget for increased cooking program fees. - \$1,800
19. To budget for increased interest on investments and miscellaneous revenue. - \$7,136
20. To budget for increased revenue in Family Care Coordination. - \$68,000

Previous Action/Discussion on this item? If yes, explain

No

Items reviewed by:

Bonnie Coyle, MD, Health Director
Sue K Yates, Chief Financial Officer

CABARRUS HEALTH ALLIANCE

Budget Revision/Amendment Request

#1

Date: 6/14/22

Amount: \$ _____ -

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To move funds to Vital Records to align with actuals.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265815-6904-41100	Contribution from Cabarrus Cty	\$ 2,058,791	\$ -	\$ 7,041	\$ 2,051,750
00295815-9101-41100	Salaries & Wages - Admin Aid	\$ 352,473	\$ -	\$ 7,041	\$ 345,432
00265860-6904-185	ContribCabCo-Vital Records	\$ 63,913	\$ 7,041	\$ -	\$ 70,954
00295860-9101-185	Sals&Wags-VR	\$ 42,723	\$ 8,200	\$ -	\$ 50,923
00295860-9201-185	Social Security-VR	\$ 2,718	\$ 250	\$ -	\$ 2,968
00295860-9202-185	Medicare-VR	\$ 636	\$ 50	\$ -	\$ 686
00295860-9210-185	Retirement-VR	\$ 4,472	\$ 1,400	\$ -	\$ 5,872
00295860-9211-185	401K Match	\$ 877	\$ 150	\$ -	\$ 1,027
00295860-9109-185	Salary Adjustments-VR	\$ 1,121	\$ -	\$ 1,121	\$ -
00295860-9230-185	WrkrsComp-VR	\$ 132	\$ -	\$ 13	\$ 119
00295860-9301-185	Office Supplies-VR	\$ 1,117	\$ -	\$ 1,000	\$ 117
00295860-9325-185	Postage	\$ 400	\$ -	\$ 300	\$ 100
00295860-9331-185	Minor Office Equipment & Furn	\$ 700	\$ -	\$ 500	\$ 200
00295860-9659-185	UnempComp-VitalRecords	\$ 150	\$ -	\$ 75	\$ 75

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: 6/14/22

Amount: \$ (114,655)

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To reduce FY22 budget due to carryover for ELC.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265865-6200-50543	CHA Grant-ELC EnhDectAct	\$ 1,417,108	\$ -	\$ 114,655	\$ 1,302,453
00295865-9630-50543	Dues & Subscriptions	\$ 8,376	\$ 181	\$ -	\$ 8,557
00295865-9210-50543	Retirement-ELC	\$ 64,708	\$ 30,275	\$ -	\$ 94,983
00295865-9301-50543	Office Supplies-ELC	\$ 4,921	\$ -	\$ 1,919	\$ 3,002
00295865-9320-50543	Printing & Binding-ELC	\$ 1,206	\$ -	\$ 235	\$ 971
00295865-9331-50543	Minor Office Equipment & Furn	\$ 15,845	\$ -	\$ 4,850	\$ 10,995
00295865-9355-50543	Other Oper Costs-ELC	\$ 147,816	\$ -	\$ 126,258	\$ 21,558
00295865-9420-50543	Telecommunications-ELC	\$ 3,283	\$ -	\$ 385	\$ 2,898
00295865-9447-50543	Contracted Services	\$ 3,000	\$ -	\$ 1,776	\$ 1,224
00295865-9635-50543	Training & Education	\$ 2,370	\$ -	\$ 580	\$ 1,790
00295865-9860-50543	Equipment & Furniture	\$ 64,476	\$ -	\$ 9,108	\$ 55,368

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: 6/14/22

Amount: \$ 675,112

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To budget for additional cost study funds and align budget with actual for Dental Services.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265855-6438-162	Medicaid Settlement-MobileDent	\$ 5,000	\$ -	\$ 3,616	\$ 1,384
00265855-6415-162	Medicaid Reimb-MobileDental	\$ 51,628	\$ -	\$ 40,000	\$ 11,628
00265855-6637-162	Private Ins - Mobile Dental	\$ 6,000	\$ 2,500	\$ -	\$ 8,500
00265855-6803-162	Misc Rev - Dental Mobile Cl	\$ 345	\$ 5,000	\$ -	\$ 5,345
00265855-6438-41400	Medicaid Settlement	\$ 574,599	\$ 594,309	\$ -	\$ 1,168,908
00265855-6803-41400	Miscellaneous Revenue	\$ -	\$ 1,075	\$ -	\$ 1,075
00265855-6438-4140A	Medicaid Settlement-KDental	\$ 394,000	\$ 321,958	\$ -	\$ 715,958
00265855-6449-245A	SJYDC - Dental	\$ 1,938	\$ 9,000	\$ -	\$ 10,938
00265855-6672-182	Patient Fees	\$ 2,127	\$ -	\$ 1,500	\$ 627
00265855-6415-182	Medicaid Reimb-DCM	\$ 53,000	\$ -	\$ 16,000	\$ 37,000
00265855-6803-182	Miscellaneous Revenue-DCM	\$ 5,000	\$ -	\$ 4,000	\$ 1,000
00265877-6901-41100	Fund Balance Appropriated	\$ 441,311	\$ -	\$ 193,614	\$ 247,697
00295855-9101-4140A	Sals&Wags-KDent	\$ 560,514	\$ 81,000	\$ -	\$ 641,514
00295855-9102-4140A	PT>1000 Hrs-KDent	\$ -	\$ 3,000	\$ -	\$ 3,000
00295855-9202-4140A	Medicare-KDent	\$ 8,127	\$ 2,000	\$ -	\$ 10,127
00295855-9210-4140A	Retirement-KDent	\$ 63,618	\$ 10,000	\$ -	\$ 73,618
00295855-9320-4140A	Printing & Binding-KDent	\$ 500	\$ 500	\$ -	\$ 1,000
00295855-9630-4140A	Dues & Subscriptions-KDental	\$ 1,500	\$ 700	\$ -	\$ 2,200
00295855-9360-4140A	Medical Supplies	\$ -	\$ 700	\$ -	\$ 700
00295855-9301-4140A	Office Supplies-KDent	\$ 1,500	\$ 700	\$ -	\$ 2,200
00295855-9331-4140A	MinorOfficeEquip&Furn-KannDent	\$ 8,000	\$ 3,000	\$ -	\$ 11,000
00295855-9447-4140A	ContractSvcs-Dental Kannapolis	\$ 8,000	\$ 3,600	\$ -	\$ 11,600
00295855-9860-4140A	Equipment & Furn - Kann Dental	\$ -	\$ 13,000	\$ -	\$ 13,000
00295855-9367-4140A	Dental Supplies-KDent	\$ 90,000	\$ 23,000	\$ -	\$ 113,000
00295855-9101-41400	Salaries & Wages - Dental	\$ 1,079,211	\$ 230,000	\$ -	\$ 1,309,211
00295855-9102-41400	PT > 1000 Hrs Dental	\$ 79,155	\$ 4,500	\$ -	\$ 83,655
00295855-9107-41400	Contract Person Svcs-Dental	\$ -	\$ 120,000	\$ -	\$ 120,000
00295855-9401-41400	Bldg & Equip Rental - Dental	\$ 65,760	\$ 5	\$ -	\$ 65,765
00295855-9356-41400	Special Program Supplies	\$ -	\$ 8	\$ -	\$ 8
00295855-9360-41400	Medical Supplies	\$ -	\$ 700	\$ -	\$ 700
00295855-9301-41400	Office Supplies-Dental	\$ 4,000	\$ 900	\$ -	\$ 4,900
00295855-9320-41400	Printing & Binding- Dental	\$ 500	\$ 1,000	\$ -	\$ 1,500
00295855-9570-41400	Service Contracts-Dental	\$ 10,000	\$ 1,500	\$ -	\$ 11,500
00295855-9560-41400	Minor Equip Maint - Dental	\$ 10,000	\$ 3,000	\$ -	\$ 13,000
00295855-9630-41400	Dues & Subscriptions-Dental	\$ 3,000	\$ 2,700	\$ -	\$ 5,700
00295855-9367-41400	Dental Supplies-Dental	\$ 130,000	\$ 3,700	\$ -	\$ 133,700
00295855-9501-41400	Bldg & Ground Maint-Dental	\$ 5,000	\$ 3,600	\$ -	\$ 8,600
00295855-9447-41400	Contracted Services	\$ 28,000	\$ 6,700	\$ -	\$ 34,700
00295855-9331-41400	Minor Off Equip&Furn-Dental	\$ 12,000	\$ 19,500	\$ -	\$ 31,500
00295815-9860-41100	Equipment & Furniture	\$ -	\$ 33,649	\$ -	\$ 33,649
00295815-9501-16	Building & Ground Maintenance	\$ 51,142	\$ 8,800	\$ -	\$ 59,942
00295815-9447-17	Outsourced Services	\$ 29,204	\$ 9,100	\$ -	\$ 38,304
00295815-9331-250	Minor Office Equip & Furn-Well	\$ 2,700	\$ 11,500	\$ -	\$ 14,200

00295815-9101-307	Salaries & Wages-Dream Center	\$	8,386	\$	8,000	\$	-	\$	16,386
00295815-9401-307	Building & Equipment Rental	\$	18,000	\$	6,000	\$	-	\$	24,000
00295815-9630-168	Dues & Subscriptions-Accredita	\$	11,650	\$	8,400	\$	-	\$	20,050
00295815-9171-41100	Legal Fees	\$	65,000	\$	24,000	\$	-	\$	89,000
00295855-9611-182	Mileage-DCM	\$	110	\$	25	\$	-	\$	135
00295855-9346-182	Fuel-DCM	\$	148	\$	100	\$	-	\$	248
00295855-9447-182	Contracted Services-DCM	\$	2,025	\$	500	\$	-	\$	2,525
00295855-9331-182	Minor Office Equip & Furn-DCM	\$	3,054	\$	750	\$	-	\$	3,804
00295855-9560-182	Minor Equipment Maint-DCM	\$	-	\$	2,000	\$	-	\$	2,000
00295855-9301-162	Office Supplies-Dental Mobile	\$	1,211	\$	300	\$	-	\$	1,511
00295855-9346-162	Fuel-Dental Mobile Clinic	\$	230	\$	300	\$	-	\$	530
00295855-9445-162	Purchased Services	\$	88	\$	1,000	\$	-	\$	1,088
00295855-9447-162	Contracted Svcs-Dental Mobile	\$	3,410	\$	1,000	\$	-	\$	4,410
00295855-9345-162	AutoSupp-MobileDental	\$	-	\$	1,200	\$	-	\$	1,200
00295855-9560-162	Minor Equip Maint - MobileDent	\$	-	\$	2,000	\$	-	\$	2,000
00295855-9331-162	MinorOffEquip-Mobile Dental	\$	1,027	\$	4,000	\$	-	\$	5,027
00295855-9367-162	Dental Supplies-Dental Mobile	\$	1,992	\$	7,500	\$	-	\$	9,492
00295855-9101-162	Salaries & Wages-Dental Mobile	\$	30,658	\$	4,400	\$	-	\$	35,058
00295855-9201-162	Social Security-Dental Mobile	\$	1,944	\$	300	\$	-	\$	2,244
00295855-9202-162	Medicare-Dental Mobile	\$	454	\$	100	\$	-	\$	554
00295855-9205-162	Group Hosp Ins-Dental Mobile	\$	5,073	\$	500	\$	-	\$	5,573
00295855-9206-162	HRA - Dental Mobile	\$	970	\$	100	\$	-	\$	1,070
00295855-9210-162	Retirement-Dental Mobile	\$	3,352	\$	550	\$	-	\$	3,902
00295855-9211-162	401K Match	\$	178	\$	25	\$	-	\$	203

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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: 6/14/22

Amount: \$ _____ -

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To budget for additional cost study funds for Communicable Disease.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265865-6438-146	Medicaid Settlement	\$ 200	\$ 12,955	\$ -	\$ 13,155
00265865-6438-45510	Medicaid Settlement-TB Grant	\$ 250	\$ 1,111	\$ -	\$ 1,361
00265865-6438-50619	Medicaid Settlement-COVID	\$ -	\$ 5,433	\$ -	\$ 5,433
00265865-6438-55410	Medicaid Settlement-HIV/STD	\$ 2,500	\$ 4,837	\$ -	\$ 7,337
00265865-6438-57150	Medicaid Settlement-Imm Action	\$ 15,000	\$ 40,667	\$ -	\$ 55,667
00265865-6438-235	Medicaid Settlement	\$ 20	\$ 365	\$ -	\$ 385
00265877-6901-41100	Fund Balance Appropriated	\$ 247,697	\$ -	\$ 65,003	\$ 182,694

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: 6/14/22

Amount: \$ 453,682

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To budget for additional cost study funds for Clinical Services.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265875-6438-200	Medicaid Settlement-PPC	\$ 157,761	\$ 19,392	\$ -	\$ 177,153
00265875-6438-275	Medicaid Settlement-APC	\$ 8,874	\$ 13,956	\$ -	\$ 22,830
00265875-6438-285	Medicaid Settlement-PMH	\$ 3,724	\$ -	\$ 3,724	\$ -
00265875-6438-355	Medicaid Settlement-OB Clinic	\$ 16,608	\$ 8,211	\$ -	\$ 24,819
00265875-6438-357	Medicaid Settlement - GYN Clin	\$ 459	\$ 1,052	\$ -	\$ 1,511
00265875-6438-430	Medicaid Settlement-Ped BH	\$ 5,239	\$ 1,854	\$ -	\$ 7,093
00265875-6438-51010	Medicaid Settlement-MH	\$ 75,768	\$ 43,640	\$ -	\$ 119,408
00265875-6438-5151A	Medicaid Settlement-FP	\$ 24,343	\$ 55,399	\$ -	\$ 79,742
00265875-6438-5351A	Medicaid Settlement-Child Hlth	\$ 182,213	\$ 496,496	\$ -	\$ 678,709
00265877-6901-41100	Fund Balance Appropriated	\$ 182,694	\$ -	\$ 182,694	\$ -
00295875-9101-5351A	Salaries & Wages - Child Hlth	\$ 344,715	\$ 69,900	\$ -	\$ 414,615
00295875-9102-5351A	PT > 1000 Hrs - Child Health	\$ 82,998	\$ 9,000	\$ -	\$ 91,998
00295875-9107-5351A	Contracted Personal Services	\$ -	\$ 200	\$ -	\$ 200
00295875-9202-5351A	Medicare - Child Health	\$ 6,666	\$ 400	\$ -	\$ 7,066
00295875-9205-5351A	Group Hospital Insurance - CH	\$ 32,962	\$ 4,200	\$ -	\$ 37,162
00295875-9206-5351A	HRA - Child Health	\$ 6,303	\$ 1,200	\$ -	\$ 7,503
00295875-9210-5351A	Retirement - Child Health	\$ 49,820	\$ 6,200	\$ -	\$ 56,020
00295875-9320-5351A	Printing & Binding - CH	\$ 150	\$ 1,000	\$ -	\$ 1,150
00295875-9331-5351A	Minor Office Equip - CH	\$ 300	\$ 700	\$ -	\$ 1,000
00295875-9447-5351A	Contracted Services-CH	\$ 1,500	\$ 2,600	\$ -	\$ 4,100
00295875-9560-5351A	Minor Equipment Maint CH	\$ 350	\$ 350	\$ -	\$ 700
00295875-9360-5351A	Medical Supplies - CH	\$ 4,000	\$ 3,500	\$ -	\$ 7,500
00295875-9420-5351A	Telecommunications- CH	\$ 2,000	\$ 500	\$ -	\$ 2,500
00295875-9308-5351A	Patient Education Sup CH	\$ 250	\$ 55	\$ -	\$ 305
00295875-9630-5351A	Dues & Subscriptions - CH	\$ 3,000	\$ 140	\$ -	\$ 3,140
00295875-9447-275	Contracted Services-APC	\$ -	\$ 53,600	\$ -	\$ 53,600
00295875-9103-355	PT<1000 Hrs-OB Clinic	\$ 35,174	\$ 18,477	\$ -	\$ 53,651
00295875-9101-5151A	Salaries & Wages-Family Plan	\$ 139,419	\$ 4,700	\$ -	\$ 144,119
00295875-9201-5151A	Social Security-Family Plan	\$ 11,882	\$ 1,600	\$ -	\$ 13,482
00295875-9202-5151A	Medicare - Family Planning	\$ 2,779	\$ 400	\$ -	\$ 3,179
00295875-9205-5151A	Group Hospital Ins-Family Plan	\$ 15,532	\$ 2,200	\$ -	\$ 17,732
00295875-9206-5151A	HRA - Family Planning	\$ 2,970	\$ 400	\$ -	\$ 3,370
00295875-9210-5151A	Retirement - Family Planning	\$ 20,933	\$ 39,000	\$ -	\$ 59,933
00295875-9447-5151A	Contracted Services-FP	\$ 350	\$ 6,100	\$ -	\$ 6,450
00295875-9101-200	Salaries&Wages-Pediatric PC	\$ 343,196	\$ 57,000	\$ -	\$ 400,196
00295875-9102-200	PartTime>1000Hrs-PedPC	\$ 86,444	\$ 150	\$ -	\$ 86,594
00295875-9107-200	Contracted Personal Services	\$ -	\$ 160	\$ -	\$ 160
00295875-9202-200	Medicare-Pediatric PC	\$ 6,690	\$ 300	\$ -	\$ 6,990
00295875-9205-200	GroupHospIns-PediatricPC	\$ 31,754	\$ 4,200	\$ -	\$ 35,954
00295875-9206-200	HRA - Pediatric Primary Care	\$ 6,072	\$ 1,200	\$ -	\$ 7,272
00295875-9210-200	Retirement-PediatricPC	\$ 50,013	\$ 4,800	\$ -	\$ 54,813
00295875-9447-200	Contracted Services-PPC	\$ 25,000	\$ 1,500	\$ -	\$ 26,500
00295875-9447-355	Contracted Svcs - OB Clinic	\$ 15,000	\$ 19,000	\$ -	\$ 34,000

00295875-9101-51010	Salaries & Wages - MH	\$	166,199	\$	45,000	\$	-	\$	211,199
00295875-9103-51010	Part Time < 1000 Hrs - MH	\$	39,434	\$	6,700	\$	-	\$	46,134
00295875-9201-51010	Social Security - MH	\$	16,689	\$	2,200	\$	-	\$	18,889
00295875-9202-51010	Medicare - MH	\$	3,903	\$	600	\$	-	\$	4,503
00295875-9210-51010	Retirement - MH	\$	25,742	\$	3,500	\$	-	\$	29,242
00295875-9101-5101A	Salaries & Wages - HRMC	\$	110,691	\$	33,000	\$	-	\$	143,691
00295875-9103-5101A	Part Time < 1000 Hours-HRMC	\$	35,174	\$	12,000	\$	-	\$	47,174
00295875-9104-5101A	Temporary - Part & Full HRMC	\$	-	\$	400	\$	-	\$	400
00295875-9201-5101A	Social Security - HRMC	\$	11,748	\$	1,500	\$	-	\$	13,248
00295875-9202-5101A	Medicare - HRMC	\$	2,748	\$	400	\$	-	\$	3,148
00295875-9205-5101A	Group Hospital Ins - HRMC	\$	16,805	\$	450	\$	-	\$	17,255
00295875-9206-5101A	HRA - High Risk Maternity	\$	3,214	\$	100	\$	-	\$	3,314
00295875-9210-5101A	Retirement - HRMC	\$	17,515	\$	2,000	\$	-	\$	19,515
00295875-9447-51010	Contracted Services-MH	\$	5,500	\$	31,000	\$	-	\$	36,500

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: 6/14/22

Amount: \$ (39,532)

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To decrease budget for WIC SmartStart Grant due to funding lower than requested.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265880-6286-179	SmartStart-WIC BFPS	\$ 579,532	\$ -	\$ 39,532	\$ 540,000
00295880-9101-179	Salaries & Wages-SS WIC BFPS	\$ 47,025	\$ -	\$ 21,819	\$ 25,206
00295880-9102-179	Part Time > 1000 Hrs-SS WIC BF	\$ -	\$ 10	\$ -	\$ 10
00295880-9201-179	Social Security-SS WIC BFPS	\$ 2,920	\$ -	\$ 1,000	\$ 1,920
00295880-9205-179	Group Hospital Ins-SS WIC BFPS	\$ 8,604	\$ -	\$ 4,000	\$ 4,604
00295880-9206-179	HRA-SS WIC BFPS	\$ 1,637	\$ -	\$ 542	\$ 1,095
00295880-9210-179	Retirement-SS WIC BFPS	\$ 5,345	\$ -	\$ 1,500	\$ 3,845
00295880-9211-179	401K Match-SS WIC BFPS	\$ 942	\$ -	\$ 942	\$ -
00295880-9230-179	Workers' Comp-SS WIC BFPS	\$ 141	\$ -	\$ 83	\$ 58
00295880-9355-179	Other Operation Costs	\$ 10,980	\$ -	\$ 9,200	\$ 1,780
00295880-9640-179	Insurance & Bonds- SS WICBFPS	\$ 589	\$ -	\$ 333	\$ 256
00295880-9659-179	Unemployment Comp-SS WICBFPS	\$ 186	\$ -	\$ 123	\$ 63

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: 6/14/22

Amount: \$ 46,047

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To increase WIC budget due to fiscal year differences and actual expenses.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265880-6200-54030	CHA Grant - WICCS	\$ 354,221	\$ 17,432	\$ -	\$ 371,653
00295880-9101-54030	Salaries & Wages - WICCS	\$ 156,860	\$ 8,500	\$ -	\$ 165,360
00295880-9102-54030	Part Time > 1000 Hours - WICCS	\$ 46,237	\$ 900	\$ -	\$ 47,137
00295880-9201-54030	Social Security - WICCS	\$ 12,571	\$ 750	\$ -	\$ 13,321
00295880-9211-54030	401K Match	\$ 1,370	\$ 90	\$ -	\$ 1,460
00295880-9360-54030	Medical Supplies	\$ 613	\$ 1,338	\$ -	\$ 1,951
00295880-9630-54030	Dues & Subscriptions	\$ 1,208	\$ 3,928	\$ -	\$ 5,136
00295880-9635-54030	Training & Education - WICCS	\$ 1,866	\$ 1,926	\$ -	\$ 3,792
00265880-6200-54040	CHA Grant - WICNE	\$ 204,778	\$ 17,040	\$ -	\$ 221,818
00295880-9101-54040	Salaries & Wages - WICNE	\$ 97,030	\$ 11,000	\$ -	\$ 108,030
00295880-9102-54040	Part Time > 1000 Hours WICNE	\$ 32,992	\$ 2,000	\$ -	\$ 34,992
00295880-9201-54040	Social Security - WICNE	\$ 9,187	\$ 500	\$ -	\$ 9,687
00295880-9202-54040	Medicare-WICNE	\$ 2,148	\$ 125	\$ -	\$ 2,273
00295880-9205-54040	Group Hospital Ins WICNE	\$ 16,491	\$ 1,600	\$ -	\$ 18,091
00295880-9206-54040	HRA - WIC NE	\$ 3,498	\$ 125	\$ -	\$ 3,623
00295880-9210-54040	Retirement - WICNE	\$ 14,334	\$ 1,650	\$ -	\$ 15,984
00295880-9211-54040	401K Match	\$ 639	\$ 40	\$ -	\$ 679
00265880-6200-54050	CHA Grant - WICAdmin	\$ 58,671	\$ 2,700	\$ -	\$ 61,371
00295880-9101-54050	Salaries & Wages-WICAd	\$ 43,796	\$ 2,200	\$ -	\$ 45,996
00295880-9205-54050	Group Hospital Ins-WICAd	\$ 4,206	\$ 110	\$ -	\$ 4,316
00295880-9206-54050	HRA - WIC Ad	\$ 792	\$ 40	\$ -	\$ 832
00295880-9210-54050	Retirement - WICAd	\$ 4,990	\$ 250	\$ -	\$ 5,240
00295880-9211-54050	401K Match	\$ 870	\$ 15	\$ -	\$ 885
00295880-9230-54050	Workers' Comp-WICAd	\$ 97	\$ 15	\$ -	\$ 112
00295880-9640-54050	Insurance & Bonds - WICAd	\$ 428	\$ 60	\$ -	\$ 488
00295880-9659-54050	UnempComp-WICAd	\$ 49	\$ 10	\$ -	\$ 59
00265880-6200-54090	CHA Grant - WICBF	\$ 56,448	\$ 4,415	\$ -	\$ 60,863
00295880-9101-54090	Salaries & Wages - WICBF	\$ 30,972	\$ 3,000	\$ -	\$ 33,972
00295880-9102-54090	Part Time > 1000 Hours-WICBF	\$ 2,538	\$ 400	\$ -	\$ 2,938
00295880-9104-54090	Temp-Part & Full Time WICBF	\$ 2,929	\$ 400	\$ -	\$ 3,329
00295880-9201-54090	Social Security - WICBF	\$ 2,269	\$ 150	\$ -	\$ 2,419
00295880-9202-54090	Medicare - WICBF	\$ 531	\$ 30	\$ -	\$ 561
00295880-9205-54090	Group Hospital Ins - WICBF	\$ 4,566	\$ 95	\$ -	\$ 4,661
00295880-9206-54090	HRA - WIC Breastfeeding	\$ 904	\$ 25	\$ -	\$ 929
00295880-9210-54090	Retirement - WICBF	\$ 3,954	\$ 300	\$ -	\$ 4,254
00295880-9211-54090	401K Match	\$ 269	\$ 15	\$ -	\$ 284

00265880-6200-54150	CHA Grant-WICBFPC	\$	52,689	\$	4,460	\$	-	\$	57,149
00295880-9101-54150	Salaries & Wages-WICBFPC	\$	37,345	\$	3,700	\$	-	\$	41,045
00295880-9102-54150	PT>1000Hrs -WICBFPC	\$	300	\$	30	\$	-	\$	330
00295880-9201-54150	Social Security-WICBFPC	\$	2,289	\$	95	\$	-	\$	2,384
00295880-9202-54150	Medicare-WICBFPC	\$	535	\$	30	\$	-	\$	565
00295880-9206-54150	HRA-WICBFPC	\$	1,152	\$	30	\$	-	\$	1,182
00295880-9210-54150	Retirement-WICBFPC	\$	4,190	\$	575	\$	-	\$	4,765

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

CABARRUS HEALTH ALLIANCE

Budget Revision/Amendment Request

#8

Date: 6/14/22

Amount: \$ 123,607

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To increase SH ELC budget due to fiscal year differences and actual expenses.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265840-6200-50362	CHA Grant-ELC-SH	\$ 2,451,440	\$ 123,607	\$ -	\$ 2,575,047
00295840-9101-50362	Salaries & Wages-ELC-SH	\$ 193,529	\$ 4,700	\$ -	\$ 198,229
00295840-9102-50362	Part Time>1000 Hours-ELC-SH	\$ 50,000	\$ 3,800	\$ -	\$ 53,800
00295840-9107-50362	Contracted Personnel-ELC-SH	\$ 1,455,000	\$ 405,000	\$ -	\$ 1,860,000
00295840-9331-50362	MinorOfficeEquip & Furn-ELC-SH	\$ 342,765	\$ 650	\$ -	\$ 343,415
00295840-9103-50362	Part Time<1000 Hours-ELC-SH	\$ 5,000	\$ -	\$ 5,000	\$ -
00295840-9104-50362	Temp-Part & Full Time-ELC-SH	\$ 2,000	\$ -	\$ 1,900	\$ 100
00295840-9201-50362	Social Security-ELC-SH	\$ 47,621	\$ -	\$ 32,000	\$ 15,621
00295840-9202-50362	Medicare-ELC-SH	\$ 10,959	\$ -	\$ 7,000	\$ 3,959
00295840-9205-50362	Group Hospital Ins-ELC-SH	\$ 67,660	\$ -	\$ 44,000	\$ 23,660
00295840-9206-50362	HRA-ELC-SH	\$ 11,880	\$ -	\$ 7,000	\$ 4,880
00295840-9210-50362	Retirement-ELC-SH	\$ 86,008	\$ -	\$ 55,000	\$ 31,008
00295840-9211-50362	401K Match-ELC-SH	\$ 15,116	\$ -	\$ 13,000	\$ 2,116
00295840-9230-50362	Workers' Comp-ELC-SH	\$ 2,267	\$ -	\$ 1,782	\$ 485
00295840-9640-50362	Insurance & Bonds-ELC-SH	\$ 9,448	\$ -	\$ 7,286	\$ 2,162
00295840-9659-50362	Unemployment Comp-ELC-SH	\$ 1,200	\$ -	\$ 1,075	\$ 125
00295840-9301-50362	Office Supplies-ELC SH	\$ 70,000	\$ -	\$ 57,000	\$ 13,000
00295840-9320-50362	Printing & Binding-ELC-SH	\$ 27,500	\$ -	\$ 27,000	\$ 500
00295840-9355-50362	Other Operation Costs-ELC-SH	\$ 25,000	\$ -	\$ 6,000	\$ 19,000
00295840-9420-50362	Telecommunications-ELC SH	\$ 11,000	\$ -	\$ 9,500	\$ 1,500
00295840-9447-50362	Outsourced Services	\$ 6,487	\$ -	\$ 6,000	\$ 487
00295840-9611-50362	Mileage-ELC-SH	\$ 11,000	\$ -	\$ 10,000	\$ 1,000

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

#9

Date: 6/14/22

Amount: \$ (78,045)

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To decrease the SH Workforce AA budget due to fiscal year actuals.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265840-6200-50620	CHA Grant - SH Team WF	\$ 78,045	\$ -	\$ 78,045	\$ -
00295840-9101-50620	Salaries & Wages-SHTWF	\$ 6,000	\$ -	\$ 6,000	\$ -
00295840-9102-50620	Part Time > 1000 Hours-SHTWF	\$ 52,000	\$ -	\$ 52,000	\$ -
00295840-9103-50620	Part Time < 1000 Hours-SHTWF	\$ 1,000	\$ -	\$ 1,000	\$ -
00295840-9104-50620	Temp - Part & Full Time-SHTWF	\$ 2,000	\$ -	\$ 2,000	\$ -
00295840-9201-50620	Social Security-SHTWF	\$ 3,782	\$ -	\$ 3,782	\$ -
00295840-9202-50620	Medicare-SHTWF	\$ 855	\$ -	\$ 855	\$ -
00295840-9205-50620	Group Hospital Ins-SHTWF	\$ 3,000	\$ -	\$ 3,000	\$ -
00295840-9206-50620	HRA-SHTWF	\$ 300	\$ -	\$ 300	\$ -
00295840-9210-50620	Retirement-SHTWF	\$ 6,942	\$ -	\$ 6,942	\$ -
00295840-9211-50620	401K Match-SHTWF	\$ 1,220	\$ -	\$ 1,220	\$ -
00295840-9230-50620	Workers' Compen-SHTWF	\$ 183	\$ -	\$ 183	\$ -
00295840-9640-50620	Insurance & Bonds-SHTWF	\$ 763	\$ -	\$ 763	\$ -

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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

#10

Date: 6/14/22

Amount: \$ (132,222)

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To decrease the SH budget due to Fund Balance not needed due to change in expenses.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265840-6901-102	Fund Balance Appropriated-SH	\$ 132,222	\$ -	\$ 132,222	\$ -
00295840-9109-102	Salary Adjustments-SH	\$ 78,667	\$ -	\$ 78,667	\$ -
00295840-9103-102	PT < 1000 Hrs School Health	\$ 50,017	\$ -	\$ 50,017	\$ -
00295840-9447-102	Contracted Services-SH	\$ 44,000	\$ -	\$ 36,000	\$ 8,000
00295840-9101-102	Salaries & Wages-School Health	\$ 531,055	\$ -	\$ 4,358	\$ 526,697
00295840-9211-102	401K Match	\$ 60,654	\$ -	\$ 20,000	\$ 40,654
00295840-9102-50803	Part Time > 1000 Hours-SNFI	\$ 59,912	\$ -	\$ 18,663	\$ 41,249
00295840-9102-202	PT > 1000 hours - SH Misc	\$ 62,354	\$ -	\$ 10,000	\$ 52,354
00295840-9206-102	HRA - School Health	\$ 64,020	\$ -	\$ 8,000	\$ 56,020
00295840-9201-102	Social Security-School Health	\$ 191,454	\$ -	\$ 5,000	\$ 186,454
00295840-9635-102	Training & Education - Sch Hlt	\$ 8,649	\$ -	\$ 3,000	\$ 5,649
00295840-9205-50803	Group Hospital Insurance-SNFI	\$ 6,903	\$ -	\$ 2,384	\$ 4,519
00295840-9210-50803	Retirement-SNFI	\$ 6,978	\$ -	\$ 2,283	\$ 4,695
00295840-9201-50803	Social Security-SNFI	\$ 3,812	\$ -	\$ 2,118	\$ 1,694
00295840-9205-102	Group Hosp Ins School Health	\$ 338,247	\$ -	\$ 2,000	\$ 336,247
00295840-9211-50803	401K Match	\$ 1,230	\$ -	\$ 1,229	\$ 1
00295840-9202-102	Medicare-School Health	\$ 44,776	\$ -	\$ 1,000	\$ 43,776
00295840-9210-202	Retirement - SH Misc	\$ 7,949	\$ -	\$ 1,000	\$ 6,949
00295840-9206-50803	HRA-SNFI	\$ 1,320	\$ -	\$ 570	\$ 750
00295840-9301-102	Office Supplies - School Healt	\$ 1,825	\$ -	\$ 500	\$ 1,325
00295840-9611-102	Mileage - School Health	\$ 3,462	\$ -	\$ 500	\$ 2,962
00295840-9101-202	Salaries & Wages-SH Misc	\$ 3,129	\$ -	\$ 500	\$ 2,629
00295840-9206-202	HRA - SH Misc	\$ 3,631	\$ -	\$ 500	\$ 3,131
00295840-9202-50803	Medicare-SNFI	\$ 892	\$ -	\$ 495	\$ 397
00295840-9640-50803	Insurance & Bonds-SNFI	\$ 760	\$ -	\$ 298	\$ 462
00295840-9635-50803	Training & Education-SNFI	\$ 152	\$ -	\$ 152	\$ -
00295840-9659-50803	UnempComp-SNFI	\$ 150	\$ -	\$ 108	\$ 42
00295840-9230-50803	Workers' Compensation-SNFI	\$ 184	\$ -	\$ 80	\$ 104
00295840-9420-102	Telecommunications-SH	\$ 1,838	\$ 200	\$ -	\$ 2,038
00295840-9104-102	Temp PT & Full School Health	\$ 34,071	\$ 5,000	\$ -	\$ 39,071
00295840-9210-102	Retirement-School Health	\$ 344,210	\$ 12,000	\$ -	\$ 356,210
00295840-9102-102	PT>1000 Hrs School Health	\$ 2,336,897	\$ 100,000	\$ -	\$ 2,436,897

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

#11

Date: 6/14/22

Amount: \$ 18,808

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To increase the Environmental Health budget due to increase in fees collected.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265805-6508-47510	Environmental Health Fees	\$ 283,020	\$ 18,808	\$ -	\$ 301,828
00295805-9103-47510	Part Time < 1000 Hours Env Hlt	\$ 49,700	\$ -	\$ 3,355	\$ 46,345
00295805-9420-47510	Telecommunications-EH	\$ 8,206	\$ -	\$ 3,000	\$ 5,206
00295805-9635-47510	Training & Ed-Env Hlth	\$ 5,952	\$ -	\$ 3,000	\$ 2,952
00295805-9205-47510	Grp Hosp Ins-Env Hlth	\$ 27,066	\$ -	\$ 1,800	\$ 25,266
00295805-9230-47510	Workers' Comp-Env Hlth	\$ 6,058	\$ -	\$ 1,327	\$ 4,731
00295805-9325-47510	Postage-Env Hlth	\$ 2,043	\$ -	\$ 1,000	\$ 1,043
00295805-9206-47510	HRA-Env Hlth	\$ 5,940	\$ -	\$ 900	\$ 5,040
00295805-9211-47510	401K Match	\$ 5,168	\$ -	\$ 800	\$ 4,368
00295805-9640-47510	Insurance & Bonds-Env Hlth	\$ 3,746	\$ -	\$ 638	\$ 3,108
00295805-9659-47510	UnempComp-EH	\$ 563	\$ -	\$ 291	\$ 272
00295805-9320-47510	Printing & Binding	\$ 600	\$ 307	\$ -	\$ 907
00295805-9346-47510	Fuel-Env Hlth	\$ 12,152	\$ 495	\$ -	\$ 12,647
00295805-9202-47510	Medicare-Env Hlth	\$ 4,346	\$ 713	\$ -	\$ 5,059
00295805-9355-47510	Other Oper Costs-Env Hlth Gran	\$ 13,408	\$ 1,157	\$ -	\$ 14,565
00295805-9107-47510	Contracted Personal Service-EH	\$ 29,800	\$ 2,542	\$ -	\$ 32,342
00295805-9201-47510	Social Security-EH	\$ 18,582	\$ 2,673	\$ -	\$ 21,255
00295805-9102-47510	Part Time > 1000 Hours Env Hlt	\$ 19,398	\$ 2,741	\$ -	\$ 22,139
00295805-9210-47510	Retirement-Env Hlth	\$ 29,328	\$ 5,282	\$ -	\$ 34,610
00295805-9860-47510	Equipment & Furniture-Env Hlth	\$ 41,055	\$ 27,412	\$ -	\$ 68,467
00295805-9101-47510	Salaries & Wages-EH	\$ 241,793	\$ 41,452	\$ -	\$ 283,245
00295805-9104-47520	Temporary - Part & Full Time	\$ 35,455	\$ -	\$ 15,000	\$ 20,455
00295805-9103-47520	PartTime<1000 Hrs-F&L	\$ 18,000	\$ -	\$ 7,900	\$ 10,100
00295805-9102-47520	PartTime>1000 Hrs-F&L	\$ 11,213	\$ -	\$ 7,600	\$ 3,613
00295805-9205-47520	Gp Hosp Ins-F&L	\$ 54,822	\$ -	\$ 7,300	\$ 47,522
00295805-9211-47520	401K Match	\$ 10,288	\$ -	\$ 4,100	\$ 6,188
00295805-9230-47520	Workers'Comp F&L	\$ 12,644	\$ -	\$ 3,509	\$ 9,135
00295805-9206-47520	HRA-Food & Lodging	\$ 12,831	\$ -	\$ 3,800	\$ 9,031
00295805-9635-47520	Training & Education-F&L	\$ 3,750	\$ -	\$ 3,400	\$ 350
00295805-9640-47520	Insurance & Bonds-F&L	\$ 7,192	\$ -	\$ 2,040	\$ 5,152
00295805-9331-47520	Minor Office Equipment & Furn	\$ 15,167	\$ -	\$ 1,199	\$ 13,968
00295805-9201-47520	Social Security-F&L	\$ 35,672	\$ -	\$ 900	\$ 34,772
00295805-9659-47520	UnempComp-F&L	\$ 1,163	\$ -	\$ 658	\$ 505
00295805-9355-47520	Other Operation Costs-F&L	\$ 669	\$ -	\$ 241	\$ 428
00295805-9202-47520	Medicare-F&L	\$ 8,343	\$ -	\$ 100	\$ 8,243
00295805-9320-47520	Print&Bind-Food&Lodging	\$ 578	\$ 60	\$ -	\$ 638
00295805-9210-47520	Retirement-F&L	\$ 58,382	\$ 1,958	\$ -	\$ 60,340
00295805-9101-47520	Salaries & Wages-F&L	\$ 535,045	\$ 5,874	\$ -	\$ 540,919

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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

#12

Date: 6/14/22

Amount: \$ -

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To budget for additional revenue in Dental Services and reduce fund balance appropriation.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265855-6415-41400	Medicaid - Dental	\$ 1,181,272	\$ 39,000	\$ -	\$ 1,220,272
00265855-6637-41400	Private Insurance	\$ 256,691	\$ -	\$ 21,000	\$ 235,691
00265855-6672-41400	Patient Fees	\$ 140,121	\$ -	\$ 18,000	\$ 122,121
00265855-6415-4140A	Medicaid Reimb - KDental	\$ 646,386	\$ 79,000	\$ -	\$ 725,386
00265855-6637-4140A	Private Insurance-KDental	\$ 174,242	\$ -	\$ 4,000	\$ 170,242
00265855-6672-4140A	Patient Fees-KDental	\$ 77,965	\$ -	\$ 11,300	\$ 66,665
00265812-6901-130	FundBalApprop-ITS	\$ 349,397	\$ -	\$ 63,700	\$ 285,697

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

#13

Date: 6/14/22

Amount: \$ (177,834)

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To reduce budget for the COSSAP Grant for fiscal year carryover.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265877-6344-374	Department of Justice-COSSAP	\$ 253,263	\$ -	\$ 177,834	\$ 75,429
00295877-9101-374	Salaries & Wages-COSSAP	\$ 147,602	\$ -	\$ 106,077	\$ 41,525
00295877-9355-374	Other Operation Costs-COSSAP	\$ 26,820	\$ -	\$ 26,460	\$ 360
00295877-9356-374A	SpecProgSupp-COSSAP-Indirect	\$ 23,024	\$ -	\$ 13,624	\$ 9,400
00295877-9205-374	Group Hospital Ins-COSSAP	\$ 12,405	\$ -	\$ 10,000	\$ 2,405
00295877-9210-374	Retirement-COSSAP	\$ 16,797	\$ -	\$ 10,000	\$ 6,797
00295877-9201-374	Social Security	\$ 9,151	\$ -	\$ 5,000	\$ 4,151
00295877-9640-374	Insurance & Bonds-COSSAP	\$ 1,845	\$ -	\$ 1,845	\$ -
00295877-9211-374	401K Match-COSSAP	\$ 2,952	\$ -	\$ 1,500	\$ 1,452
00295877-9420-374	Telecommunications-COSSAP	\$ 1,500	\$ -	\$ 1,500	\$ -
00295877-9202-374	Medicare-COSSAP	\$ 2,140	\$ -	\$ 1,000	\$ 1,140
00295877-9206-374	HRA-COSSAP	\$ 2,640	\$ -	\$ 1,000	\$ 1,640
00295877-9331-374	Minor OfficeEquip&Furn-COSSAP	\$ 4,794	\$ -	\$ 758	\$ 4,036
00295877-9301-374	Office Supplies-COSSAP	\$ 720	\$ -	\$ 420	\$ 300
00295877-9320-374	Printing & Binding-COSSAP	\$ -	\$ 350	\$ -	\$ 350
00295877-9360-374	Medical Supplies	\$ -	\$ 1,000	\$ -	\$ 1,000

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

#14

Date: 6/14/22

Amount: \$ (61,115)

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To reduce budget for the Regional Support Team for fiscal year carryover.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265865-6200-50545	CHA Grant-EDRegSupportTeam	\$ 253,263	\$ -	\$ 61,115	\$ 192,148
00295865-9101-50545	Salaries & Wages-EDRegSupTeam	\$ 147,602	\$ -	\$ 28,000	\$ 119,602
00295865-9201-50545	Social Security-EDRST	\$ 26,820	\$ -	\$ 2,000	\$ 24,820
00295865-9202-50545	Medicare-EDRST	\$ 23,024	\$ -	\$ 500	\$ 22,524
00295865-9205-50545	Group Hospital Ins-EDRST	\$ 12,405	\$ -	\$ 10,000	\$ 2,405
00295865-9206-50545	HRA-EDRST	\$ 16,797	\$ -	\$ 2,000	\$ 14,797
00295865-9210-50545	Retirement-EDRST	\$ 9,151	\$ -	\$ 4,000	\$ 5,151
00295865-9211-50545	401K Match-EDRST	\$ 1,845	\$ -	\$ 4,000	\$ (2,155)
00295865-9230-50545	Workers' Compensation-EDRST	\$ 2,952	\$ -	\$ 406	\$ 2,546
00295865-9301-50545	Office Supplies-EDRST	\$ 1,500	\$ -	\$ 6,000	\$ (4,500)
00295865-9320-50545	Printing & Binding-EDRST	\$ 2,140	\$ -	\$ 1,300	\$ 840
00295865-9355-50545	Other Operation Costs-EDRST	\$ 2,640	\$ -	\$ 419	\$ 2,221
00295865-9611-50545	Mileage-EDRST	\$ 4,794	\$ -	\$ 361	\$ 4,433
00295865-9640-50545	Insurance & Bonds-EDRST	\$ 720	\$ -	\$ 1,529	\$ (809)
00295865-9699-50545	Recruitment	\$ -	\$ -	\$ 600	\$ (600)

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

#15

Date: 6/14/22

Amount: \$ 600

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To budget for additional AMCHP funds received.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265832-6848-50846	AMCHP	\$ 253,263	\$ 600	\$ -	\$ 253,863
00295832-9109-50846	Salary Adjustments-InnAp	\$ 147,602	\$ -	\$ 1,965	\$ 145,637
00295832-9447-50846	Contracted Svcs-InnovApproach	\$ 26,820	\$ -	\$ 1,400	\$ 25,420
00295832-9205-50846	GrpHospIns-InnovApproach	\$ 23,024	\$ -	\$ 500	\$ 22,524
00295832-9635-50846	Trng&Ed-InnovApproach	\$ 12,405	\$ -	\$ 74	\$ 12,331
00295832-9301-50846	Office Supplies-InnovApproach	\$ 1,845	\$ 228	\$ -	\$ 2,073
00295832-9320-50846	Printing & Binding-InnovApproa	\$ 2,952	\$ 319	\$ -	\$ 3,271
00295832-9356-50846	SpProgSup-InnovApproach	\$ 1,500	\$ 338	\$ -	\$ 1,838
00295832-9401-50846	Building & Equipment Leases	\$ 2,140	\$ 376	\$ -	\$ 2,516
00295832-9101-50846	Salaries & Wages-InnovApproach	\$ 2,640	\$ 3,278	\$ -	\$ 5,918

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

#16

Date: 6/14/22

Amount: \$ (8,000)

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To reduce budget for the KCS School Safety Grant for fiscal year carryover.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265845-6676-378	SchoolSafetyGrant-KCS	\$ 34,956	-	\$ 8,000	\$ 26,956
00295845-9447-378	Contracted Services-SSG-KCS	\$ 34,956	-	\$ 8,000	\$ 26,956

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

#17

Date: 6/14/22

Amount: \$ (243,401)

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To reduce budget for the Behavioral Health ARPA Grant for fiscal year carryover.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265877-6903-399	Cabarrus County ARP Funding-BH	\$ 34,956	\$ -	\$ 243,401	\$ (208,445)
00295877-9102-399	Part Time > 1000 Hours-BH	\$ -	\$ 1,500	\$ -	\$ 1,500
00295877-9331-399	Minor Office Equip & Furn-BH	\$ -	\$ 4,300	\$ -	\$ 4,300
00295877-9355-399	Other Operation Costs	\$ -	\$ 500	\$ -	\$ 500
00295877-9101-399	Salaries & Wages-BH	\$ 213,420	\$ -	\$ 120,000	\$ 93,420
00295877-9201-399	Social Security	\$ 10,967	\$ -	\$ 6,500	\$ 4,467
00295877-9202-399	Medicare-BH	\$ 2,545	\$ -	\$ 750	\$ 1,795
00295877-9205-399	Group Hospital Ins-BH	\$ 20,817	\$ -	\$ 14,000	\$ 6,817
00295877-9206-399	HRA-BH	\$ 3,960	\$ -	\$ 2,000	\$ 1,960
00295877-9210-399	Retirement-BH	\$ 24,287	\$ -	\$ 15,000	\$ 9,287
00295877-9211-399	401K Match-BH	\$ 3,510	\$ -	\$ 1,500	\$ 2,010
00295877-9230-399	Workers' Compensation-BH	\$ 640	\$ -	\$ 546	\$ 94
00295877-9640-399	Insurance & Bonds-BH	\$ 2,668	\$ -	\$ 2,255	\$ 413
00295877-9659-399	Unemployment Compen-BH	\$ 450	\$ -	\$ 450	\$ -
00295877-9301-399	Office Supplies-BH	\$ 23,876	\$ -	\$ 20,000	\$ 3,876
00295877-9447-399	Outsourced Services-BH	\$ 25,000	\$ -	\$ 22,000	\$ 3,000
00295877-9570-399	Service Contracts-BH	\$ 29,700	\$ -	\$ 23,700	\$ 6,000
00295877-9611-399	Mileage-BH	\$ 3,226	\$ -	\$ 3,000	\$ 226
00295877-9635-399	Training & Education-BH	\$ 4,000	\$ -	\$ 3,000	\$ 1,000
00295877-9356-399A	Special Program Supplies-BH	\$ 36,906	\$ -	\$ 15,000	\$ 21,906

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

#18

Date: 6/14/22

Amount: \$ 1,800

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To budget for increased cooking program fees.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265815-6606-311	Program Fees-Cooking	\$ 1,402	\$ 1,800	\$ -	\$ 3,202
00295815-9320-311	Printing & Binding - CookingCI	\$ 50	\$ 100	\$ -	\$ 150
00295815-9335-311	Food-Cooking	\$ 2,313	\$ 200	\$ -	\$ 2,513
00295815-9355-311	Other Operation Costs-Cooking	\$ -	\$ 100	\$ -	\$ 100
00295815-9356-311	SpecProgSup-Cooking	\$ 2,800	\$ 100	\$ -	\$ 2,900
00295815-9447-311	Contracted Svcs-CookingClass	\$ 3,250	\$ 1,200	\$ -	\$ 4,450
00295815-9356-315	Special Prgm Sup-Safety	\$ 674	\$ 100	\$ -	\$ 774

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

#19

Date: 6/14/22

Amount: \$ 7,136

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To budget for increased interest on investments and miscellaneous revenue.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265815-6803-41100	Miscellaneous Revenue	\$ 14,043	\$ 6,236	\$ -	\$ 20,279
00265815-6701-41100	Interest on Investments	\$ 5,000	\$ 900	\$ -	\$ 5,900
00295815-9406-41100	Bank Svc Charges-Admin	\$ 20,000	\$ 4,331	\$ -	\$ 24,331
00295815-9615-41100	Property Tax-Gen Ad	\$ 1,826	\$ 1,179	\$ -	\$ 3,005
00295815-9360-41100	Medical Supplies	\$ 1,550	\$ 1,626	\$ -	\$ 3,176

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

#20

Date: 6/14/22

Amount: \$ 68,000

Type of Adjustment:

Health Director: Dr. Bonnie Coyle

Internal Transfer Within Program

Purpose of Request: To budget for increased revenue in Family Care Coordination.

Transfer Between Programs

Supplemental Request

Account	Account Name	Present Approved Budget	Increase	Decrease	Revised Budget Amount
00265832-6415-51070	Medicaid - PCM	\$ 75,060	\$ 4,000	\$ -	\$ 79,060
00265832-6417-51070	Medicaid Managed Care	\$ 465,000	\$ 50,000	\$ -	\$ 515,000
00295832-9447-51070	Outsourced Services	\$ 1,500	\$ 100	\$ -	\$ 1,600
00295832-9630-51070	Dues & Subscriptions-PCM	\$ -	\$ 200	\$ -	\$ 200
00295832-9202-51070	Medicare - PCM	\$ 4,613	\$ 1,000	\$ -	\$ 5,613
00295832-9320-51070	Printing & Binding - PCM	\$ 300	\$ 1,000	\$ -	\$ 1,300
00295832-9210-51070	Retirement - PCM	\$ 36,107	\$ 2,000	\$ -	\$ 38,107
00295832-9308-51070	Patient Educ. Supplies - PCM	\$ 500	\$ 2,000	\$ -	\$ 2,500
00295832-9355-51070	Other Operation Costs-PCM	\$ 2,500	\$ 2,000	\$ -	\$ 4,500
00295832-9201-51070	Social Security - PCM	\$ 19,723	\$ 8,000	\$ -	\$ 27,723
00295832-9101-51070	Salaries & Wages -PCM	\$ 393,103	\$ 37,700	\$ -	\$ 430,803
00265832-6417-53180	Medicaid Managed Care	\$ 388,229	\$ 14,000	\$ -	\$ 402,229
00295832-9447-53180	Outsourced Services	\$ 1,200	\$ 50	\$ -	\$ 1,250
00295832-9630-53180	Dues & Subscriptions-CC4C	\$ -	\$ 200	\$ -	\$ 200
00295832-9102-53180	Part Time > 1000 Hours -CC4C	\$ 43,763	\$ 20,625	\$ -	\$ 64,388
00295832-9109-53180	Salary Adjustments-CC4C	\$ 6,875	\$ -	\$ 6,875	\$ -

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

Final Annual Budget Fiscal Year 2023

June 14, 2022

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BUDGET MESSAGE – 2023 Final Budget

TO: Cabarrus Health Alliance Board
FROM: Sue K. Yates, Chief Financial Officer
DATE: June 14, 2022
SUBJECT: Cabarrus Health Alliance Final Budget for Fiscal Year 2023

This budget totals \$36,175,729. The contribution amount requested from Cabarrus County for FY 2023 is \$10,119,709, an increase of \$921,006 from the FY 2022 county contribution amount. We are requesting an additional \$368,683 for the School Health Program. This includes a school nurse for the new Roberta Road Middle school; as well as the additional \$143,413 for the increase in school nurse hours and benefits. We are also requesting \$368,968 for 2 Food & Lodging and 2 On-site Environmental Health personnel. The expansion items listed above are part of the line item detail in the budget. The final determination on funding will be based on the County Commissioner's June Board Meeting.

This budget is formatted to provide full line item descriptions. Revenue and expenses are displayed for each department. Agency totals for FY 2021 actual, FY 2022 revised budget, and projected FY 2023 is given for comparison on the summary page.

Medicaid Settlement is budgeted at \$2,932,077 for FY 2023 based on current information. CHA was awarded \$1.6 million for FY 2019, \$1.8 million for FY 2020, and \$2.7 million for FY 2021. We anticipated Cost Settlement to be \$3.4 million for FY23. DMA withholds 10% of the settlement each year and will again this year until a complete audit review is conducted at which point any further adjustments required to the cost report will be made and cost will be adjusted as well as payments made if necessary.

Highlights of this proposed budget include:

1. Projected individual performance increases at an average of 3.25% x 10.5 months (award in August 2022), an approximate cost of \$282,038.
2. The health insurance plan rate increased by approximately 4% this year to \$7,207 per full time employee and our HRA increased by 2%. A value plan was included as an option for employees with spouse or dependent coverage.
3. State retirement will increase from 11.38% to the rate of 12.13%.
4. Budgeted capital outlay purchases includes:
 - Dental Program – Upgrade dental equipment and operatories; \$350,000
5. There is an 84% increase in budget for Behavioral Health; \$1,123,915. Behavioral health is a priority area for CHA and we actively pursued funding to allow for a strong investment in growing our Behavioral Health Clinic. The County provided us with APRA dollars to ensure a successful start. We appreciate the County's partnership in growing this much needed service in Cabarrus County.
6. Funds are allocated to Equity initiatives; \$140,279. These funds allow us to hold our first Equity Conference which is being

planned for September at the City of Kannapolis facility. We were also able to secure funding through our State Agreement Addendum process to promote equity in our community.

There are many variables that affect the possible outcome of the budget projection. We have worked diligently to provide the most accurate revenue and expenditure projections in a format to assist you with your review. We appreciate your attention to this budget and as always, our staff is willing to assist the Board in any manner as you review the items recommended in this FY 2023 budget.

Respectfully submitted for your consideration,

Dr. Bonnie Coyle
Health Director

Sue K. Yates
Chief Financial Officer

PUBLIC HEALTH AUTHORITY OF CABARRUS COUNTY
d.b.a. CABARRUS HEALTH ALLIANCE
FISCAL YEAR 2023

DEPARTMENT	MANAGEMENT
5805 Environmental Health	Chrystal Swinger
5812 Information Technology Systems	Ryan McGhee
5815 General Administration	Sue Yates
5832 Social Determinates of Health	Megan Shuping
5840 School Health	Tammy Alexander
5845 Community Impact	Alicia McDaniel
5855 Dental Health	Dr. Elly Steel
5860 Vital Records	Sue Yates
5865 Communicable Disease	Suzanne Knight
5875 Clinical Services	Suzanne Knight
5877 Behavioral Health	Sonja Bohannon-Thacker
5880 WIC	Anna Thadani

**Cabarrus Health Alliance
Budget Fiscal Year 2023**

Actual/Projected Revenue/Expense by Department - FY 2021-2023

Department Name	Dept. #	FY 2021 Actual			FY 2022 Budget as of January 2022		
		Revenue	Expense	Net +/-	Revenue	Expense	Net +/-
Environmental Health	5805	1,238,187	1,124,681	113,506	1,274,268	1,274,268	-
Information Tech Svcs	5812	705,143	951,084	(245,941)	1,073,213	1,073,213	-
General Administration	5815	2,457,797	2,779,340	(321,542)	2,918,146	3,267,215	(349,069)
Social Determinates of He:	5832	1,204,030	1,109,438	94,591	1,274,354	1,274,354	-
School Health	5840	3,911,128	3,965,717	(54,589)	8,828,800	8,828,800	-
Community Impact	5845	1,259,936	1,260,913	(976)	3,188,316	3,198,316	(10,000)
Dental	5855	4,841,003	2,939,644	1,901,359	4,172,013	3,677,175	494,838
Vital Records	5860	58,314	57,632	682	63,913	63,913	-
Communicable Disease	5865	5,180,366	4,657,174	523,193	5,420,352	5,420,352	-
Clinical Services	5875	3,544,370	3,220,341	324,030	3,431,821	3,567,590	(135,769)
Behavioral Health	5877	-	-	-	659,235	659,235	-
WIC	5880	837,558	832,770	4,789	796,027	796,027	-
TOTAL		25,237,834	22,898,733	2,339,100	33,100,458	33,100,458	-

Department Name	Dept. #	FY 2023 Projected			County Contribution	
		Revenue	Expense	Net +/-	2023	2022
Environmental Health	5805	1,729,645	1,729,645	-	1,392,009	982,388
Information Tech Svcs	5812	933,758	1,292,696	(358,938)	745,758	723,316
General Administration	5815	3,414,066	4,046,654	(632,588)	2,140,353	2,058,791
Social Determinates of He:	5832	1,619,631	1,619,631	-	-	-
School Health	5840	6,751,584	6,751,584	-	4,522,536	4,153,853
Community Impact	5845	3,209,560	3,281,272	(71,712)	105,258	101,945
Dental	5855	5,659,593	4,596,355	1,063,238	-	-
Vital Records	5860	72,743	72,743	-	72,743	63,913
Communicable Disease	5865	7,086,662	7,086,662	-	941,052	914,497
Clinical Services	5875	4,049,603	4,049,603	-	200,000	200,000
Behavioral Health	5877	878,956	878,956	-	-	-
WIC	5880	769,928	769,928	-	-	-
TOTAL		36,175,729	36,175,729	-	10,119,709	9,198,703

2023 County Contribution: 5,597,173
plus amount for School Nurse Program 4,522,536
TOTAL CONTRIBUTION AMOUNT 10,119,709

Environmental Health - 5805

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265805	6412	156 Contrib-City of Con-West Nile	12,000	12,000	12,000	12,000	12,000	12,000
265805	6446	156 Contrib-City of Kann-WestNile	8,000	8,000	8,000	8,000	8,000	8,000
265805	6447	156 Cont-Town of Mt Plea-WestNile	420	420	420	420	420	420
265805	6904	156 Cont Cab Co - West Nile Virus	10,762	10,762	10,762	10,762	10,762	10,762
265805	6508	47510 Environmental Health Fees	173,828	199,322	275,157	117,130	235,784	235,784
265805	6803	47510 Miscellaneous Revenue	-	912	-	-	100	-
265805	6904	47510 Cont Cab Co - Env Hlth	812,740	831,461	873,187	485,814	971,626	1,381,247
265805	6200	47520 CHA Grant - Food & Lodging	30,112	55,256	47,511	-	5,000	5,000
265805	6288	47520 NACCHO Grant-Food & Lodging	-	-	-	12,000	12,000	24,511
265805	6345	47520 Assoc of Food and Drug Official	-	-	1,250	-	-	33,345
265805	6510	47520 Temp Food Est Fees-F&L	30,025	17,160	9,900	11,625	18,576	18,576
265805	6841	47520 National Environmental Health Assoc	-	-	-	-	-	-
Total Revenue			1,077,886	1,135,293	1,238,187	657,751	1,274,268	1,729,645
Expense								
295805	9101	156 Salaries & Wages-West Nile Vir	4,099	4,130	4,995	4,293	4,342	4,342
295805	9104	156 Temp-PT & FT-West Nile Virus	4,925	2,551	2,663	1,651	4,282	4,282
295805	9201	156 Social Security-West Nile Vir	551	390	466	367	520	520
295805	9202	156 Medicare-West Nile Virus	129	91	109	86	122	122
295805	9205	156 Group Hosp Ins-West Nile Virus	421	555	611	281	453	453
295805	9206	156 HRA-West Nile Virus	86	109	119	54	90	90
295805	9210	156 Retirement-West Nile Virus	320	375	511	319	349	349
295805	9211	156 401K Match	27	9	-	-	12	12
295805	9230	156 Work Comp-West Nile Virus	154	93	114	101	126	126
295805	9346	156 Fuel-West Nile Virus	298	194	138	245	267	267
295805	9356	156 Special Prog Supplies-West Nil	455	1,109	1,669	-	597	597
295805	9635	156 Training & Ed/West Nile Virus	180	835	-	-	338	338
295805	9640	156 Ins & Bonds-West Nile Virus	113	52	95	74	97	97
295805	9659	156 UnempComp-WNVirus	59	35	2	5	35	35
295805	9101	47510 Salaries & Wages-EH	323,083	230,452	273,765	148,033	241,793	406,615
295805	9102	47510 Part Time > 1000 Hours Env Hlt	20,943	14,127	13,265	11,744	11,213	44,592
295805	9103	47510 Part Time < 1000 Hours Env Hlt	19,023	49,099	51,933	27,385	49,700	-
295805	9104	47510 Temp-Part & Full Time Env Hlth	-	-	1,364	-	-	-
295805	9107	47510 Contracted Personal Service-EH	-	-	-	25,018	29,800	-
295805	9109	47510 Salary Adjustments	-	-	-	-	-	8,252
295805	9201	47510 Social Secruity-EH	21,473	17,630	17,766	11,174	18,582	18,566
295805	9202	47510 Medicare-Env Hlth	5,022	4,123	4,155	2,691	4,346	4,342
295805	9205	47510 Grp Hosp Ins-Env Hlth	29,482	23,960	22,039	12,964	27,066	34,571
295805	9206	47510 HRA-Env Hlth	5,870	4,693	4,214	2,485	5,940	6,600
295805	9210	47510 Retirement-Env Hlth	26,430	21,655	24,150	18,183	29,328	36,235

Environmental Health - 5805

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295805	9211	47510 401K Match	1,781	1,667	2,607	2,378	5,168	5,989
295805	9230	47510 Workers' Comp-Env Hlth	7,232	4,959	5,541	3,547	6,058	1,797
295805	9301	47510 Office Supplies-Env Hlth	509	957	906	946	853	900
295805	9320	47510 Printing & Binding	-	-	-	259	500	500
295805	9325	47510 Postage-Env Hlth	2,153	2,075	2,211	1,006	2,043	2,000
295805	9345	47510 Automotive Supplies-Env Hlth	-	490	574	-	163	300
295805	9346	47510 Fuel-Env Hlth	5,591	1,797	6,541	5,916	5,069	5,100
295805	9355	47510 Other Oper Costs-Env Hlth Gran	11,650	12,154	17,328	8,414	13,408	13,500
295805	9420	47510 Telecommunications-EH	9,586	7,700	4,730	2,461	8,206	8,206
295805	9520	47510 Auto & Trck Mntnce-Env Hlth	1,753	7,328	7,165	3,506	3,832	4,000
295805	9570	47510 Srvc Contracts-Env Hlth Gran	-	-	-	-	206	206
295805	9611	47510 Mileage-Env Hlth Grant	1,170	457	-	200	755	500
295805	9635	47510 Training & Ed-Env Hlth	3,923	1,064	2,355	1,297	5,952	4,297
295805	9640	47510 Insurance & Bonds-Env Hlth	3,900	3,022	3,593	2,337	3,746	3,743
295805	9659	47510 UnempComp-EH	358	508	280	271	563	500
295805	9860	47510 Equipment & Furniture-Env Hlth	-	-	19,612	-	-	35,000
295805	9101	47520 Salaries & Wages-F&L	305,037	357,610	395,543	281,305	500,534	664,535
295805	9102	47520 PartTime>1000 Hrs-F&L	-	8,278	10,035	2,422	11,213	43,142
295805	9103	47520 PartTime<1000 Hrs-F&L	18,111	21,555	29,739	8,509	18,000	-
295805	9104	47520 Temporary - Part & Full Time	-	841	7,865	16,327	35,455	30,160
295805	9109	47520 Salary Adjustments	-	-	-	-	-	19,340
295805	9201	47520 Social Security-F&L	19,041	23,271	29,893	18,502	35,672	46,049
295805	9202	47520 Medicare-F&L	4,453	5,442	6,991	4,403	8,343	10,769
295805	9205	47520 Gp Hosp Ins-F&L	29,705	37,195	35,209	24,980	54,822	78,690
295805	9206	47520 HRA-Food & Lodging	6,051	7,325	6,644	4,731	12,831	14,520
295805	9210	47520 Retirement-F&L	23,552	32,292	43,634	31,401	58,382	86,219
295805	9211	47520 401K Match	1,987	2,411	4,155	3,124	10,288	14,251
295805	9230	47520 Workers'Comp F&L	7,061	6,279	7,829	6,682	10,644	4,457
295805	9320	47520 Print&Bind-Food&Lodging	51	97	-	208	578	578
295805	9331	47520 Minor Office Equipment & Furn	-	5,930	11,463	13,167	13,167	13,167
295805	9355	47520 Other Operation Costs-F&L	60	147	235	365	69	250
295805	9447	47520 Outsourced Services	-	-	-	111	250	250
295805	9570	47520 Service Contracts-F&L	8,382	8,801	9,241	9,703	9,745	9,745
295805	9640	47520 Insurance & Bonds-F&L	4,001	3,620	5,987	3,775	7,192	9,284
295805	9659	47520 UnempComp-F&L	297	633	537	504	1,163	1,298
295805	9860	47520 Equipment & Furniture	-	-	22,095	-	-	25,000
Total Expense			940,537	942,173	1,124,681	729,911	1,274,268	1,729,645
Net			137,350	193,120	113,506	(72,160)	-	-

Information Technology Services - 5812

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265812	6803	130 Miscellaneous Revenue-ITS	84	-	-	-	-	-
265812	6806	130 Sale of Assets-ITS	2,200	3,027	100	145	500	-
265812	6901	130 FundBalApprop-ITS	-	-	-	-	349,397	-
265812	6903	915 CARP Funding - IT	-	-	-	-	-	188,000
265812	6904	130 Contribution from Cabarrus Cty	674,802	674,802	705,043	361,656	723,316	745,758
Total Revenue			677,086	677,829	705,143	361,801	1,073,213	933,758
Expense								
295812	9101	130 Salaries & Wages - ITS	421,972	421,743	474,030	280,660	447,832	517,434
295812	9102	130 Part Time > 1000 Hours -ITS	5,683	(120)	-	-	-	-
295812	9107	130 ContractedPersSvc-IT	-	7,882	-	-	-	-
295812	9109	130 Salary Adjustments - ITS	-	-	-	-	-	14,508
295812	9155	130 Consultants-ITS	4,516	10,721	4,780	5,986	10,000	-
295812	9201	130 Social Security - ITS	25,588	25,513	28,572	16,769	30,866	32,980
295812	9202	130 Medicare - ITS	6,043	5,967	6,682	3,928	7,219	7,713
295812	9205	130 Group Hospital Insurance - ITS	25,086	29,758	33,076	18,161	34,695	36,766
295812	9206	130 HRA-ITS	5,144	5,844	-	3,457	6,600	6,600
295812	9210	130 Retirement - ITS	32,738	37,195	47,725	31,491	56,504	64,365
295812	9211	130 401K Match	3,967	4,147	6,056	5,502	9,957	10,639
295812	9230	130 Workers' Compensation - ITS	1,259	-	(4,213)	786	1,493	3,192
295812	9301	130 Office Supplies-ITS	284	57	716	-	300	300
295812	9320	130 Printing & Binding	-	-	-	2	50	50
295812	9325	130 Postage-ITS	200	200	186	50	200	200
295812	9351	130 Hardware - ITS	125,568	65,788	125,936	26,843	139,450	112,450
295812	9352	130 Software - ITS	44,057	32,178	28,444	995	36,000	24,000
295812	9420	130 Telecommunications-ITS	-	-	-	7,094	17,650	17,650
295812	9445	130 Purchased Svcs-ITS	47,902	27,413	25,895	5,609	18,200	18,200
295812	9447	130 Outsourced Services	-	-	-	2,154	-	10,000
295812	9570	130 Service Contracts-ITS	162,113	169,858	166,122	149,314	190,000	204,000
295812	9611	130 Mileage-ITS	164	242	-	-	500	500
295812	9635	130 Training & Ed-ITS	16,013	11,863	6,790	1,456	16,000	16,000
295812	9640	130 Insurance & Bonds-ITS	5,210	4,127	-	3,459	6,223	6,649
295812	9659	130 UnempComp-InfoTechSystems	194	343	287	254	750	500
295812	9860	130 Equipment & Furniture-ITS	24,624	292,705	-	42,724	42,724	-
295812	9447	915 Outsourced Services	-	-	-	-	-	25,000
295812	9352	915 Software - ITS	-	-	-	-	-	20,000
295812	9570	915 Service Contracts-ITS	-	-	-	-	-	68,000
295812	9860	915 Equipment & Furniture-ITS	-	-	-	-	-	75,000
Total Expense			958,323	1,153,424	951,084	606,693	1,073,213	1,292,696
Net			(281,237)	(475,595)	(245,941)	(244,893)	-	(358,938)

General Administration - 5815

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265815	6803	250 Miscellaneous Revenue-Emp Wellnes	-	-	-	-	-	25,000
265815	6250	307 DHHS-NC Div of SS-DreamCtr	-	26,695	28,929	19,394	19,394	20,799
265815	6458	307 WIC-Dream Center	-	10,793	12,056	12,193	12,194	13,599
265815	6693	307 Dental Payments-Dream Center	-	10,793	12,056	-	12,194	12,194
265815	6606	311 Program Fees-Cooking	11,504	3,870	2,379	36	1,402	1,500
265815	6803	311 Miscellaneous Revenue	-	-	100	3,598	3,598	1,500
265815	6827	312 Dole	47,952	-	-	-	-	-
265815	6837	312 Standard Process	100,000	32,878	-	-	-	-
265815	6838	314 Forever Oceans	-	3,613	71,553	-	-	-
265815	6819	908 NE Medical Center-Children WIN	-	40,000	40,000	40,000	40,000	-
265815	6200	41100 CHA Grant - Admin Aid to Co	88,274	77,778	73,791	32,415	77,791	-
265815	6288	41100 NACCHO Grant	-	-	4,912	-	-	-
265815	6701	41100 Interest on Investments	180,096	104,186	4,223	1,980	5,000	4,000
265815	6801	41100 Sale of Capital Assets-Gen Adm	-	-	-	-	15	5
265815	6802	41100 Overages and Shortages	(887)	(133)	(36)	(583)	5	5
265815	6803	41100 Miscellaneous Revenue	35,512	300	17,628	4,682	2,043	704,631
265815	6805	41100 Contributions & Private Donat	-	-	112	2,000	2,000	1,000
265815	6806	41100 Sale of Assets-Gen Ad	55	3,325	-	6,000	2,350	3,500
265815	6901	41100 Fund Balance Appropriated	-	-	-	-	441,311	-
265815	6904	41100 Contribution from Cabarrus Cty	1,792,948	1,874,877	1,989,367	1,029,400	2,058,791	2,140,353
265815	6200	50114 CHA Grant-CHIP Peer Review	1,000	-	-	-	-	-
265815	6200	50466 CHA Grant-Advancing Equity	-	-	-	8,700	39,900	67,980
265815	6200	50892 CHA Grant - ARTS	91,532	-	-	-	-	-
265815	6690	280A NCTN II Fees	3,102,913	1,196,564	-	-	-	-
265815	6903	403 CabarrusCounty ARP Fund-KannRe	-	-	-	-	-	193,000
265815	6692	255 Admin Fees Collected-CEE	-	-	-	-	-	25,000
265815	6692	280A Admin Fees Collected-NCTN II	848,930	340,468	200,728	200,158	200,158	200,000
Total Revenue			6,299,830	3,726,005	2,457,797	1,359,973	2,918,146	3,414,066
Expense								
295815	9101	15 Salaries & Wages-Marketing	-	-	-	30,979	53,280	62,276
295815	9201	15 Social Security-Marketing	-	-	-	1,845	3,303	3,891
295815	9202	15 Medicare-Marketing	-	-	-	431	773	903
295815	9205	15 Group Hospital Insurance-Marke	-	-	-	3,574	6,939	7,353
295815	9206	15 HRA-Marketing	-	-	-	681	1,320	1,320
295815	9210	15 Retirement-Marketing	-	-	-	3,525	6,047	7,535
295815	9230	15 Workers' Comp-Marketing	-	-	-	87	260	374
295815	9640	15 Insurance & Bonds-Marketing	-	-	-	387	665	778

General Administration - 5815

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295815	9659	15 Unemployment Comp-Marketing	-	-	-	65	150	100
295815	9692	15 Public Relations	-	-	-	2,437	15,000	12,500
295815	9101	16 Salaries & Wages-Facilities	-	-	2,105	67,291	118,980	119,392
295815	9109	16 Salary Adjustments - Facilities	-	-	-	-	-	3,277
295815	9201	16 Social Security-Facilities	-	-	129	4,128	7,377	7,605
295815	9202	16 Medicare-Facilities	-	-	30	965	1,725	1,779
295815	9205	16 Group Hospital Ins - Facilitie	-	-	277	7,414	13,878	14,706
295815	9206	16 HRA - Facilities	-	-	51	1,411	2,640	2,640
295815	9210	16 Retirement-Facilities	-	-	223	7,401	13,504	14,843
295815	9211	16 401K Match-Facilities	-	-	1	762	2,380	2,453
295815	9230	16 Workers' Comp-Facilities	-	-	6	188	357	736
295815	9301	16 Office Supplies	-	-	-	76	150	150
295815	9330	16 Tools & Minor Equipment	-	-	-	302	493	500
295815	9355	16 Other Operation Costs-Facilit	-	-	-	1,090	1,100	2,000
295815	9394	16 Janitorial Supplies-Facilities	-	-	-	5,221	10,000	10,000
295815	9447	16 Outsourced Services-Facilities	-	-	-	57,433	99,000	99,000
295815	9501	16 Building & Ground Maintenance	-	-	300	20,395	42,192	42,192
295815	9520	16 Autos and Trucks Maintenance	-	-	-	240	1,000	1,000
295815	9640	16 Insurance & Bonds-Facilities	-	-	24	813	1,487	1,533
295815	9659	16 Unemployment Comp-Facilities	-	-	-	130	300	200
295815	9101	17 Salaries & Wages-HR	-	-	2,017	199,987	373,276	581,378
295815	9107	17 Contracted Personal - HR	-	-	-	2,310	5,000	10,000
295815	9107	17 Salary Adjustments	-	-	-	-	-	16,119
295815	9201	17 Social Security-HR	-	-	124	11,569	24,889	36,916
295815	9202	17 Medicare-HR	-	-	29	2,706	5,821	8,634
295815	9205	17 Group Hospital Ins-HR	-	-	280	17,655	34,695	58,825
295815	9206	17 HRA-HR	-	-	51	3,360	6,600	10,560
295815	9210	17 Retirement-HR	-	-	208	21,828	45,562	72,045
295815	9211	17 401K Match-HR	-	-	40	3,396	8,029	11,908
295815	9230	17 Workers' Compensation-HR	-	-	6	560	1,204	3,572
295815	9301	17 Office Supplies	-	-	-	559	250	1,500
295815	9306	17 Employees Recognition-HR	-	-	-	305	5,800	7,650
295815	9325	17 Postage	-	-	-	3	100	150
295815	9352	17 Software	-	-	-	8,198	12,698	55,132
295815	9355	17 Other Operation Costs-HR	-	-	-	535	-	700
295815	9415	17 Meeting Expense-HR	-	-	-	-	3,050	-
295815	9440	17 Laundry & Dry Cleaning	-	-	-	100	800	800
295815	9445	17 Purchased Services	-	-	-	900	3,500	8,500
295815	9447	17 Outsourced Services	-	-	-	19,360	12,554	32,000

General Administration - 5815

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295815	9472	17 Tuition Reimbursement-HR	-	-	-	1,200	-	30,000
295815	9611	17 Mileage	-	-	-	108	200	250
295815	9630	17 Dues & Subscriptions	-	-	-	-	-	1,000
295815	9635	17 Training & Education-HR	-	-	-	2,033	12,000	10,000
295815	9640	17 Insurance & Bonds-HR	-	-	23	2,451	5,018	7,443
295815	9659	17 Unemployment Comp-HR	-	-	-	252	750	800
295815	9699	17 Recruitment-HR	-	-	-	2,115	1,965	12,000
295815	9101	18 Salaries & Wages-Finance	-	-	5,615	317,839	638,124	711,523
295815	9102	18 Part Time > 1000 Hours-Finance	-	-	1,237	19,957	34,269	34,398
295815	9103	18 Part Time < 1000 Hours-Finance	-	-	1,291	97	98	-
295815	9109	18 Salary Adjustments - Finance	-	-	-	-	-	21,024
295815	9151	18 Auditors	-	-	-	16,125	22,500	23,000
295815	9201	18 Social Security-Finance	-	-	492	19,832	41,694	47,551
295815	9202	18 Medicare-Finance	-	-	115	4,808	9,751	11,121
295815	9205	18 Group Hospital Ins-Finance	-	-	1,005	31,569	68,009	79,421
295815	9206	18 HRA - Finance	-	-	200	6,151	13,200	14,520
295815	9210	18 Retirement-Finance	-	-	763	37,560	76,328	92,800
295815	9211	18 401K Match-Finance	-	-	106	5,287	13,450	15,339
295815	9230	18 Workers' Compensation-Finance	-	-	23	940	2,120	4,602
295815	9301	18 Office Supplies	-	-	-	1,856	720	3,000
295815	9331	18 Minor Office Equipment & Furn	-	-	-	2,497	5,000	5,000
295815	9355	18 Other Operation Costs	-	-	-	51	50	250
295815	9445	18 Purchased Services	-	-	-	3,575	14,475	10,000
295815	9611	18 Mileage	-	-	-	521	500	1,000
295815	9630	18 Dues & Subscriptions	-	-	-	1,590	526	1,900
295815	9635	18 Training & Education	-	-	-	1,718	7,000	7,000
295815	9640	18 Insurance & Bonds-Finance	-	-	100	4,187	8,406	9,587
295815	9659	18 Unemployment Comp-Finance	-	-	-	511	1,425	1,050
295815	9630	168 Dues & Subscriptions-Accredita	4,850	9,550	11,650	11,650	11,650	11,650
295815	9355	177 Other Operation Costs - SG	200	-	-	-	-	-
295815	9101	250 Sals&Wags-Emp Wellness	110	52	16	-	-	-
295815	9102	250 PT>1000 Hrs-EmpWell	787	-	-	-	-	-
295815	9201	250 Social Security-EmpWell	54	3	1	-	-	-
295815	9202	250 Medicare-EmpWell	13	1	0	-	-	-
295815	9205	250 GrpHospIns-EmpWell	14	7	3	-	-	-
295815	9206	250 HRA-Emp Well	3	1	1	-	-	-
295815	9210	250 Retirement-EmployeeWellness	70	5	2	-	-	-
295815	9211	250 401K Match	1	0	0	-	-	-
295815	9230	250 WrkrsComp-EmpWell	3	1	0	-	-	-

General Administration - 5815

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295815	9301	250 Office Supplies-Wellness	-	-	-	-	250	250
295815	9320	250 Printing & Binding-Wellness	-	-	-	-	500	500
295815	9331	250 Minor Office Equip & Furn-Well	-	-	-	-	2,700	2,550
295815	9335	250 Food-Wellness	-	-	-	-	1,000	1,000
295815	9356	250 Special Prog Sup-Emp Well	6,486	4,385	195	611	2,460	2,000
295815	9447	250 Outsourced Services	-	-	-	1,413	2,653	2,700
295815	9611	250 Mileage - Employee Wellness	-	-	-	-	500	500
295815	9635	250 Training & Education-Wellness	-	-	-	-	1,250	500
295815	9640	250 Ins & Bonds-Emp Well	11	0	0	-	-	-
295815	9659	250 Unemp Comp-Emp Well	1	0	0	-	-	-
295815	9445	280 Purchased Svcs-NCTN	(4,882)	-	-	-	-	-
295815	9101	307 Salaries & Wages-Dream Center	-	14,161	1,914	8,853	8,386	8,386
295815	9201	307 Social Security-Dream Center	-	825	95	546	1,094	1,094
295815	9202	307 Medicare-Dream Center	-	193	22	128	256	256
295815	9205	307 Group Hospital Ins-DreamCenter	-	2,569	456	1,436	2,470	2,470
295815	9206	307 HRA - Dream Center	-	504	87	274	470	470
295815	9210	307 Retirement-Dream Center	-	1,234	195	852	1,344	1,344
295815	9211	307 401K Match-Dream Center	-	94	-	-	-	-
295815	9230	307 Workers' Comp-Dream Center	-	28	5	25	50	50
295815	9320	307 Printing & Binding-DreamCenter	-	153	-	-	-	-
295815	9331	307 Minor Office Equip-DreamCenter	-	-	-	79	-	-
295815	9355	307 Other Oper Costs-DreamCenter	-	2,694	-	-	-	-
295815	9401	307 Building & Equipment Rental	-	18,000	15,124	12,000	18,000	18,000
295815	9412	307 Lights & Power-DreamCenter	-	-	-	1,704	6,000	6,000
295815	9447	307 Contracted Serv-Dream Center	-	10,419	11,426	4,059	7,700	7,700
295815	9501	307 Building & Ground Maint-DreamC	-	3,424	25	188	600	600
295815	9640	307 Insurance & Bonds-Dream Center	-	126	23	111	222	222
295815	9659	307 Unemployment Comp-Dream Center	-	41	9	-	-	-
295815	9101	311 Salaries & Wages-Cooking	306	-	-	-	306	-
295815	9102	311 PT>1000 Hrs-Cooking	256	-	-	-	256	-
295815	9104	311 Temp-FT&PT - Cooking	283	-	-	-	-	-
295815	9107	311 Contract Personal Svcs-Cooking	16	-	-	-	-	-
295815	9201	311 Social Security-Cooking	52	-	-	-	52	-
295815	9202	311 Medicare-Cooking	12	-	-	-	12	-
295815	9205	311 GrpHospIns-Cooking	40	-	-	-	40	-
295815	9206	311 HRA-Cooking	8	-	-	-	8	-
295815	9210	311 Retirement-Cooking	44	-	-	-	44	-
295815	9211	311 401K Match	1	-	-	-	1	-
295815	9230	311 Workers' Comp-Cooking	2	-	-	-	5	-

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295815	9320	311 Printing & Binding - CookingCl	20	60	10	11	50	-
295815	9335	311 Food-Cooking	631	3,988	167	1,714	2,313	2,566
295815	9356	311 SpecProgSup-Cooking	1,803	60	1,476	1,335	2,800	2,500
295815	9447	311 Contracted Svcs-CookingClass	420	-	750	1,050	3,250	2,940
295815	9611	311 Mileage-Cooking	-	532	-	47	250	150
295815	9640	311 Insurance & Bonds-Cooking	11	-	-	-	46	-
295815	9659	311 UnempComp-CookClasses	17	-	-	-	17	-
295815	9101	312 Salaries & Wages-Culinary	142,071	121,860	53,048	-	-	-
295815	9201	312 Social Security-Culinary	8,472	6,994	3,100	-	-	-
295815	9202	312 Medicare-Culinary	1,981	1,674	725	-	-	-
295815	9205	312 Group Hospital Ins-Culinary	5,904	6,685	2,835	-	-	-
295815	9206	312 HRA-Culinary	1,210	1,315	540	-	-	-
295815	9210	312 Retirement-Culinary	10,388	10,979	5,400	-	-	-
295815	9211	312 401K Match	1,278	1,219	600	-	-	-
295815	9230	312 Workers' Comp-Culinary	427	277	147	-	-	-
295815	9320	312 Printing & Binding-Culinary	42	-	-	-	-	-
295815	9335	312 Food-Culinary	8,859	1,247	-	-	-	-
295815	9355	312 Other Operation Costs-Culinary	1,622	332	-	-	-	-
295815	9611	312 Mileage	1,421	249	-	-	-	-
295815	9635	312 Training & Education-Culinary	2,895	-	-	-	-	-
295815	9640	312 Insurance & Bonds-Culinary	1,546	1,235	658	-	-	-
295815	9659	312 Unemployment Comp-Culinary	59	99	40	-	-	-
295815	9101	314 Salaries & Wages-ForOceans	-	4,944	43,719	-	-	-
295815	9201	314 Social Security-Forever Oceans	-	287	2,542	-	-	-
295815	9202	314 Medicare-Forever Oceans	-	67	594	-	-	-
295815	9205	314 Group Hospital Ins-ForOceans	-	295	2,536	-	-	-
295815	9206	314 HRA-ForeverOceans	-	56	483	-	-	-
295815	9210	314 Retirement-ForeverOceans	-	469	4,451	-	-	-
295815	9211	314 401K Match-ForeverOceans	-	49	477	-	-	-
295815	9230	314 Workers' Comp-ForOceans	-	-	121	-	-	-
295815	9335	314 Food-ForeverOceans	-	-	2,285	-	-	-
295815	9640	314 Insurance & Bonds-ForOceans	-	-	542	-	-	-
295815	9659	314 Unemployment Comp-ForOceans	-	3	32	-	-	-
295815	9356	315 Special Prgm Sup-Safety	4,756	10,644	2,774	473	374	946
295815	9356	320 Special ProgSup-Diversity	-	6,123	-	-	-	15,000
295815	9107	403 Contracted Personnel-Kann Reno	-	-	-	-	-	20,000
295815	9355	403 Other Operation Costs-Kann Ren	-	-	-	-	-	20,000
295815	9447	403 Outsourced Services-Kann Reno	-	-	-	-	-	50,000
295815	9608	403 Architect Expenses-Kann Reno	-	-	-	-	-	3,000

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295815	9860	403 Equipment & Furniture-Kann Ren	-	-	-	-	-	100,000
295815	9356	901 Special Program Supplies	1,803	-	-	-	-	-
295815	9320	903 Printing & Binding	4	-	-	-	-	-
295815	9320	906 Printing & Binding	32	-	-	-	-	-
295815	9101	908 Salaries & Wages-ChildrenWin	-	32,324	26,657	11,807	18,413	-
295815	9102	908 Part Time>1000Hrs-ChildrenWin	852	-	5,529	6,273	10,413	-
295815	9201	908 Social Security-ChildrenWin	52	1,991	1,987	1,118	2,113	-
295815	9202	908 Medicare-ChildrenWin	12	466	465	261	494	-
295815	9205	908 Group Hospital Ins-ChildrenWin	1	3,415	2,367	914	3,487	-
295815	9206	908 HRA-ChildrenWin	-	671	450	173	660	-
295815	9210	908 Retirement-ChildrenWin	66	2,919	3,190	2,057	3,476	-
295815	9211	908 401K Match-ChildrenWin	-	323	297	236	341	-
295815	9230	908 Workers' Comp-ChildrenWin	2	70	90	51	102	-
295815	9320	908 Printing & Binding	-	-	1	2	-	-
295815	9355	908 Other Operation Costs	6,237	5,735	-	-	-	-
295815	9447	908 Contracted Services	-	5,000	-	-	-	-
295815	9640	908 Insurance & Bonds-ChildrenWin	11	311	400	226	426	-
295815	9659	908 Unemployment Comp-ChildrenWin	-	49	38	42	75	-
295815	9102	909 Part Time > 1000 Hours-PSP-FC	2,370	-	-	-	-	-
295815	9201	909 Social Security-PSP-FC	141	-	-	-	-	-
295815	9202	909 Medicare-PSPS-FC	33	-	-	-	-	-
295815	9205	909 Group Hospital Ins-PSP-FC	2	-	-	-	-	-
295815	9206	909 HRA-PSP-FC	81	-	-	-	-	-
295815	9210	909 Retirement-PSP-FC	185	-	-	-	-	-
295815	9211	909 401K Match	17	-	-	-	-	-
295815	9230	909 Workers' Comp-PSP-FC	9	-	-	-	-	-
295815	9355	909 Other Operation Costs	2,289	-	-	-	-	-
295815	9611	909 Mileage-PSP-FC	92	-	-	-	-	-
295815	9640	909 Insurance & Bonds-PSP-FC	30	-	-	-	-	-
295815	9659	909 Unemployment Comp-PSP-FC	11	-	-	-	-	-
295815	9365	910 Pharmacy-LARC	9,776	-	-	-	-	-
295815	9101	912 Salaries & Wages-LME	3,363	-	-	-	-	-
295815	9102	912 Part Time > 1000 Hrs-LME	6,449	-	-	-	-	-
295815	9201	912 Social Security-LME	605	-	-	-	-	-
295815	9202	912 Medicare-LME	141	-	-	-	-	-
295815	9205	912 Group Hospital Ins-LME	36	-	-	-	-	-
295815	9206	912 HRA-LME	6	-	-	-	-	-
295815	9210	912 Retirement-LME	764	-	-	-	-	-
295815	9230	912 Workers' Compensation-LME	27	-	-	-	-	-

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295815	9355	912 Other Operation Costs-LME	65	-	-	-	-	-
295815	9356	912 Special Program Supplies-LME	1,468	-	-	-	-	-
295815	9635	912 Training & Education-LME	14,018	-	-	-	-	-
295815	9640	912 Insurance & Bonds-LME	95	-	-	-	-	-
295815	9659	912 Unemployment Comp-LME	15	-	-	-	-	-
295815	9355	913 Other Operation Costs-MHP	6,439	-	-	-	-	-
295815	9447	913 Contracted Services-MHP	1,000	-	-	-	-	-
295815	9355	914 Other Oper Costs-FCC Outreach	5,465	-	-	-	-	-
295815	9101	41100 Salaries & Wages - Admin Aid	1,530,779	1,237,987	1,175,841	170,085	352,473	385,711
295815	9102	41100 Part Time > 1000 Hours - Adm A	143,835	84,460	51,255	12,886	21,800	1,000
295815	9103	41100 Part Time < 1000 Hours - Adm A	34,147	36,794	32,877	563	4,606	500
295815	9104	41100 Temporary - Part & Full Admin	6,179	-	-	-	-	-
295815	9107	41100 Contracted Personal Svc-Admin	-	9,088	13,460	-	1,000	500
295815	9109	41100 Salary Adjustments	-	-	-	-	-	14,823
295815	9151	41100 Auditors	22,950	13,700	21,500	-	-	-
295815	9171	41100 Legal Fees	19,469	65,874	41,795	29,113	65,000	65,000
295815	9201	41100 Social Security - Admin Aid	94,903	75,052	84,393	9,572	34,925	33,558
295815	9202	41100 Medicare - Admin Aid	23,927	18,927	19,855	2,674	8,168	7,848
295815	9205	41100 Group Hospital Ins Admin Aid	126,855	120,019	124,562	10,709	26,228	37,868
295815	9206	41100 HRA-Gen Admin	26,264	23,963	(586)	2,009	4,990	6,798
295815	9210	41100 Retirement - Admin Aid	130,023	115,442	138,578	21,096	60,151	65,492
295815	9211	41100 401K Match	20,099	9,508	12,590	2,362	11,664	10,825
295815	9230	41100 Workers' Comp - Admin Aid	5,169	-	(260)	545	1,952	3,248
295815	9240	41100 Other Benefits	113,925	115,033	101,275	47,226	114,479	108,154
295815	9301	41100 Office Supplies-Admin Aid	11,695	12,870	15,421	4,149	11,469	11,695
295815	9306	41100 Employee Recognition-Admin Aid	11,061	6,657	13,418	310	200	-
295815	9309	41100 QA/QI-Administration	131	137	1,319	8,460	8,460	4,890
295815	9320	41100 Printing & Binding-Admin	394	377	449	747	325	598
295815	9321	41100 Imaging Expense-Admin	3,454	-	-	-	1,500	750
295815	9325	41100 Postage-Admin Aid	5,756	4,044	4,801	500	4,572	4,423
295815	9330	41100 Tools & Minor Equip-GenAd	730	-	489	-	-	350
295815	9331	41100 Minor Office Equip&Furn-Admin	7,243	9,786	21,692	12,097	17,420	14,525
295815	9345	41100 Automotive Supplies-Admin	233	233	-	-	168	125
295815	9346	41100 Fuel-Administration	3,738	5,937	1,160	350	2,000	1,500
295815	9355	41100 Other Oper Costs-Administratio	70,698	(5,864)	29,414	2,284	96,751	31,416
295815	9360	41100 Medical Supplies	-	-	-	280	50	150
295815	9394	41100 Janitorial Supplies-Admin	10,970	10,135	8,770	-	-	-
295815	9401	41100 Building & Equipment Rental	-	-	-	19,985	39,876	39,876
295815	9406	41100 Bank Svc Charges-Admin	23,855	21,970	21,301	12,327	20,000	22,000

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295815	9412	41100 Lights&Power-Admin	162,695	173,050	145,891	60,207	151,091	145,891
295815	9420	41100 Telecommunications-Admin	11,561	5,929	5,523	1,567	5,700	5,523
295815	9440	41100 Laundry & Dry Cleaning-Admin	976	1,102	262	-	-	350
295815	9445	41100 Purchased Svcs-Admin	14,244	15,930	76,124	1,062	691	750
295815	9447	41100 Contracted Svcs-Admin	128,322	111,578	148,006	12,253	14,673	24,000
295815	9472	41100 Tuition Reimbursement-Gen Ad	3,488	4,795	2,288	1,200	4,444	-
295815	9501	41100 Building & Ground Maintenance	57,813	52,248	59,836	2,035	1,415	2,500
295815	9520	41100 Auto&Trk Mntnce-Admin	1,355	1,870	844	135	251	250
295815	9560	41100 Minor Equip Maint-Admin	350	22	-	-	75	50
295815	9570	41100 Service Contracts-Admin	46,953	52,393	59,100	10,016	30,970	20,000
295815	9611	41100 Mileage-Administration	(3,706)	(259)	915	385	100	1,000
295815	9615	41100 Property Tax-Gen Ad	1,989	1,930	2,018	996	1,826	2,000
295815	9625	41100 Board Travel/Meetings	1,200	1,200	1,880	690	1,290	1,200
295815	9630	41100 Dues & Subscript-Admin	10,064	7,620	25,365	5,649	11,000	11,000
295815	9635	41100 Training & Ed-Admin	117,004	72,143	68,001	54,430	37,852	64,492
295815	9640	41100 Insurance & Bonds-Admin	24,862	-	(1,139)	2,399	8,858	6,766
295815	9659	41100 Unemployment Compensation	1,321	-	1,317	221	1,042	515
295815	9692	41100 Public Relations-Gen Admin	22,135	19,269	15,520	5,942	190	-
295815	9699	41100 Recruitment	(1,737)	2,297	2,582	1,054	535	-
295815	9860	41100 Equipment & Furniture	22,133	7,527	-	-	-	-
295815	9355	50114 Other Oper Costs-CHIP Peer Rev	1,000	-	-	-	-	-
295815	9101	50466 Salaries & Wages-AdvEquity	-	-	-	12,179	28,461	63,233
295815	9201	50466 Social Security-AdvEquity	-	-	-	701	1,765	3,920
295815	9202	50466 Medicare-AdvEquity	-	-	-	164	413	917
295815	9205	50466 Group Hospital Ins-AdvEquity	-	-	-	1,343	3,018	7,353
295815	9206	50466 HRA-AdvEquity	-	-	-	256	920	1,320
295815	9210	50466 Retirement-AdvEquity	-	-	-	1,386	3,239	7,651
295815	9211	50466 401K Match-AdvEquity	-	-	-	232	569	1,265
295815	9230	50466 Workers' Comp-AdvEquity	-	-	-	34	85	379
295815	9320	50466 Printing & Binding-AdvEquity	-	-	-	-	500	500
295815	9611	50466 Mileage-AdvEquity	-	-	-	-	250	250
295815	9635	50466 Training & Education-AdvEquity	-	-	-	-	250	250
295815	9640	50466 Insurance & Bonds-AdvEquity	-	-	-	152	356	790
295815	9659	50466 Unemployment Comp-AdvEquity	-	-	-	-	74	100
295815	9101	50892 Salaries & Wages - ARTS	61,378	-	-	-	-	-
295815	9201	50892 Social Security-ARTS	3,042	-	-	-	-	-
295815	9202	50892 Medicare-ARTS	711	-	-	-	-	-
295815	9205	50892 Grp Hospital Ins-ARTS	5,722	-	-	-	-	-
295815	9206	50892 HRA-ARTS	1,177	-	-	-	-	-

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295815	9210	50892 Retirement-ARTS	4,783	-	-	-	-	-
295815	9230	50892 Workers' Compensation-ARTS	183	-	-	-	-	-
295815	9301	50892 Office Supplies-ARTS	134	-	-	-	-	-
295815	9307	50892 Regional Expense-ARTS	6,113	-	-	-	-	-
295815	9320	50892 Printing & Binding-ARTS	202	-	-	-	-	-
295815	9611	50892 Mileage-ARTS	3,777	-	-	-	-	-
295815	9635	50892 Training & Education-ARTS	1,479	-	-	-	-	-
295815	9640	50892 Insurance & Bonds-ARTS	714	-	-	-	-	-
295815	9659	50892 Unemployment Comp-ARTS	59	-	-	-	-	-
295815	9101	255 Salaries & Wages-CEE	-	-	-	-	-	15,000
295815	9201	255 Social Security-CEE	-	-	-	-	-	930
295815	9202	255 Medicare-CEE	-	-	-	-	-	218
295815	9205	255 Group Hospital Insurance-CEE	-	-	-	-	-	1,756
295815	9206	255 HRA-CEE	-	-	-	-	-	317
295815	9210	255 Retirement-CEE	-	-	-	-	-	1,815
295815	9211	255 401K Match-CEE	-	-	-	-	-	300
295815	9230	255 Workers' Compensation-CEE	-	-	-	-	-	90
295815	9640	255 Insurance & Bonds-CEE	-	-	-	-	-	18
295815	9659	255 Unemployment Comp-CEE	-	-	-	-	-	24
295815	9101	280A Salaries & Wages-NCTNII	185,174	26,173	-	-	-	-
295815	9171	280A Legal Fees-NCTNII	2,378	-	-	-	-	-
295815	9201	280A Social Security-NCTN II	8,257	1,611	-	-	-	-
295815	9202	280A Medicare- NCTN II	2,650	377	-	-	-	-
295815	9205	280A Grp Hosp Ins- NCTN II	10,485	2,351	-	-	-	-
295815	9206	280A HRA- NCTN II	2,151	477	-	-	-	-
295815	9210	280A Retirement-NCTN II	14,335	2,353	-	-	-	-
295815	9211	280A 401K Match	1,481	262	-	-	-	-
295815	9230	280A Wrkrs Comp-NCTN II	559	73	-	-	-	-
295815	9355	280A Other Oper Costs-NCTN II	665	134	-	-	-	-
295815	9445	280A Purchased Services - NCTN II	2,940,724	1,194,956	-	-	-	-
295815	9447	280A Contracted Svcs-NCTN II	279,390	-	-	-	-	-
295815	9640	280A Ins & Bonds - NCTN II	2,295	327	-	-	-	-
295815	9659	280A UnempComp-NCTN II	125	44	-	-	-	-
Total Expense			6,881,284	4,055,399	2,779,340	1,616,161	3,267,215	4,046,654
Net			(581,454)	(329,394)	(321,542)	(256,187)	(349,069)	(632,588)

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265832	6200	175 CHA Grant-APP	72,471	79,133	100,673	38,842	100,000	100,000
265832	6250	186 DHHS-NC Div of SS	-	-	-	29,089	140,000	140,000
265832	6415	260 Medicaid-PPNB HV	10,541	12,617	12,807	262	10,004	-
265832	6417	260 Medicaid Managed Care	-	-	-	3,457	-	20,000
265832	6438	260 Medicaid Settlement-NB/PPHV	-	398	12,680	-	-	-
265832	6835	512 Foundation for the Carolinas	-	-	5,045	-	-	-
265832	6446	513 Contribution-City of Kannapoli	-	-	6,333	-	-	-
265832	6250	50846 DHHS-InnovativeApproaches	131,641	165,444	164,687	67,949	165,500	331,000
265832	6848	50846 AMCHP	-	-	300	750	750	-
265832	6200	51070 CHA Grant - PCM	43,707	43,708	43,708	18,210	43,708	43,708
265832	6415	51070 Medicaid - PCM	413,540	345,434	454,024	45,756	423,060	-
265832	6417	51070 Medicaid Managed Care	-	-	-	277,404	-	557,581
265832	6200	53180 CHA Grant - CC4C	44,136	44,136	44,136	18,390	44,136	44,136
265832	6415	53180 Medicaid - CC4C	384,367	319,050	359,638	5,226	347,196	-
265832	6417	53180 Medicaid Managed Care	-	-	-	216,989	-	383,206
Total Revenue			1,100,403	1,009,919	1,204,030	722,323	1,274,354	1,619,631
Expense								
295832	9101	175 Salaries & Wages-APP	958	10,538	53,574	25,111	64,362	52,658
295832	9102	175 Part Time > 1000 Hours-APP	40,387	37,036	-	-	-	-
295832	9201	175 Social Security-APP	2,482	2,797	3,258	1,538	3,990	3,265
295832	9202	175 Medicare-APP	580	654	762	360	933	764
295832	9205	175 Grp Hosp Ins-APP	1,921	6,476	6,503	3,339	8,674	7,353
295832	9206	175 Hlth Reimb Arrang-APP	498	1,536	1,377	632	1,650	1,320
295832	9210	175 Retirement-APP	3,166	4,168	5,295	2,686	7,305	6,372
295832	9211	175 401K Match	81	68	58	61	1,287	1,053
295832	9230	175 Wrkrs Comp-APP	123	102	149	70	193	316
295832	9301	175 Office Supplies-APP	236	78	9	-	-	750
295832	9320	175 Printing & Binding-APP	48	-	13	5	102	250
295832	9331	175 Minor Office Equip&Furn-APP	3,562	1,179	2,374	-	480	2,500
295832	9335	175 Food - APP	1,380	2,284	1,896	561	1,077	2,000
295832	9355	175 Other Operation Costs - APP	1,071	2,783	3,798	815	1,000	14,941
295832	9356	175 Special Prog Sup-APP	7,247	4,599	13,339	3,464	3,077	-
295832	9420	175 Telecommunications-APP	-	-	-	456	-	500
295832	9611	175 Mileage-APP	1,151	499	148	-	300	300
295832	9630	175 Dues & Subscriptions - APP	240	240	4,100	977	2,400	2,400
295832	9635	175 Trng & Ed-APP	6,697	4,808	4,402	325	2,177	2,500
295832	9640	175 Insurance & Bonds-APP	506	443	643	306	805	658

Social Determinates of Health - 5832

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295832	9659	175 UnempComp-APP	107	114	78	61	188	100
295832	9101	186 Salaries & Wages-PosParentProg	-	-	-	10,202	20,232	29,349
295832	9102	186 PartTime>1000 Hours-PosParentP	-	-	-	9,667	23,400	25,240
295832	9201	186 Social Security-PosParentProg	-	-	-	1,211	2,705	3,385
295832	9202	186 Medicare-PosParentProg	-	-	-	283	633	792
295832	9205	186 Group Hospital Ins-PosParentPr	-	-	-	895	7,739	2,794
295832	9206	186 HRA - PosParentProg	-	-	-	171	1,389	502
295832	9210	186 Retirement-PosParentProg	-	-	-	1,871	4,965	6,479
295832	9211	186 401K Match-PosParentProg	-	-	-	90	873	1,092
295832	9230	186 Workers' Comp-PosParentProg	-	-	-	56	131	328
295832	9325	186 Postage-PosParentProgram	-	-	-	50	120	-
295832	9331	186 Minor Office Equipment & Furn	-	-	-	1,257	3,714	-
295832	9335	186 Food	-	-	-	-	-	7,800
295832	9355	186 Other Operation Costs-PosParen	-	-	-	-	2,200	4,316
295832	9356	186 Special Program Supplies-PPP	-	-	-	11	16,464	10,670
295832	9356	186A SpecialProgramSupp-PPPIndirect	-	-	-	-	11,072	10,400
295832	9420	186 Telecommunications-PPP	-	-	-	145	1,496	-
295832	9447	186 Contracted Services-PosParentP	-	-	-	700	28,850	26,350
295832	9611	186 Mileage-PosParentProgram	-	-	-	-	1,382	1,204
295832	9630	186 Dues and Subsriptions	-	-	-	-	-	2,500
295832	9635	186 Training & Education-PPP	-	-	-	7,395	11,940	5,980
295832	9640	186 Insurance & Bonds-PosParentPro	-	-	-	248	545	682
295832	9659	186 Unemployment Comp-PosParentPro	-	-	-	66	150	138
295832	9101	260 Salaries & Wages-PPNB HV	3,208	4,590	3,765	1,265	3,395	11,594
295832	9102	260 PT>1000 Hrs-PPNBHV	646	-	-	-	-	-
295832	9109	260 Salary Adjustments	-	-	-	-	89	-
295832	9201	260 Social Security-PPNB HV	234	280	232	78	216	719
295832	9202	260 Medicare-PPNB HV	55	65	54	18	51	168
295832	9205	260 GrpHospIns-PPNB HV	320	476	365	114	347	1,546
295832	9206	260 HRA-PPNB HV	66	96	71	22	66	330
295832	9210	260 Retirement-PPNB HV	299	414	384	144	395	1,403
295832	9211	260 401K Match	33	46	51	25	70	232
295832	9230	260 WrkrsComp-PPNB HV	11	12	11	4	10	70
295832	9355	260 Other Operation Costs	535	354	2,039	-	-	-
295832	9356	260 Special Program Supp-PPNBHV	2,333	3,185	1,255	297	4,813	3,078
295832	9611	260 Mileage-PPNB HV	373	367	-	-	500	700
295832	9640	260 Ins&Bonds-PPNB HV	48	56	47	16	44	145
295832	9659	260 UnempComp-PPNB HV	5	8	4	2	8	15
295832	9356	512 Special Program Supplies	-	-	5,056	-	-	-

Social Determinates of Health - 5832

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295832	9356	513 Special Program Supplies-CRCK	-	-	6,333	-	-	-
295832	9101	50846 Salaries & Wages-InnovApproach	74,869	78,745	78,867	44,511	75,909	157,720
295832	9109	50846 Salary Adjustments-InnAp	-	-	-	-	1,965	4,396
295832	9201	50846 SS-InnovativeApproaches	4,369	4,602	4,615	2,608	4,828	10,051
295832	9202	50846 Medicare-InnovApproach	1,022	1,076	1,079	610	1,129	2,351
295832	9205	50846 GrpHospIns-InnovApproach	6,275	6,948	6,824	3,775	6,939	22,060
295832	9206	50846 HRA-InnovApproach	1,287	1,366	1,299	719	1,320	3,960
295832	9210	50846 Retirement-InnovApproach	5,779	7,014	7,955	5,001	10,396	19,616
295832	9211	50846 401K Match	-	-	-	-	-	3,242
295832	9230	50846 WrkrsComp-InnovApproach	221	173	219	125	234	973
295832	9301	50846 Office Supplies-InnovApproach	992	580	5	-	480	2,500
295832	9320	50846 Printing & Binding-InnovApproa	1,445	591	3,322	606	1,113	1,500
295832	9325	50846 Postage-InnovApproach	147	-	279	83	165	-
295832	9331	50846 MinorOfficEquip&Furn-InnApproac	-	-	283	-	-	12,000
295832	9335	50846 Food-InnovApproach	4,167	1,398	-	-	1,265	10,460
295832	9356	50846 SpProgSup-InnovApproach	4,385	8,655	5,905	1,405	3,440	9,720
295832	9420	50846 Telecommunications-IAP	401	60	60	30	60	2,375
295832	9447	50846 ContractedSvcs-InnovApproach	14,063	45,853	44,334	30,136	54,174	15,000
295832	9611	50846 Mileage-InnovApproach	2,678	1,923	-	-	660	697
295832	9630	50846 Dues & Subscriptions	-	-	-	300	300	1,000
295832	9635	50846 Trng&Ed-InnovApproach	10,134	5,127	10,000	-	750	20,000
295832	9640	50846 Ins&Bonds-InnovApproach	923	761	967	549	973	2,026
295832	9659	50846 UnempComp-InnApproach	59	107	79	72	150	300
295832	9356	50846 Special Prgram Supplies-InnApproach	-	-	-	-	-	29,053
295832	9101	51070 Salaries & Wages -PCM	323,688	312,075	266,256	174,664	310,103	367,911
295832	9102	51070 Part Time > 1000 Hours -PCM	6,078	-	-	-	-	-
295832	9109	51070 Salary Adjustments-PCM	-	-	-	-	8,017	-
295832	9201	51070 Social Security - PCM	19,921	18,906	16,298	10,664	19,723	22,810
295832	9202	51070 Medicare - PCM	4,659	4,421	3,812	2,494	4,613	5,335
295832	9205	51070 Group Hospital Ins - PCM	32,707	31,897	21,860	14,784	36,083	43,383
295832	9206	51070 HRA - PCM	6,751	6,260	4,151	2,812	6,864	7,788
295832	9210	51070 Retirement - PCM	25,033	27,675	26,267	19,589	36,107	44,517
295832	9211	51070 401K Match	2,384	2,172	2,437	2,661	6,362	7,358
295832	9230	51070 Workers' Compensation - PCM	944	683	740	489	954	2,207
295832	9301	51070 Office Supplies - PCM	769	3,474	1,876	536	1,200	1,000
295832	9308	51070 Patient Educ. Supplies - PCM	268	-	-	-	500	1,000
295832	9320	51070 Printing & Binding - PCM	109	127	116	66	300	750
295832	9325	51070 Postage - PCM	500	350	450	400	400	600
295832	9331	51070 Minor Office Equip & Furn- PCM	957	-	9,326	-	2,000	5,000

Social Determinates of Health - 5832

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295832	9355	51070 Other Operation Costs-PCM	-	24,618	-	-	-	15,700
295832	9356	51070 Special Program Supplies-PCM	-	-	290	-	18,784	-
295832	9420	51070 Telecommunications-PCM	592	1,773	1,274	228	2,000	1,500
295832	9447	51070 Outsourced Services	-	-	-	34	-	-
295832	9611	51070 Mileage - PCM	4,077	2,352	316	-	3,000	5,000
295832	9635	51070 Training & Ed-PCM	1,997	512	2,637	130	5,000	16,100
295832	9640	51070 Insurance & Bonds - PCM	4,054	2,995	3,246	2,152	3,977	4,601
295832	9659	51070 UnempComp-PCM	321	575	356	325	781	590
295832	9101	53180 Salaries & Wages - CC4C	289,644	242,779	202,898	134,526	222,830	208,425
295832	9102	53180 Part Time > 1000 Hours -CC4C	4,681	43,122	42,977	26,002	43,763	89,053
295832	9109	53180 Salary Adjustments-CC4C	-	-	-	-	6,875	-
295832	9201	53180 Social Security - CC4C	17,504	16,794	14,098	9,162	16,955	18,444
295832	9202	53180 Medicare - CC4C	4,094	3,928	3,297	2,143	3,965	4,314
295832	9205	53180 Group Hospital Ins - CC4C	30,548	31,697	28,386	17,466	31,129	35,234
295832	9206	53180 HRA - CC4C	6,286	6,506	5,641	3,468	6,184	6,798
295832	9210	53180 Retirement - CC4C	20,799	25,162	24,543	17,980	31,039	35,995
295832	9211	53180 401K Match	2,637	2,837	2,927	3,046	5,469	5,950
295832	9230	53180 Workers' Compensation - CC4C	870	636	566	450	958	1,785
295832	9301	53180 Office Supplies-CC4C	1,076	3,398	1,523	276	1,200	500
295832	9308	53180 Pt Education Supplies-CC4C	479	135	-	79	500	500
295832	9320	53180 Printing & Binding-CC4C	206	170	230	87	300	300
295832	9325	53180 Postage - CC4C	500	250	500	400	400	400
295832	9331	53180 Minor Office Equip-CC4C	957	-	3,216	-	2,000	6,000
295832	9355	53180 Other Operation Costs - CC4C	-	73,292	-	-	3,719	-
295832	9420	53180 Telecommunications-CC4C	2,320	9,130	2,752	348	2,000	1,500
295832	9447	53180 Outsourced Services	-	-	-	30	-	-
295832	9611	53180 Mileage-CC4C	2,467	1,122	148	26	3,000	3,000
295832	9635	53180 Training & Education - CC4C	1,981	1,734	2,446	438	5,000	5,000
295832	9640	53180 Insurance & Bonds - CC4C	3,624	2,792	2,459	1,606	3,418	3,719
295832	9659	53180 UnempComp-CC4C	285	516	340	324	628	425
295832	9355	5107A Other Oper Costs-PCM Indirect	-	12,248	67,726	-	-	48,139
295832	9355	5318A OtherOperCosts-CC4C Indirect	-	2,930	53,520	-	-	-
Total Expense			1,040,588	1,177,374	1,109,438	617,482	1,274,354	1,619,631
Net			59,815	(167,455)	94,591	104,841	-	-

School Health - 5840

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265840	6666	102 KIDS Plus Revenue	3,284	3,192	2,924	1,788	3,151	3,134
265840	6675	102 Cabarrus County School System	18,885	13,339	66,039	50,890	15,561	58,000
265840	6676	102 Kannapolis City School System	2,808	3,136	19,042	15,526	2,448	24,986
265840	6803	102 Miscellaneous Revenue	-	-	1,600	-	-	-
265840	6805	102 Contributions & Private Donat	45,000	44,005	-	11,125	11,125	-
265840	6901	102 Fund Balance Appropriated-SH	-	-	-	-	132,222	-
265840	6904	102 Contribution from Cabarrus Cty	2,884,387	3,053,426	3,560,361	1,900,696	4,047,853	4,522,536
265840	6675	202 CabarrusCoSchools-SH Misc	-	-	1,341	-	-	-
265840	6675	510 Cabarrus County School System	-	-	216,000	-	-	-
265840	6200	50361 CHA Grant-ELCRSSHL	-	-	-	23,869	115,000	-
265840	6200	50362 CHA Grant-ELC-SH	-	-	-	613,769	4,451,440	1,825,090
265840	6200	50620 CHA Grant - SH Team WF	-	-	-	-	-	267,838
265840	6200	50803 CHA Grant-SNFI	54,167	52,014	43,820	17,440	50,000	50,000
Total Revenue			3,008,531	3,169,112	3,911,128	2,635,104	8,828,800	6,751,584
Expense								
295840	9101	102 Salaries & Wages-School Health	294,645	365,263	571,679	239,732	531,055	515,045
295840	9102	102 PT>1000 Hrs School Health	1,965,570	1,936,547	2,186,680	1,387,179	2,324,604	2,556,327
295840	9103	102 PT < 1000 Hrs School Health	2,587	-	-	-	50,017	-
295840	9104	102 Temp PT & Full School Health	45,376	41,818	35,180	19,091	14,071	47,199
295840	9109	102 Salary Adjustments-SH	-	-	-	-	78,667	91,804
295840	9201	102 Social Security-School Health	134,354	136,779	161,686	94,982	191,454	206,489
295840	9202	102 Medicare-School Health	31,422	31,989	37,813	22,214	44,776	48,292
295840	9205	102 Group Hosp Ins School Health	152,863	214,308	262,241	145,448	338,247	411,814
295840	9206	102 HRA - School Health	37,974	44,211	45,850	26,817	64,020	73,920
295840	9210	102 Retirement-School Health	172,465	199,680	270,875	181,472	344,210	397,112
295840	9211	102 401K Match	11,677	13,432	21,488	19,038	60,654	65,638
295840	9230	102 Workers' Comp School Health	6,498	-	-	4,609	9,384	19,983
295840	9301	102 Office Supplies - School Healt	1,329	1,656	1,141	306	1,825	1,375
295840	9320	102 Printing & Binding - Sch Hlth	491	153	271	59	372	372
295840	9325	102 Postage - School Health	200	200	200	100	200	200
295840	9331	102 Minor Off Equip & Furn Sch Hlt	227	281	2,032	100	236	236
295840	9355	102 Other Operation Costs-SH	2,282	2,212	1,872	2,573	3,374	2,235
295840	9360	102 Medical Supplies - Sch Hlth	1,795	1,027	4,624	4,348	2,819	4,895
295840	9420	102 Telecommunications-SH	1,863	1,825	2,168	1,141	1,838	1,838
295840	9447	102 Contracted Services-SH	6,506	6,701	7,478	7,250	44,000	44,000
295840	9560	102 Minor Equipment Maintenance	55	55	637	55	55	55
295840	9570	102 Service Contracts	-	-	-	271	-	-

School Health - 5840

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295840	9611	102 Mileage - School Health	4,015	3,308	509	463	3,462	3,462
295840	9630	102 Dues & Subscrip-SH	-	-	279	300	65	500
295840	9635	102 Training & Education - Sch Hlt	10,425	4,228	3,334	693	8,649	8,649
295840	9640	102 Insurance & Bonds	28,771	24,921	12,147	20,505	38,600	41,631
295840	9659	102 UnempComp-SchoolHlth	2,413	-	2,958	2,722	8,100	6,100
295840	9860	102 Equipment & Furniture - SH	-	-	-	51,407	-	-
295840	9101	50803 Salaries & Wages-SNFI	-	1,532	-	-	-	-
295840	9102	50803 Part Time > 1000 Hours-SNFI	45,905	52,854	38,472	23,569	59,912	37,954
295840	9201	50803 Social Security-SNFI	2,788	3,349	2,383	949	3,812	2,383
295840	9202	50803 Medicare-SNFI	652	783	557	222	892	557
295840	9205	50803 Group Hospital Insurance-SNFI	3,639	5,487	3,494	2,498	6,903	3,494
295840	9206	50803 HRA-SNFI	935	1,157	665	421	1,320	665
295840	9210	50803 Retirement-SNFI	3,577	4,889	3,917	2,682	6,978	3,917
295840	9211	50803 401K Match	408	539	385	-	1,230	385
295840	9230	50803 Workers' Compensation-SNFI	129	128	108	66	184	108
295840	9635	50803 Training & Education-SNFI	-	20	-	-	152	-
295840	9640	50803 Insurance & Bonds-SNFI	574	570	481	295	760	481
295840	9659	50803 UnempComp-SNFI	34	77	57	41	150	57
295840	9101	202 Salaries & Wages-SH Misc	-	386	4,134	1,104	129	4,133
295840	9102	202 PT > 1000 hours - SH Misc	15,728	12,525	46,953	39,816	12,354	40,000
295840	9104	202 Temp PT & FT - SH Misc	-	-	252	881	49	900
295840	9201	202 Social Security - SH Misc	907	793	3,074	2,586	754	3,000
295840	9202	202 Medicare - SH Misc	212	185	719	605	176	719
295840	9205	202 Group Hosp Ins - SH Misc	1,210	161	1,151	409	457	1,151
295840	9206	202 HRA - SH Misc	309	84	1,973	1,871	131	1,973
295840	9210	202 Retirement - SH Misc	1,243	1,161	5,487	4,657	949	5,487
295840	9211	202 401K Match	39	60	582	532	33	582
295840	9230	202 Workers' Comp - SH Misc	58	36	144	117	49	144
295840	9355	202 OtherOperationCosts-SH Misc	-	-	752	-	-	752
295840	9640	202 Insurance & Bonds - SH Misc	197	161	642	523	157	642
295840	9659	202 UnemployComp - SH Misc	76	54	1	110	75	1
295840	9101	50620 Salaries & Wages-SHTWF	-	-	-	-	-	150,403
295840	9102	50620 Part Time > 1000 Hours-SHTWF	-	-	-	-	-	45,000
295840	9201	50620 Social Security-SHTWF	-	-	-	-	-	12,115
295840	9202	50620 Medicare-SHTWF	-	-	-	-	-	2,833
295840	9205	50620 Group Hospital Ins-SHTWF	-	-	-	-	-	22,060
295840	9206	50620 HRA-SHTWF	-	-	-	-	-	3,960
295840	9210	50620 Retirement-SHTWF	-	-	-	-	-	23,644
295840	9211	50620 401K Match-SHTWF	-	-	-	-	-	3,908

School Health - 5840

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295840	9230	50620 Workers' Compen-SHTWF	-	-	-	-	-	1,172
295840	9640	50620 Insurance & Bonds-SHTWF	-	-	-	-	-	2,443
295840	9659	50620 Unemployment Comp-SHTWF	-	-	-	-	-	300
295840	9101	510 Salaries & Wages-C19CS	-	-	26,198	-	-	-
295840	9102	510 Part Time>1000 Hrs-C19CS	-	-	18,074	-	-	-
295840	9104	510 Temp - Part & Full Time-C19CS	-	-	11,320	-	-	-
295840	9201	510 Social Security	-	-	3,373	-	-	-
295840	9202	510 Medicare-C19CS	-	-	789	-	-	-
295840	9205	510 Group Hospital Ins-C19CS	-	-	3,522	-	-	-
295840	9206	510 HRA-C19CS	-	-	625	-	-	-
295840	9210	510 Retirement-C19CS	-	-	4,507	-	-	-
295840	9211	510 401K Match-C19CS	-	-	256	-	-	-
295840	9230	510 Workers' Comp-C19CS	-	-	156	-	-	-
295840	9447	510 Contracted Services-C19CS	-	-	146,550	-	-	-
295840	9640	510 Insurance & Bonds-C19CS	-	-	695	-	-	-
295840	9659	510 Unemployment Comp-C19CS	-	-	126	-	-	-
295840	9101	50361 Salaries & Wages-ELCRSSHL	-	-	-	38,367	82,183	-
295840	9201	50361 Social Security-ELCRSSHL	-	-	-	2,167	5,095	-
295840	9202	50361 Medicare-ELCRSSHL	-	-	-	507	1,192	-
295840	9205	50361 Group Hospital Ins-ELCRSSHL	-	-	-	3,556	6,939	-
295840	9206	50361 HRA-ELCRSSHL	-	-	-	684	1,320	-
295840	9210	50361 Retirement-ELCRSSHL	-	-	-	3,965	9,353	-
295840	9211	50361 401K Match-ELCRSSHL	-	-	-	-	1,644	-
295840	9230	50361 Workers' Comp-ELCRSSHL	-	-	-	107	247	-
295840	9301	50361 Office Supplies-ELCRSSHL	-	-	-	-	750	-
295840	9320	50361 Printing & Binding-ELCRSSHL	-	-	-	-	1,200	-
295840	9331	50361 MinorOfficeEquip&Furn-ELCRSSHL	-	-	-	-	2,500	-
295840	9420	50361 Telecommunications-ELCRSSHL	-	-	-	-	300	-
295840	9611	50361 Mileage-ELCRSSHL	-	-	-	58	1,100	-
295840	9640	50361 Insurance & Bonds-ELCRSSHL	-	-	-	479	1,027	-
295840	9659	50361 Unemployment Comp-ELCRSSHL	-	-	-	63	150	-
295840	9101	50362 Salaries & Wages-ELC-SH	-	-	-	68,480	723,781	296,751
295840	9102	50362 Part Time>1000 Hours-ELC-SH	-	-	-	37,063	25,000	10,250
295840	9103	50362 Part Time<1000 Hours-ELC-SH	-	-	-	-	5,000	2,050
295840	9104	50362 Temp-Part & Full Time-ELC-SH	-	-	-	32	2,000	820
295840	9107	50362 Contracted Personnel-ELC-SH	-	-	-	730,628	2,655,000	1,088,550
295840	9201	50362 Social Security-ELC-SH	-	-	-	6,295	47,621	19,525
295840	9202	50362 Medicare-ELC-SH	-	-	-	1,476	10,959	4,494
295840	9205	50362 Group Hospital Ins-ELC-SH	-	-	-	7,358	67,660	27,741

School Health - 5840

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295840	9206	50362 HRA-ELC-SH	-	-	-	1,368	11,880	4,871
295840	9210	50362 Retirement-ELC-SH	-	-	-	11,994	86,008	35,264
295840	9211	50362 401K Match-ELC-SH	-	-	-	981	15,116	6,198
295840	9230	50362 Workers' Comp-ELC-SH	-	-	-	296	2,267	930
295840	9301	50362 Office Supplies-ELC SH	-	-	-	477	70,000	28,700
295840	9320	50362 Printing & Binding-ELC-SH	-	-	-	-	27,500	11,275
295840	9331	50362 MinorOfficeEquip & Furn-ELC-SH	-	-	-	149,626	250,000	102,500
295840	9355	50362 Other Operation Costs-ELC-SH	-	-	-	6,559	325,000	133,245
295840	9420	50362 Telecommunications-ELC SH	-	-	-	238	11,000	4,510
295840	9611	50362 Mileage-ELC-SH	-	-	-	232	55,000	22,550
295840	9635	50362 Training & Education-ELC SH	-	-	-	-	50,000	20,500
295840	9640	50362 Insurance & Bonds-ELC-SH	-	-	-	1,320	9,448	3,874
295840	9659	50362 Unemployment Comp-ELC-SH	-	-	-	124	1,200	492
Total Expense			2,994,421	3,117,582	3,965,717	3,391,329	8,828,800	6,751,584
Net			14,110	51,530	(54,589)	(756,225)	-	-

Community Impact - 5845

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265845	6675	122 Cabarrus County School System	-	-	-	20,000	40,000	-
265845	6803	122 Miscellaneous Revenue - HC	5,050	11,070	10,000	-	-	-
265845	6805	122 Contributions & Private Donat	-	8,000	-	-	-	-
265845	6819	122 Contrib Northeast Medical Cent	30,875	26,125	14,250	28,500	42,750	28,500
265845	6821	122 Kate B Reynolds-Healthy Cab	5,000	-	-	-	-	-
265845	6904	122 Contrib Cab Co-HlthCab	95,194	95,195	101,945	50,970	101,945	105,258
265845	6294	161 DHHS/OAH - TRAIL	595,903	542,692	51,725	-	-	-
265845	6289	184 DHHS/OPA-Elevate	-	-	-	299,045	862,986	1,016,803
265845	6435	222 Novant Health Foundation	79,824	(7,769)	7,769	-	-	-
265845	6851	223 Wake Forest School of Medicine	-	23,926	25,436	3,310	25,000	-
265845	6675	237 Cabarrus County School-ABC	56,900	-	-	-	-	-
265845	6821	240 Kate B. Reynolds - PALS	189,132	-	-	-	-	-
265845	6343	347 NC Central University	-	-	-	32,000	32,000	32,000
265845	6346	347 UNC Chapel Hill-Med South Life	-	-	-	-	11,750	11,750
265845	6285	348 Office of Rural Health-LM	-	-	-	-	-	150,000
265845	6679	349 Community Free Clinic-CHG	-	49,265	49,518	19,843	59,136	-
265845	6341	369 NCDOT-KEYS	105,306	142,681	24,802	-	-	-
265845	6293	370 HHS/CDC - REACH	121,875	-	-	-	-	-
265845	6293	371 HHS/CenterDiseaseControl-CHW	-	-	-	107,719	703,477	703,447
265845	6903	917 Cab County ARPA Funds - CHW	-	-	-	-	-	90,808
265845	6293	372 HHS/CenterDiseaseControl-SDOH	-	-	-	17,121	125,000	31,250
265845	6344	373 Department of Justice-STOP	-	-	24,782	80,419	263,592	310,406
265845	6339	377 NC Dept of Public Instruction	373,769	-	-	-	-	-
265845	6675	377 SchoolSafetyGrant-CCS	-	164,166	-	-	-	-
265845	6676	378 SchoolSafetyGrant-KCS	-	55,283	36,457	11,652	34,956	8,000
265845	6255	397 NCDHHS/Div of MH	149,996	-	-	-	-	-
265845	6270	504 Sub Abuse&Mental Hlth Svcs-DFC	136,797	111,625	-	-	-	-
265845	6293	504 HHS/CenterDiseaseControl-DFC	-	-	130,774	62,307	125,000	31,250
265845	6852	505 CommunicateHealth	-	29,400	5,000	-	-	-
265845	6853	506 Walmart Foundation-HFA	-	25,620	178,897	156,795	156,795	-
265845	6803	906 Miscellaneous Revenue-SEP	-	-	18,125	5,025	5,025	14,125
265845	6805	906 Contributions & Private Donat	-	-	-	12,000	24,000	24,000
265845	6200	50158 CHA Grant-TPPI	77,367	74,385	75,213	29,294	75,000	75,000
265845	6200	50473 CHA Grant - MDPP	231,708	231,201	225,832	78,680	230,105	230,105
265845	6803	50473 Misc Rev - MDPP	30	10	-	-	-	-
265845	6200	50490 CHA Grant-OpioidMitGrant	70,000	30,000	-	-	-	-
265845	6200	50491 CHA Grant-Opioid CLC	-	54,782	100,309	43,374	110,000	100,000
265845	6200	55030 CHA Grant-Hlth Promo	39,946	36,406	33,578	14,125	34,354	34,354
265845	6200	58760 CHA Grant-TripleP	103,162	94,046	97,524	25,676	77,445	86,713

Community Impact - 5845

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
265845	6200	4110C CHA Grant-10 Ess Svcs	41,517	48,013	48,000	6,243	48,000	125,791
Total Revenue			2,509,352	1,846,121	1,259,936	1,104,097	3,188,316	3,209,560
Expense								
295845	9101	122 Salaries & Wages-Healthy Cab	43,280	60,095	57,303	43,597	75,638	107,946
295845	9102	122 Part Time>1000 Hrs Healthy Cab	21,320	23,437	28,240	17,801	38,266	45,778
295845	9104	122 Temp-Part & Full Healthy Cab	1,167	-	-	-	-	-
295845	9201	122 Social Security-Healthy Cab	4,298	5,081	5,217	3,758	6,290	9,530
295845	9202	122 Medicare-Healthy Cab	1,005	1,188	1,220	879	1,486	2,229
295845	9205	122 Group Hospital Ins Healthy Cab	3,082	5,260	4,256	3,066	6,168	7,097
295845	9206	122 HRA - Healthy Cabarrus	630	1,040	794	578	1,481	2,600
295845	9210	122 Retirement - Healthy Cab	5,101	7,394	8,549	6,859	11,490	18,600
295845	9211	122 401K Match	16	82	461	844	1,600	9,074
295845	9230	122 Workers' Comp Healthy Cab	213	206	238	172	444	922
295845	9301	122 Office Supplies-Hlthy Cab	1,143	-	140	-	100	-
295845	9320	122 Printing & Binding-HC	476	1,703	199	179	200	-
295845	9325	122 Postage-Hlthy Cab	77	-	50	50	50	-
295845	9331	122 Minor Office Equip&Furn-HC	-	-	-	-	1,200	-
295845	9335	122 Food	-	-	-	579	1,200	-
295845	9355	122 Other Operation Costs-HC	43,576	34,315	15,147	864	943	-
295845	9420	122 Telecommunications-HC	682	696	696	348	665	-
295845	9447	122 Contracted Services-HlthyCab	3,500	810	4,000	-	750	-
295845	9611	122 Mileage-Hlthy Cab	479	350	167	9	30	-
295845	9635	122 Trng & Ed-Hlthy Cab	1,642	434	425	-	250	-
295845	9640	122 Insurance & Bonds-HC	840	905	1,037	753	1,263	1,921
295845	9659	122 UnempComp-HlthyCabarrus	87	175	88	101	181	147
295845	9692	122 Public Relations-Healthy Cab	-	-	-	14,000	35,000	-
295845	9101	161 Salaries & Wages/TRAIL	204,554	229,161	32,915	-	-	-
295845	9102	161 PartTime>1000 Hrs/TRAIL	-	9,245	-	-	-	-
295845	9104	161 Temp-Part&FullTime/TRAIL	3,900	2,877	-	-	-	-
295845	9201	161 Social Security/TRAIL	12,937	14,812	2,193	-	-	-
295845	9202	161 Medicare/TRAIL	3,026	3,464	513	-	-	-
295845	9205	161 Group Hosp Ins/TRAIL	19,170	23,079	2,086	-	-	-
295845	9206	161 HRA - TRAIL	3,912	4,522	389	-	-	-
295845	9210	161 Retirement/TRAIL	15,623	20,847	3,508	-	-	-
295845	9211	161 401K Match	729	887	327	-	-	-
295845	9230	161 Workers' Comp/TRAIL	590	531	98	-	-	-
295845	9355	161 Other Operation Costs/TRAIL	120,678	14,941	5,415	-	-	-
295845	9356	161 Special Program Supplies/TRAIL	11,011	6,758	630	-	-	-
295845	9447	161 Contracted Services	131,076	126,950	-	-	-	-

Community Impact - 5845

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295845	9635	161 Training & Ed/TRAIL	30,277	26,675	-	-	-	-
295845	9640	161 Insurance & Bonds/TRAIL	2,566	2,328	423	-	-	-
295845	9659	161 UnempComp-TRAIL	72	342	32	-	-	-
295845	9101	184 Salaries & Wages-Elevate	-	-	-	127,233	320,735	282,748
295845	9103	184 Part Time<1000 Hrs-Elevate	-	-	-	3,152	-	-
295845	9201	184 Social Security-Elevate	-	-	-	8,022	19,885	17,530
295845	9202	184 Medicare-Elevate	-	-	-	1,876	4,650	4,100
295845	9205	184 Group Hospital Ins-Elevate	-	-	-	8,424	34,695	31,619
295845	9206	184 HRA-Elevate	-	-	-	1,657	6,600	5,676
295845	9210	184 Retirement-Elevate	-	-	-	13,523	24,366	34,212
295845	9211	184 401K Match-Elevate	-	-	-	2,191	6,414	5,655
295845	9230	184 Workers' Comp-Elevate	-	-	-	365	1,065	1,696
295845	9301	184 Office Supplies-Elevate	-	-	-	-	4,200	8,640
295845	9320	184 Printing & Binding-Elevate	-	-	-	8	3,100	7,500
295845	9331	184 Minor Office Equip & Furn-Elev	-	-	-	12,504	13,155	10,000
295845	9335	184 Food-Elevate	-	-	-	1,595	10,000	25,000
295845	9355	184 Other Operation Costs-Elevate	-	-	-	26,412	82,845	176,302
295845	9420	184 Telecommunications-Elevate	-	-	-	275	4,140	3,500
295845	9447	184 Contracted Services-Elevate	-	-	-	129,158	237,690	310,074
295845	9611	184 Mileage-Elevate	-	-	-	-	1,725	2,500
295845	9635	184 Training & Education-Elevate	-	-	-	150	14,966	18,691
295845	9640	184 Insurance & Bonds-Elevate	-	-	-	1,593	4,438	3,534
295845	9659	184 Unemployment Comp-Elevate	-	-	-	181	900	430
295845	9101	222 Salaries & Wages-HealthyRowan	45,024	-	-	-	-	-
295845	9201	222 Social Security-HealthyRowan	2,781	-	-	-	-	-
295845	9202	222 Medicare-HealthyRowan	650	-	-	-	-	-
295845	9205	222 GrpHospIns-HealthyRowan	4,131	-	-	-	-	-
295845	9206	222 HRA - HealthyRowan	856	-	-	-	-	-
295845	9210	222 Retirement - HealthyRowan	3,457	-	-	-	-	-
295845	9230	222 Workers' Comp-HealthyRowan	136	-	-	-	-	-
295845	9301	222 Office Supplies-Healthy Rowan	354	-	-	-	-	-
295845	9320	222 Printing - Healthy Rowan	620	-	-	-	-	-
295845	9355	222 Other Oper-Healthy Rowan	5,469	-	-	-	-	-
295845	9356	222 Sp Prog Supplies-HealthyRowan	6,502	-	-	-	-	-
295845	9420	222 Telecomm-Healthy Rowan	120	-	-	-	-	-
295845	9611	222 Mileage-HealthyRowan	1,661	-	-	-	-	-
295845	9635	222 Training & Educ-HealthyRowan	5,371	-	-	-	-	-
295845	9640	222 Ins & Bonds-HealthyRowan	500	-	-	-	-	-
295845	9659	222 UnemployComp-HealthyRowan	60	-	-	-	-	-
295845	9102	223 Part Time > 1000 Hrs-NCBHEI	-	12,211	10,421	5,210	10,048	-

Community Impact - 5845

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295845	9201	223 Social Security-NCBHEI	-	722	620	310	751	-
295845	9202	223 Medicare-NCBHEI	-	169	145	73	176	-
295845	9205	223 Group Hospital Ins-NCBHEI	-	9	6	3	10	-
295845	9210	223 Retirement-NCBHEI	-	1,098	971	529	1,324	-
295845	9230	223 Workers' Comp-NCBHEI	-	15	29	15	73	-
295845	9301	223 Office Supplies	-	-	-	-	200	-
295845	9320	223 Printing & Binding	-	51	68	1,643	2,041	-
295845	9325	223 Postage-NCBHEI	-	50	50	50	50	-
295845	9355	223 Other Operation Costs	-	4,212	5,283	-	1,760	-
295845	9447	223 Contracted Services-NCBHEI	-	3,123	4,750	500	4,500	-
295845	9611	223 Mileage-NCBHEI	-	10	46	45	336	-
295845	9630	223 Dues & Subscriptions	-	-	-	199	763	-
295845	9635	223 Training & Education-NCBHEI	-	-	677	-	480	-
295845	9640	223 Insurance & Bonds-NCBHEI	-	68	117	58	151	-
295845	9659	223 Unemployment Compensation	-	12	13	12	50	-
295845	9101	237 Salaries & Wages-ABC CCS	19,884	-	-	-	-	-
295845	9102	237 Part Time > 1000 Hrs-ABC CCs	1,400	-	-	-	-	-
295845	9201	237 Social Security-ABC CCS	1,270	-	-	-	-	-
295845	9202	237 Medicare-ABC CCS	297	-	-	-	-	-
295845	9205	237 Group Hospital Ins-ABC CCS	1,692	-	-	-	-	-
295845	9206	237 HRA-ABC CCS	346	-	-	-	-	-
295845	9210	237 Retirement-ABC CCS	1,504	-	-	-	-	-
295845	9211	237 401K Match-ABC CCS	18	-	-	-	-	-
295845	9230	237 Workers' Comp-ABC CCS	60	-	-	-	-	-
295845	9301	237 Office Supplies-ABC CCS	1,971	-	-	-	-	-
295845	9355	237 Other Operation Costs-ABC CCS	2,412	-	-	-	-	-
295845	9447	237 Contracted Services-ABC CCS	25,797	-	-	-	-	-
295845	9640	237 Insurance & Bonds-ABC CCS	265	-	-	-	-	-
295845	9101	240 Salaries & Wages-KBR-PALS	93,211	-	-	-	-	-
295845	9102	240 PT > 1000 Hrs - KBR-PALS	13,956	-	-	-	-	-
295845	9201	240 Social Security - KBR-PALS	6,621	-	-	-	-	-
295845	9202	240 Medicare - KBR-PALS	1,548	-	-	-	-	-
295845	9205	240 Gr Hosp Ins - KBR-PALS	8,137	-	-	-	-	-
295845	9206	240 HRA - KBR-PALS	1,666	-	-	-	-	-
295845	9210	240 Retirement - KBR-PALS	8,196	-	-	-	-	-
295845	9211	240 401K Match	183	-	-	-	-	-
295845	9230	240 Workers' Comp - KBR-PALS	316	-	-	-	-	-
295845	9301	240 Office Supplies - KBR-PALS	601	-	-	-	-	-
295845	9355	240 Other Operation - KBR-PALS	2,000	-	-	-	-	-
295845	9356	240 Spec Prog Supplies - KBR-PALS	16,800	-	-	-	-	-

Community Impact - 5845

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295845	9447	240 Contracted Services - KBR-PALS	10,000	-	-	-	-	-
295845	9611	240 Mileage - KBR-PALS	998	-	-	-	-	-
295845	9635	240 Training & Educ - KBR-PALS	3,338	-	-	-	-	-
295845	9640	240 Insurance & Bonds - KBR-PALS	1,315	-	-	-	-	-
295845	9659	240 Unempl Comp - KBR-PALS	78	-	-	-	-	-
295845	9101	347 Salaries & Wages-LifestyleMed	-	-	-	-	24,822	13,169
295845	9102	347 Part Time>1000 Hrs Healthy Commun	-	-	-	-	-	11,086
295845	9201	347 Social Security-LifestyleMed	-	-	-	-	1,539	1,504
295845	9202	347 Medicare-LifestyleMed	-	-	-	-	360	352
295845	9205	347 GrpHospIns-LifestyleMed	-	-	-	-	2,035	3,532
295845	9206	347 HRA - Lifestyle Med	-	-	-	-	742	726
295845	9210	347 Retirement-LifestyleMed	-	-	-	-	2,825	2,935
295845	9211	347 401K Match	-	-	-	-	105	485
295845	9230	347 Workers' Comp-LifestyleMed	-	-	-	-	74	146
295845	9301	347 Office Supplies-LM	-	-	-	-	340	240
295845	9320	347 Printing & Binding-LM	-	-	-	-	210	60
295845	9355	347 Other Operation Costs-LM	-	-	-	-	5,400	7,066
295845	9356	347 SpProgSupplies-LifestyleMed	-	-	-	-	2,900	-
295845	9447	347 Contracted Svcs-LifestyleMed	-	-	-	-	300	-
295845	9611	347 Mileage-LM	-	-	-	-	772	672
295845	9635	347 Training & Education-LM	-	-	-	-	1,000	1,500
295845	9640	347 Ins&Bonds-LifestyleMed	-	-	-	-	311	264
295845	9659	347 UnemplComp-LifestyleMed	-	-	-	-	15	13
295845	9101	349 Salaries & Wages-CHG	-	17,049	18,545	11,586	21,122	-
295845	9102	349 Part Time > 1000 Hours-CHG	-	15,824	15,797	8,892	19,399	-
295845	9201	349 Social Security-CHG	-	2,020	2,146	1,260	2,289	-
295845	9202	349 Medicare-CHG	-	472	494	295	535	-
295845	9205	349 Group Hospital Ins - CHG	-	1,892	1,618	894	1,900	-
295845	9206	349 HRA - CHG	-	369	306	169	400	-
295845	9210	349 Retirement-CHG	-	2,968	3,566	2,330	4,191	-
295845	9211	349 401K Match-CHG	-	171	229	232	738	-
295845	9230	349 Workers' Comp-CHG	-	72	96	57	158	-
295845	9355	349 Other Operation Costs-CHG	-	9,613	3,519	1,783	7,558	-
295845	9630	349 Dues & Subscriptions	-	-	-	110	110	-
295845	9635	349 Training & Education	-	-	1,159	49	49	-
295845	9640	349 Insurance & Bonds-CHG	-	321	427	256	462	-
295845	9659	349 Unemployment Comp-CHG	-	80	60	48	225	-
295845	9101	369 Salaries & Wages-KEYS	31,701	60,518	13,607	-	-	-
295845	9201	369 Social Security-KEYS	1,954	3,730	836	-	-	-
295845	9202	369 Medicare-KEYS	457	872	195	-	-	-

Community Impact - 5845

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295845	9205	369 Group Hospital Ins-KEYS	3,277	7,287	1,479	-	-	-
295845	9206	369 HRA-KEYS	665	1,434	284	-	-	-
295845	9210	369 Retirement	2,146	5,367	1,383	-	-	-
295845	9211	369 401K Match-KEYS	275	605	46	-	-	-
295845	9230	369 Workers' Comp-KEYS	89	135	37	-	-	-
295845	9301	369 Office Supplies-KEYS	311	323	139	-	-	-
295845	9320	369 Printing & Binding-KEYS	716	1,186	-	-	-	-
295845	9355	369 Other Operation Costs-KEYS	44,568	13,050	-	-	-	-
295845	9447	369 Contracted Services-KEYS	14,000	6,250	3,050	-	-	-
295845	9611	369 Mileage-KEYS	765	1,086	-	-	-	-
295845	9635	369 Training & Education-KEYS	1,876	2,596	-	-	-	-
295845	9640	369 Insurance & Bonds-KEYS	388	592	166	-	-	-
295845	9659	369 Unemployment Comp-KEYS	-	103	13	-	-	-
295845	9860	369 Equipment & Furniture	-	34,330	-	-	-	-
295845	9101	370 Salaries & Wages - REACH	46,638	-	-	-	-	-
295845	9102	370 Part Time > 1000 Hours - REACH	11,503	-	-	-	-	-
295845	9201	370 Social Security - REACH	3,551	-	-	-	-	-
295845	9202	370 Medicare - REACH	830	-	-	-	-	-
295845	9205	370 Group Hospital Ins - REACH	4,807	-	-	-	-	-
295845	9206	370 HRA - REACH	994	-	-	-	-	-
295845	9210	370 Retirement - REACH	4,529	-	-	-	-	-
295845	9230	370 Workers' Comp - REACH	210	-	-	-	-	-
295845	9301	370 Office Supplies - REACH	2,935	-	-	-	-	-
295845	9320	370 Printing & Binding - REACH	200	-	-	-	-	-
295845	9355	370 Other Operation Costs - REACH	8,200	-	-	-	-	-
295845	9420	370 Telecommunications - REACH	457	-	-	-	-	-
295845	9447	370 Contracted Services	18,000	-	-	-	-	-
295845	9611	370 Mileage - REACH	337	-	-	-	-	-
295845	9635	370 Training & Education - REACH	708	-	-	-	-	-
295845	9640	370 Insurance & Bonds - REACH	592	-	-	-	-	-
295845	9659	370 Unemployment Comp - REACH	150	-	-	-	-	-
295845	9101	371 Salaries & Wages-CHW	-	-	-	79,266	100,001	388,193
295845	9102	371 Part Time > 1000 Hours-CHW	-	-	-	-	277,524	-
295845	9201	371 Social Security-CHW	-	-	-	4,868	23,406	24,068
295845	9202	371 Medicare-CHW	-	-	-	1,138	5,474	5,629
295845	9205	371 Group Hospital Insurance-CHW	-	-	-	9,103	60,522	60,297
295845	9206	371 HRA-CHW	-	-	-	1,735	10,560	10,824
295845	9210	371 Retirement-CHW	-	-	-	6,817	47,972	46,971
295845	9211	371 401K Match-CHW	-	-	-	-	7,550	7,764
295845	9230	371 Workers' Compensation-CHW	-	-	-	222	1,133	2,329

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295845	9301	371 Office Supplies-CHW	-	-	-	-	35,791	2,000
295845	9320	371 Printing & Binding-CHW	-	-	-	0	-	2,000
295845	9331	371 Minor Office Equip & Furn-CHW	-	-	-	19,535	3,000	2,200
295845	9355	371 Other Operation Costs-CHW	-	-	-	-	13,330	46,914
295845	9420	371 Telecommunications-CHW	-	-	-	-	1,000	-
295845	9447	371 Outsourced Services-CHW	-	-	-	-	39,730	16,000
295845	9611	371 Mileage-CHW	-	-	-	-	1,115	5,000
295845	9635	371 Training & Education-CHW	-	-	-	-	6,000	15,000
295845	9640	371 Insurance & Bonds-CHW	-	-	-	991	4,719	4,852
295845	9659	371 Unemployment Comp-CHW	-	-	-	162	1,200	820
295845	9101	372 Salaries & Wages-SDOH	-	-	-	15,991	67,905	16,886
295845	9201	372 Social Security-SDOH	-	-	-	967	4,210	1,047
295845	9202	372 Medicare-SDOH	-	-	-	226	1,270	245
295845	9205	372 Group Hospital Insurance	-	-	-	1,498	6,939	1,980
295845	9206	372 HRA-SDOH	-	-	-	286	1,320	355
295845	9210	372 Retirement-SDOH	-	-	-	1,820	7,728	2,043
295845	9211	372 401K Match-SDOH	-	-	-	56	1,358	338
295845	9230	372 Workers' Compensation-SDOH	-	-	-	45	545	101
295845	9301	372 Office Supplies-SDOH	-	-	-	-	4,107	1,500
295845	9355	372 Other Operation Costs-SDOH	-	-	-	-	9,213	3,442
295845	9447	372 Outsourced Services-SDOH	-	-	-	-	8,600	3,000
295845	9611	372 Mileage-SDOH	-	-	-	-	280	75
295845	9640	372 Insurance & Bonds-SDOH	-	-	-	200	849	211
295845	9659	372 Unemployment Comp-SDOH	-	-	-	22	150	27
295845	9101	373 Salaries & Wages-STOP	-	-	18,106	46,581	94,200	56,658
295845	9102	373 Part Time > 1000 Hours-STOP	-	-	2,078	2,732	25,000	-
295845	9201	373 Social Security-STOP	-	-	1,231	2,957	7,390	3,513
295845	9202	373 Medicare-STOP	-	-	288	691	1,728	822
295845	9205	373 Group Hospital Insurance-STOP	-	-	1,152	5,242	12,359	7,353
295845	9206	373 HRA-STOP	-	-	228	1,010	2,640	1,320
295845	9210	373 Retirement-STOP	-	-	1,456	5,548	13,529	6,856
295845	9211	373 401K Match-STOP	-	-	228	379	2,384	1,133
295845	9230	373 Workers' Comp-STOP	-	-	57	138	433	340
295845	9301	373 Office Supplies-STOP	-	-	312	326	3,500	3,500
295845	9320	373 Printing & Binding-STOP	-	-	-	9	800	800
295845	9331	373 Minor Office Equip & Furn-STOP	-	-	4,500	107	5,500	5,500
295845	9355	373 Other Operation Costs-STOP	-	-	-	5,743	25,000	76,117
295845	9420	373 Telecommunications-STOP	-	-	-	205	250	400
295845	9447	373 Contracted Services-STOP	-	-	-	5,000	43,000	120,362
295845	9611	373 Mileage-STOP	-	-	-	-	400	1,500

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295845	9635	373 Training & Education-STOP	-	-	-	-	7,500	7,500
295845	9640	373 Insurance & Bonds-STOP	-	-	251	609	1,490	708
295845	9659	373 Unemployment Comp-STOP	-	-	-	29	225	100
295845	9101	377 Salaries & Wages-SSG	21,054	33,174	-	-	-	-
295845	9102	377 Part Time > 1000 Hours-SSG	23,978	8,036	-	-	-	-
295845	9107	377 Contracted Personal Services	-	6,966	-	-	-	-
295845	9201	377 Social Security-SSG	2,666	2,474	-	-	-	-
295845	9202	377 Medicare-SSG	624	579	-	-	-	-
295845	9205	377 Group Hospital Ins-SSG	3,664	4,147	-	-	-	-
295845	9206	377 HRA-SSG	819	844	-	-	-	-
295845	9210	377 Retirement-SSG	3,371	3,705	-	-	-	-
295845	9211	377 401K Match-SSG	299	327	-	-	-	-
295845	9230	377 Workers' Comp-SSG	126	84	-	-	-	-
295845	9301	377 Office Supplies-SSG	-	68	-	-	-	-
295845	9355	377 Other Operation Costs	493	892	-	-	-	-
295845	9447	377 Contracted Services-SSG	161,075	260,538	-	-	-	-
295845	9611	377 Mileage-SSG	65	-	-	-	-	-
295845	9640	377 Insurance & Bonds-SSG	549	376	-	-	-	-
295845	9659	377 Unemployment Comp - SSG	-	38	-	-	-	-
295845	9101	378 Salaries & Wages-SSG-KCS	-	9,013	-	-	-	-
295845	9102	378 Part Time>1000 Hrs-SSG-KCS	-	19,869	6,625	-	-	-
295845	9201	378 Social Security-SSG-KCS	-	1,714	395	-	-	-
295845	9202	378 Medicare-SSG-KCS	-	401	92	-	-	-
295845	9205	378 Group Hospital Ins-SSG-KCS	-	2,417	459	-	-	-
295845	9206	378 HRA-SSG-KCS	-	540	109	-	-	-
295845	9210	378 Retirement-SSG-KCS	-	2,596	674	-	-	-
295845	9211	378 401K Match-SSG-KCS	-	289	66	-	-	-
295845	9230	378 Workers' Comp-SSG-KCS	-	30	19	-	-	-
295845	9447	378 Contracted Services-SSG-KCS	-	18,270	27,921	9,335	34,956	8,000
295845	9640	378 Insurance & Bonds-SSG-KCS	-	134	83	-	-	-
295845	9659	378 Unemployment Comp-SSG-KCS	-	10	15	-	-	-
295845	9101	397 Salaries & Wages-NCOAP	84,059	-	-	-	-	-
295845	9201	397 Social Security-NCOAP	5,177	-	-	-	-	-
295845	9202	397 Medicare-NCOAP	1,211	-	-	-	-	-
295845	9205	397 Group Hospital Insurance-NCOAP	10,373	-	-	-	-	-
295845	9206	397 HRA-NCOAP	2,120	-	-	-	-	-
295845	9210	397 Retirement-NCOAP	6,023	-	-	-	-	-
295845	9211	397 401K Match	672	-	-	-	-	-
295845	9230	397 Workers' Compensation-NCOAP	235	-	-	-	-	-
295845	9301	397 Office Supplies-NCOAP	1,762	-	-	-	-	-

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295845	9320	397 Printing & Binding	603	-	-	-	-	-
295845	9355	397 Other Operation Costs-NCOAP	14,642	-	-	-	-	-
295845	9420	397 Telecommunications	325	-	-	-	-	-
295845	9447	397 Contracted Services-NCOAP	1,881	-	-	-	-	-
295845	9611	397 Mileage-NCOAP	1,659	-	-	-	-	-
295845	9635	397 Training & Education-NCOAP	4,927	-	-	-	-	-
295845	9640	397 Insurance & Bonds	1,049	-	-	-	-	-
295845	9659	397 Unemployment Comp-NCOAP	68	-	-	-	-	-
295845	9101	504 Salaries & Wages - DFC	70,160	57,280	65,881	35,410	62,075	16,352
295845	9201	504 Social Security - DFC	4,028	3,546	4,080	2,194	4,150	1,014
295845	9202	504 Medicare - DFC	942	829	954	513	971	237
295845	9205	504 Group Hospital Insurance - DFC	6,863	6,232	6,702	3,560	6,730	1,722
295845	9206	504 HRA - DFC	1,409	1,240	1,298	687	1,287	309
295845	9210	504 Retirement - HRA	5,353	5,179	6,734	4,021	5,008	1,979
295845	9211	504 401K Match	479	453	723	708	1,339	327
295845	9230	504 Workers' Compensation - DFC	194	120	183	99	201	98
295845	9301	504 Office Supplies - DFC	513	-	269	21	360	150
295845	9320	504 Printing & Binding - DFC	413	393	113	348	480	50
295845	9355	504 Other Operation Costs - DFC	15,133	10,921	19,168	8,227	15,530	4,285
295845	9447	504 Contracted Services - DFC	15,305	13,287	10,500	8,363	10,500	3,500
295845	9611	504 Mileage - DFC	729	344	11	16	278	-
295845	9630	504 Dues & Subscriptions	-	-	-	300	-	-
295845	9635	504 Training & Education - DFC	863	1,080	900	950	3,744	1,000
295845	9640	504 Insurance & Bonds - DFC	845	534	818	442	837	204
295845	9659	504 Unemployment Comp - DFC	70	104	78	63	146	24
295845	9101	505 Salaries & Wages-MYW	-	1,707	-	-	-	-
295845	9201	505 Social Security-MYW	-	106	-	-	-	-
295845	9202	505 Medicare-MYW	-	25	-	-	-	-
295845	9210	505 Retirement-MYW	-	154	-	-	-	-
295845	9211	505 401K Match-MYW	-	17	-	-	-	-
295845	9230	505 Workers' Compensation-MYW	-	2	-	-	-	-
295845	9320	505 Printing & Binding-MYW	-	0	-	-	-	-
295845	9447	505 Contracted Services-MYW	-	24,199	-	-	-	-
295845	9640	505 Insurance & Bonds-MYW	-	7	-	-	-	-
295845	9101	506 Salaries & Wages-HFA	-	10,307	53,439	34,294	58,968	-
295845	9201	506 Social Security-HFA	-	636	3,287	2,118	3,895	-
295845	9202	506 Medicare-HFA	-	149	769	495	928	-
295845	9205	506 Group Hospital Insurance-HFA	-	880	5,362	2,963	5,939	-
295845	9206	506 HRA - HFA	-	172	1,020	566	1,220	-
295845	9210	506 Retirement-HFA	-	937	5,394	3,877	7,245	-

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295845	9211	506 401K Match-HFA	-	46	546	686	933	-
295845	9230	506 Workers' Compensation-HFA	-	12	230	96	198	-
295845	9301	506 Office Supplies-HFA	-	-	50	-	-	-
295845	9320	506 Printing & Binding-HFA	-	-	38	79	200	-
295845	9331	506 Minor Office Equip & Furn-HFA	-	2,375	9,846	-	-	-
295845	9355	506 Other Operation Costs-HFA	-	-	2,178	87	87	-
295845	9447	506 Contracted Services-HFA	-	-	85,638	30,640	72,097	-
295845	9611	506 Mileage-HFA	-	41	-	76	200	-
295845	9635	506 Training & Education-HFA	-	-	-	-	4,000	-
295845	9640	506 Insurance & Bonds-HFA	-	54	657	426	831	-
295845	9659	506 Unemployment Comp-HFA	-	2	55	54	54	-
295845	9355	906 Other Operation Costs-SEP	-	-	30,128	16,147	39,025	13,750
295845	9360	906 Medical Supplies - SEP	-	-	-	-	-	24,000
295845	9101	917 Salaries & Wages-CHW	-	-	-	-	-	64,598
295845	9201	917 Social Security-CHW	-	-	-	-	-	4,005
295845	9202	917 Medicare-CHW	-	-	-	-	-	936
295845	9205	917 Group Hospital Ins-CHW	-	-	-	-	-	9,191
295845	9206	917 HRA-CHW	-	-	-	-	-	1,650
295845	9210	917 Retirement-CHW	-	-	-	-	-	7,816
295845	9211	917 401K Match-CHW	-	-	-	-	-	1,292
295845	9230	917 Workers' Compensation-CHW	-	-	-	-	-	388
295845	9640	917 Insurance & Bonds-CHW	-	-	-	-	-	807
295845	9659	917 Unemployment Comp-CHW	-	-	-	-	-	125
295845	9101	50158 Salaries & Wages-TPPI	39,394	43,926	45,164	25,475	44,845	46,800
295845	9102	50158 PT>1000 Hrs-TPPI	-	-	-	119	-	-
295845	9109	50158 Salary Adjustments-TPPI	-	-	-	-	1,177	1,331
295845	9201	50158 Social Security-TPPI	2,438	2,723	2,797	1,587	2,977	3,049
295845	9202	50158 Medicare-TPPI	570	637	654	371	696	713
295845	9205	50158 GrpHospIns-TPPI	4,954	6,889	6,738	3,442	6,939	7,353
295845	9206	50158 HRA-TPPI	1,012	1,354	1,283	655	1,320	1,320
295845	9210	50158 Retirement-TPPI	2,636	3,907	4,546	2,873	5,450	5,950
295845	9211	50158 401K Match	235	439	451	254	960	983
295845	9230	50158 Wrkrs Comp-TPPI	118	96	126	72	144	295
295845	9320	50158 Printing & Binding-TPPI	394	57	4	18	-	100
295845	9355	50158 Other Operation Costs-TPPI	11,674	7,341	13,584	1,616	4,742	3,351
295845	9420	50158 Telecommunications-TPPI	76	-	-	-	2,000	1,040
295845	9447	50158 Contracted Services-TPPI	10,108	4,714	-	-	2,000	1,000
295845	9635	50158 Training & Education - TPPI	3,544	2,366	-	-	1,000	1,000
295845	9640	50158 Insurance & Bonds-TPPI	485	420	552	316	600	615
295845	9659	50158 UnempComp-TPPI	42	101	72	67	150	100

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295845	9101	50473 Salaries & Wages-MDPP	102,457	115,884	83,900	58,447	79,630	104,738
295845	9102	50473 Part Time > 1000 Hours-MDPP	29,541	28,070	29,652	9,409	40,044	29,417
295845	9104	50473 Temp - Part & Full Time - MDPP	-	-	770	-	-	-
295845	9201	50473 Social Security - MDPP	8,113	8,855	7,039	4,199	7,420	8,318
295845	9202	50473 Medicare - MDPP	1,897	2,071	1,646	982	1,735	1,945
295845	9205	50473 Group Hospital Ins - MDPP	11,581	13,488	9,279	6,690	31,934	27,949
295845	9206	50473 HRA - MDPP	2,367	2,645	1,754	1,265	6,600	5,280
295845	9210	50473 Retirement - MDPP	10,204	12,822	11,124	7,543	13,583	16,233
295845	9211	50473 401K Match	787	900	450	301	2,393	2,683
295845	9230	50473 Workers' Comp - MDPP	389	316	318	190	479	805
295845	9301	50473 Office Supplies-MDPP	2,616	1,135	3,166	272	1,800	759
295845	9320	50473 Printing - MDPP	2,762	350	1,867	159	2,028	1,028
295845	9325	50473 Postage	-	-	209	64	-	200
295845	9331	50473 Minor Office Equipment & Furn	-	-	4,215	5,908	3,600	-
295845	9355	50473 Other Operation Costs-MDPP	34,851	27,189	45,261	3,465	18,222	9,901
295845	9356	50473 Special Program Supplies-MDPP	-	-	17,249	28	-	1,000
295845	9360	50473 Medical Supplies - MDPP	-	-	-	40	-	-
295845	9420	50473 Telecommunications - MDPP	912	913	1,104	684	1,920	1,440
295845	9447	50473 Contracted Services - MDPP	17,390	11,540	3,638	830	12,720	11,000
295845	9611	50473 Mileage - MDPP	4,477	2,566	227	268	3,450	2,632
295845	9630	50473 Dues & Subscriptions - MDPP	-	-	-	-	-	2,450
295845	9635	50473 Training & Education - MDPP	649	800	2,193	1,115	451	300
295845	9640	50473 Insurance & Bonds - MDPP	1,630	1,393	1,403	841	1,496	1,677
295845	9659	50473 Unemployment Comp - MDPP	114	209	110	158	600	350
295845	9101	50490 Salaries&Wages-OpioidMitGrant	9,876	4,185	-	-	-	-
295845	9201	50490 Social Security-OpioidMigGrant	610	259	-	-	-	-
295845	9202	50490 Medicare-OpioidMitGrant	143	60	-	-	-	-
295845	9205	50490 Group Hospital Ins-OpioidMitGr	635	308	-	-	-	-
295845	9206	50490 HRA-OpioidMitGrant	130	63	-	-	-	-
295845	9210	50490 Retirement-OpioidMitGrant	753	376	-	-	-	-
295845	9230	50490 Workers' Comp-OpioidMitGrant	28	12	-	-	-	-
295845	9355	50490 OtherOperCosts-OpioidMitGrant	7,913	3,392	-	-	-	-
295845	9447	50490 Contracted Serv-OpioidMitGrant	49,843	21,361	-	-	-	-
295845	9640	50490 Insurance & Bonds-OpioidMitGra	121	52	-	-	-	-
295845	9659	50490 Unemployment Comp-OpioidMitGra	-	7	-	-	-	-
295845	9101	50491 Salaries & Wages-Opioid CLC	-	22,653	49,781	28,725	52,559	53,343
295845	9201	50491 Social Security-Opioid CLC	-	1,392	3,043	1,757	3,210	3,307
295845	9202	50491 Medicare-Opioid CLC	-	326	712	411	751	773
295845	9205	50491 Group Hospital Ins-Opioid CLC	-	2,542	7,574	4,110	6,943	8,088
295845	9206	50491 HRA - Opioid CLC	-	475	1,423	774	1,452	1,452

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295845	9210	50491 Retirement - Opioid CLC	-	1,575	4,875	3,150	5,876	6,455
295845	9211	50491 401K Match - Opioid CLC	-	132	624	574	1,035	1,066
295845	9230	50491 Workers' Comp - Opioid CLC	-	34	139	80	155	320
295845	9301	50491 Office Supplies - Opioid CLC	-	3,053	362	454	454	300
295845	9320	50491 Printing & Binding-Opioid CLC	-	263	244	129	232	150
295845	9325	50491 Postage	-	-	-	16	-	-
295845	9355	50491 Other Oper Costs-Opioid CLC	-	15,919	16,143	12,200	23,989	13,125
295845	9420	50491 Telecommunications	-	224	182	288	288	-
295845	9447	50491 Contracted Services-Opioid CLC	-	2,365	4,569	1,202	1,707	-
295845	9611	50491 Mileage-Opioid CLC	-	157	-	47	292	150
295845	9635	50491 Training & Ed - Opioid CLC	-	1,230	587	749	751	1,200
295845	9640	50491 Insurance & Bonds - Opioid CLC	-	147	593	346	647	667
295845	9659	50491 Unemployment Comp - Opioid CLC	-	14	81	71	165	110
295845	9101	55030 Salaries & Wages - HP	28,665	23,804	28,113	13,556	24,133	23,041
295845	9201	55030 Social Security - HP	1,570	1,465	1,728	840	1,468	1,429
295845	9202	55030 Medicare - HP	335	343	404	197	343	334
295845	9205	55030 Group Hospital Insurance - HP	1,516	1,108	1,472	1,733	2,329	2,941
295845	9206	55030 HRA-Hlth Promo	312	224	283	330	590	528
295845	9210	55030 Retirement - HP	1,979	2,140	2,103	1,428	2,687	2,788
295845	9211	55030 401K Match	207	238	206	-	-	461
295845	9230	55030 Workers' Comp - Hlth Prom	90	67	79	38	71	138
295845	9355	55030 Other Operation Costs-HP	4,956	2,508	1,500	300	1,346	2,366
295845	9356	55030 Special Prog Supplies-HP	-	2,500	-	-	-	-
295845	9611	55030 Travel - Local	-	-	-	219	358	-
295845	9635	55030 Travel - Training Exp	-	-	-	300	300	-
295845	9640	55030 Insurance & Bonds	318	298	351	169	296	288
295845	9659	55030 UnempComp-HP	21	30	-	33	33	40
295845	9692	55030 Public Relations-HP	-	-	-	-	400	-
295845	9101	58760 Salaries & Wages-TripleP	22,465	58,602	54,244	22,573	48,527	48,006
295845	9102	58760 PT > 1000 Hrs-TripleP	15,568	60	-	-	-	-
295845	9109	58760 Salary Adjustments-TripleP	-	-	-	-	1,274	1,365
295845	9201	58760 Social Security-TripleP	2,122	3,374	3,140	1,356	3,088	3,061
295845	9202	58760 Medicare-TripleP	496	789	750	317	722	716
295845	9205	58760 GrpHospIns-TripleP	3,924	6,476	6,219	2,114	5,655	5,588
295845	9206	58760 HRA-TripleP	1,109	1,357	1,206	407	1,076	1,003
295845	9210	58760 Retirement-TripleP	2,940	5,291	5,603	2,076	5,652	5,974
295845	9211	58760 401K Match	328	555	339	217	996	987
295845	9230	58760 WorksComp-TripleP	112	136	151	63	149	296
295845	9301	58760 Office Supplies	-	-	-	-	-	-
295845	9320	58760 Printing & Binding-TripleP	70	51	1	0	20	-

Community Impact - 5845

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295845	9355	58760 OtherOperCosts-TripleP	40,381	5,667	23,193	-	8,940	12,550
295845	9447	58760 ContractedSvcs-TripleP	6,750	9,000	-	-	-	-
295845	9611	58760 Mileage-TripleP	520	377	-	-	100	50
295845	9630	58760 Dues & Subscriptions	-	-	-	450	-	450
295845	9635	58760 Trng&Educ-TripleP	4,599	2,158	2,613	2,465	500	5,974
295845	9640	58760 Ins&Bonds-TripleP	469	609	674	282	623	617
295845	9659	58760 UnempComp-TripleP	34	106	69	38	123	76
295845	9356	161A Spec Prog Supp-TRAIL Sup	108	-	-	-	-	-
295845	9356	184A Special Program Supp-Elevate	-	-	-	-	67,417	67,396
295845	9355	223A Other Operation Costs-NCBHEIn	-	-	-	-	2,287	-
295845	9356	240A SpProgSupp-PALS Indirect	598	-	-	-	-	-
295845	9101	348 Salaries & Wages-ORH LM	-	-	-	-	-	55,684
295845	9102	348 PT > 1000 Hours-ORH LM	-	-	-	-	-	28,506
295845	9201	348 Social Security-ORH LM	-	-	-	-	-	5,220
295845	9202	348 Medicare-ORH LM	-	-	-	-	-	1,221
295845	9205	348 Group Hospital Ins-ORH LM	-	-	-	-	-	12,286
295845	9206	348 HRA-ORH LM	-	-	-	-	-	3,960
295845	9210	348 Retirement-ORH LM	-	-	-	-	-	6,789
295845	9211	348 401K Match-ORH LM	-	-	-	-	-	1,684
295845	9230	348 Workers' Comp-ORH LM	-	-	-	-	-	505
295845	9301	348 Office Supplies-ORH	-	-	-	-	-	480
295845	9308	348 Patient Educ Supplies-ORH LM	-	-	-	-	-	3,000
295845	9355	348 Other Operation Costs-ORH LM	-	-	-	-	-	7,752
295845	9360	348 Medical Supplies-ORH LM	-	-	-	-	-	1,200
295845	9447	348 Outsourced Services-ORH LM	-	-	-	-	-	17,580
295845	9611	348 Mileage-ORH LM	-	-	-	-	-	1,331
295845	9635	348 Training & Education-ORH LM	-	-	-	-	-	1,500
295845	9640	348 Insurance & Bonds-ORH LM	-	-	-	-	-	1,052
295845	9659	348 Unemployment Comp-ORH LM	-	-	-	-	-	250
295845	9320	349A Printing & Binding	-	-	-	1	-	-
295845	9355	349A Other Oper Costs-CHGI	-	121	10	-	-	-
295845	9611	349A Mileage-CHG Indirect	-	229	-	-	-	-
295845	9356	369A SpecProgSup - KEYS Indirect	2,594	1,780	-	-	-	-
295845	9101	370A Salaries & Wages-REACH ID	3,010	-	-	-	-	-
295845	9201	370A Social Security - REACH ID	186	-	-	-	-	-
295845	9202	370A Medicare - REACH ID	43	-	-	-	-	-
295845	9205	370A Group Hospital Ins - REACH ID	265	-	-	-	-	-
295845	9206	370A HRA - REACH ID	55	-	-	-	-	-
295845	9210	370A Retirement - REACH ID	201	-	-	-	-	-
295845	9230	370A Workers' Comp - REACH ID	7	-	-	-	-	-

Community Impact - 5845

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295845	9356	370A Spec Prog Supp - REACH ID	398	-	-	-	-	-
295845	9640	370A Insurance & Bonds - REACH ID	32	-	-	-	-	-
295845	9659	370A UnemployComp - REACH ID	8	-	-	-	-	-
295845	9356	371A SpecialProgSupplies-Indirect	-	-	-	8,215	63,450	62,586
295845	9356	372A SpecProgSupp-SDOH Indirect	-	-	-	-	10,526	-
295845	9355	373A Other Operation Costs-STOP ID	-	-	-	6,269	16,264	15,924
295845	9356	397A Special Program Supplies-NCOAP	194	-	-	-	-	-
295845	9101	4110C Salaries & Wages-ATCES	41,589	38,818	33,169	11,609	32,612	78,450
295845	9102	4110C Part Time>1000 Hrs - ATCES	-	-	-	-	-	12,392
295845	9201	4110C Social Security-ATCES	2,584	2,385	2,254	717	2,022	5,646
295845	9202	4110C Medicare-ATCES	636	558	527	168	473	1,321
295845	9205	4110C Grp Hosp Ins-ATCES	2,260	2,475	1,999	575	6,939	11,253
295845	9206	4110C HRA-ATCES	465	498	387	111	1,320	2,112
295845	9210	4110C Retirement-ATCES	3,270	3,531	3,732	1,321	3,326	11,019
295845	9211	4110C 401K Match	415	388	367	179	652	1,821
295845	9230	4110C Workers' Compensation-ATCES	118	97	101	33	98	546
295845	9640	4110C Insurance & Bonds-ATCES	518	435	449	145	408	1,138
295845	9659	4110C UnempComp-ATC 10 Ess	-	48	48	6	150	93
295845	9355	5049A OtherOperCosts-OpioidCLC Indir	-	4,920	9,820	5,066	9,494	9,494
295845	9101	504A Salaries & Wages	1,324	-	-	-	-	-
295845	9201	504A Social Security	82	-	-	-	-	-
295845	9202	504A Medicare	19	-	-	-	-	-
295845	9210	504A Retirement	103	-	-	-	-	-
295845	9211	504A 401K Match	13	-	-	-	-	-
295845	9230	504A Workers' Compensation	4	-	-	-	-	-
295845	9356	504A Special Prog Supplies - DFCID	2,521	-	12,394	(1,030)	11,364	-
295845	9640	504A Insurance & Bonds	17	-	-	-	-	-
295845	9356	505A Special Prog Sup-MYW Indirect	-	-	5,000	-	-	-
295845	9356	506A Special Program Supplies-HFA	-	10,199	10,199	-	-	-
295845	9102	Part Time > 1000 Hours	-	-	-	1,500	-	-
295845	9201	Social Security	-	-	-	92	-	-
295845	9202	Medicare	-	-	-	21	-	-
295845	9205	Group Hospital Insurance	-	-	-	285	-	-
295845	9206	Health Reimbursement Arrangem	-	-	-	54	-	-
295845	9210	Retirement	-	-	-	171	-	-
295845	9230	Workers' Compensation	-	-	-	4	-	-
295845	9640	Insurance & Bonds	-	-	-	19	-	-
Total Expense			2,268,964	1,948,057	1,260,913	1,141,312	3,198,316	3,281,272
Net			240,388	(101,936)	(976)	(37,215)	(10,000)	(71,712)

Dental Health - 5855

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265855	6286	129 Cab Partfor Child SmartStart D	29,378	30,414	14,137	-	15,000	15,000
265855	6415	162 Medicaid Reimb-MobileDental	232,411	203,914	-	1,514	185,000	150,000
265855	6438	162 Medicaid Settlement-MobileDent	482,680	130,537	261,771	-	5,000	5,000
265855	6446	162 Contrib-CityOfKann-DentalMob	2,500	2,500	-	-	-	-
265855	6637	162 Private Ins - Mobile Dental	95,482	64,754	(249)	574	50,000	40,000
265855	6672	162 Patient Fees - Mobile Dental	19,389	10,297	2,031	1,874	8,000	7,500
265855	6803	162 Misc Rev - Dental Mobile Cl	4,250	4,000	4,000	-	-	-
265855	6439	178 Granville Vance Health Depart	107,307	68	-	-	-	-
265855	6415	182 Medicaid Reimb-DCM	-	4,331	-	21,417	185,000	150,000
265855	6438	182 Medicaid Settlement-DCM	-	-	4,115	-	-	5,000
265855	6637	182 Private Insurance-DCM	-	28,168	-	1,780	50,000	40,000
265855	6672	182 Patient Fees	-	56	37	95	8,000	7,500
265855	6849	182 Duke Endowment-Dental	-	250,000	81,200	68,800	68,799	-
265855	6440	183 Wilson County Health Depart	-	4,113	-	-	-	-
265855	6849	298 Duke Endowment	65,000	-	-	-	-	-
265855	6285	407 Office of Rural Health	-	-	-	21,229	150,000	150,000
265855	6415	41400 Medicaid - Dental	1,186,165	1,022,643	1,271,165	649,179	1,181,272	1,400,000
265855	6438	41400 Medicaid Settlement	384,469	671,997	1,056,471	1,085	574,599	1,359,979
265855	6637	41400 Private Insurance	362,674	306,475	296,727	126,419	256,691	302,477
265855	6672	41400 Patient Fees	168,001	161,496	146,736	67,783	140,121	103,269
265855	6803	41400 Miscellaneous Revenue	70	1,943	547	213	-	-
265855	6805	41400 Contributions & Private Donat	-	-	5,800	-	-	-
265855	6449	245A SJYDC - Dental	20,454	16,510	3,705	3,383	1,938	6,500
265855	6415	4140A Medicaid Reimb - KDental	707,487	623,570	762,805	430,298	646,386	765,000
265855	6438	4140A Medicaid Settlement-KDental	233,262	416,122	642,598	-	394,000	890,748
265855	6637	4140A Private Insurance-KDental	232,383	247,690	203,567	100,007	174,242	189,520
265855	6672	4140A Patient Fees-KDental	110,777	100,969	83,840	37,209	77,965	72,100
Total Revenue			4,444,138	4,302,569	4,841,003	1,532,859	4,172,013	5,659,593
Expense								

Dental Health - 5855

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295855	9101	129 Sal & Wages-SmartStart Dental	2,550	2,319	3,925	2,790	-	5,216
295855	9201	129 Social Security-SmartStart Den	155	135	230	164	-	323
295855	9202	129 Medicare-SmartStart Dental	36	32	54	38	-	76
295855	9205	129 Group Hosp Ins-SmartStart Dent	213	139	231	165	-	184
295855	9206	129 HRA - SmartStart Dental	44	28	45	32	-	33
295855	9210	129 Retirement-SmartStart Dental	197	208	399	318	-	631
295855	9211	129 401K Match	11	23	46	56	-	104
295855	9230	129 Workers' Comp-SmartStart Denta	7	7	11	8	-	31
295855	9445	129 Purchased Serv-SmartStart Dent	29,378	30,414	14,137	135	15,000	15,000
295855	9640	129 Ins & Bonds-SmartStart Dental	32	29	49	35	-	65
295855	9659	129 UnempComp-SS Dental	3	3	3	3	-	3
295855	9101	162 Salaries & Wages-Dental Mobile	196,547	144,791	5,449	13,608	142,259	63,200
295855	9102	162 Parttime > 1000 Hrs-DenMo	5,996	12,963	-	-	-	-
295855	9103	162 Part Time < 1000 Hrs DentalMo	6,616	-	-	-	-	-
295855	9104	162 Temporary - Part & Full Time	-	-	-	-	-	10,284
295855	9107	162 Contracted Pers Svcs-DenMobile	-	610	-	-	-	-
295855	9201	162 Social Security-Dental Mobile	11,641	8,474	334	836	8,820	4,556
295855	9202	162 Medicare-Dental Mobile	2,962	2,189	78	196	2,063	1,099
295855	9205	162 Group Hosp Ins-Dental Mobile	22,514	18,378	807	1,917	15,960	11,030
295855	9206	162 HRA - Dental Mobile	4,605	3,653	140	362	3,036	1,980
295855	9210	162 Retirement-Dental Mobile	15,718	13,487	504	1,376	16,146	7,647
295855	9211	162 401K Match	1,511	1,091	53	88	2,845	1,264
295855	9230	162 Wrkrs' Comp-Dental Mobile	616	424	15	38	427	441
295855	9301	162 Office Supplies-Dental Mobile	266	619	-	532	300	1,000
295855	9320	162 Printing & Binding-Dent Mobile	6,363	6,735	15	1,433	3,500	3,500
295855	9331	162 MinorOffEquip-Mobile Dental	-	2,223	-	813	4,000	4,000
295855	9345	162 AutoSupp-MobileDental	-	95	-	-	1,000	1,000
295855	9346	162 Fuel-Dental Mobile Clinic	470	484	58	182	500	500
295855	9352	162 Software-MobDental	5,020	5,260	-	-	1,800	-
295855	9367	162 Dental Supplies-Dental Mobile	36,109	30,195	466	824	15,000	15,000
295855	9401	162 Building & Equipment Rental	-	-	-	-	6,097	6,000
295855	9420	162 Telecommunications-DentalMobil	661	798	1,368	456	913	1,000
295855	9445	162 Purchased Services	12,455	6,500	-	70	-	-
295855	9447	162 ContractedSvcs-DentalMobile	1,388	7,294	5,937	632	6,000	6,000
295855	9520	162 AutosTruckMaint-MobileDental	224	134	202	-	250	250
295855	9560	162 Minor Equip Maint - MobileDent	3,383	2,099	-	-	5,000	2,500
295855	9570	162 Service Contracts-MobileDental	1,038	1,289	1,163	204	1,140	1,500

Dental Health - 5855

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295855	9611	162 Mileage-Mobile Dental	1,263	726	-	39	500	500
295855	9630	162 Dues & Subscriptions - Mob Den	955	1,261	-	750	750	-
295855	9635	162 Training & Education - Den Mob	568	150	495	-	1,000	500
295855	9640	162 Insurance & Bonds-Dental Mobil	2,448	1,867	59	167	1,778	919
295855	9659	162 UnemployComp-MobileDental	164	-	15	38	345	150
295855	9860	162 Equip&Furn-MobileDental	-	-	-	-	5,000	2,500
295855	9101	178 Salaries & Wages - GVDP	10,282	50	-	-	-	-
295855	9102	178 PT > 1000 Hrs - GVDP	22,351	-	-	-	-	-
295855	9103	178 Part Time < 1000 Hours	49,673	-	-	-	-	-
295855	9104	178 Temporary - Part & Full Time	5,856	-	-	-	-	-
295855	9201	178 Social Security - GVDP	5,439	3	-	-	-	-
295855	9202	178 Medicare - GVDP	1,272	1	-	-	-	-
295855	9205	178 Group Hospital Ins - GVDP	803	7	-	-	-	-
295855	9206	178 HRA - GVDP	144	1	-	-	-	-
295855	9210	178 Retirement - GVDP	1,839	5	-	-	-	-
295855	9211	178 401K Match	18	1	-	-	-	-
295855	9230	178 Workers' Comp - GVDP	270	0	-	-	-	-
295855	9320	178 Printing & Binding	10	-	-	-	-	-
295855	9447	178 Contracted Services - GVDP	65	-	-	-	-	-
295855	9611	178 Mileage - GVDP	2,745	-	-	-	-	-
295855	9635	178 Training & Education - GVDP	2,277	-	-	-	-	-
295855	9640	178 Insurance & Bonds - GVDP	1,103	1	-	-	-	-
295855	9659	178 Unemployment Comp - GVDP	144	0	-	-	-	-
295855	9101	182 Salaries & Wages-DCM	-	289,402	62,916	13,398	140,651	63,200
295855	9102	182 Part Time > 1000 Hours-DCM	-	112	-	-	-	-
295855	9104	182 Temporary - Part & Full Time	-	-	-	-	-	10,284
295855	9201	182 Social Security-DCM	-	15,435	3,731	823	8,720	4,556
295855	9202	182 Medicare-DCM	-	4,082	872	193	2,039	1,099
295855	9205	182 Group Hospital Ins-DCM	-	30,684	4,337	1,883	15,960	11,030
295855	9206	182 HRA-DCM	-	6,024	832	359	3,036	1,980
295855	9210	182 Retirement-DCM	-	26,122	6,405	1,361	15,964	7,647
295855	9211	182 401K Match-DCM	-	2,506	624	87	2,813	1,264
295855	9230	182 Workers' Comp-DCM	-	564	170	38	422	441
295855	9301	182 Office Supplies-DCM	-	-	-	-	300	1,000
295855	9320	182 Printing & Binding-DCM	-	-	-	1,404	3,500	3,500
295855	9331	182 Minor Office Equip & Furn-DCM	-	23,392	-	813	4,000	4,000
295855	9345	182 Automotive Supplies-DCM	-	65	-	52	1,000	1,000
295855	9346	182 Fuel-DCM	-	149	-	74	500	500

Dental Health - 5855

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295855	9352	182 Software	-	-	-	-	1,800	-
295855	9367	182 Dental Supplies-DCM	-	-	-	734	15,000	15,000
295855	9401	182 Building & Equipment Rental	-	-	-	-	6,097	6,000
295855	9420	182 Telecommunications	-	493	456	456	913	1,000
295855	9447	182 Contracted Services-DCM	-	5,292	-	-	6,000	6,000
295855	9520	182 Autos and Trucks Maintenance	-	1,471	-	-	250	250
295855	9560	182 Minor Equipment Maint-DCM	-	5,099	-	-	5,000	2,500
295855	9570	182 Service Contracts	-	-	-	-	1,140	1,500
295855	9611	182 Mileage-DCM	-	-	-	-	500	500
295855	9630	182 Dues & Subscriptions	-	-	-	750	750	-
295855	9635	182 Training & Education-DCM	-	-	-	-	1,000	500
295855	9640	182 Insurance & Bonds-DCM	-	2,516	760	165	1,758	919
295855	9659	182 Unemployment Comp-DCM	-	-	97	38	345	150
295855	9860	182 Equipment & Furniture-DCM	-	176,448	-	-	5,000	2,500
295855	9101	183 Salaries & Wages-WCHDDental	-	3,234	-	-	-	-
295855	9201	183 Social Security-WCHDDental	-	188	-	-	-	-
295855	9202	183 Medicare-WCHDDental	-	44	-	-	-	-
295855	9205	183 Group Hospital Ins-WCHDDental	-	203	-	-	-	-
295855	9206	183 HRA-WCHDDental	-	41	-	-	-	-
295855	9210	183 Retirement-WCHDDental	-	291	-	-	-	-
295855	9211	183 401K Match-WCHDDental	-	32	-	-	-	-
295855	9230	183 Workers' Comp-WCHDDental	-	9	-	-	-	-
295855	9640	183 Insurance & Bonds-WCHDDental	-	40	-	-	-	-
295855	9659	183 Unemployment Comp-WCHDDental	-	3	-	-	-	-
295855	9101	298 Salaries & Wages-DukeEndow	55,103	-	-	-	-	-
295855	9201	298 Social Security-DukeEndow	3,283	-	-	-	-	-
295855	9202	298 Medicare	768	-	-	-	-	-
295855	9205	298 Group Hospital Ins-DukeEndow	4,459	-	-	-	-	-
295855	9206	298 HRA-DukeEndow	899	-	-	-	-	-
295855	9210	298 Retirement-DukeEndow	4,259	-	-	-	-	-
295855	9211	298 401K Match-DukeEndow	301	-	-	-	-	-
295855	9230	298 Workers' Comp-DukeEndow	154	-	-	-	-	-
295855	9640	298 Insurance & Bonds-DukeEndow	680	-	-	-	-	-
295855	9101	407 Salaries & Wages-ORH	-	-	-	29,511	63,103	69,784
295855	9201	407 Social Security-ORH	-	-	-	1,072	3,912	4,327
295855	9202	407 Medicare-ORH	-	-	-	412	915	1,012
295855	9205	407 Group Hospital Insurance-ORH	-	-	-	1,071	6,939	2,757
295855	9206	407 HRA-ORH	-	-	-	199	1,320	495
295855	9210	407 Retirement-ORH	-	-	-	3,367	7,181	8,444

Dental Health - 5855

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295855	9211	407 401K Match-ORH	-	-	-	567	1,262	1,396
295855	9230	407 Workers' Compensation-ORH	-	-	-	83	189	419
295855	9367	407 Dental Supplies-ORH	-	-	-	26,455	64,240	60,457
295855	9640	407 Insurance & Bonds-ORH	-	-	-	370	789	872
295855	9659	407 Unemployment Comp-ORH	-	-	-	24	150	38
295855	9101	41400 Salaries & Wages - Dental	1,377,164	1,261,270	1,231,322	726,198	1,079,211	1,626,130
295855	9102	41400 PT > 1000 Hrs Dental	45,721	165,213	73,547	46,305	79,155	86,733
295855	9103	41400 PT < 1000 Hrs Dental	32,259	23,449	-	-	-	-
295855	9107	41400 Contract Person Svcs-Dental	53,116	2,149	4,731	22,110	-	-
295855	9201	41400 Social Security Dental	72,886	75,558	70,173	40,784	93,519	109,416
295855	9202	41400 Medicare - Dental	20,534	20,234	18,248	10,853	21,871	25,589
295855	9205	41400 Group Hosp Ins Dental	117,347	133,509	127,338	68,495	175,571	189,910
295855	9206	41400 HRA - Dental	24,107	27,084	3,654	13,097	33,924	34,617
295855	9210	41400 Retirement - Dental	108,364	126,570	130,086	83,501	171,200	213,538
295855	9211	41400 401K Match	8,930	10,241	12,532	9,118	30,167	35,296
295855	9230	41400 Workers' Comp Dental	4,379	-	-	2,165	4,763	10,589
295855	9301	41400 Office Supplies-Dental	4,816	4,317	4,970	1,517	4,000	3,200
295855	9304	41400 Laboratory Supplies-Dental	476	163	-	-	150	150
295855	9320	41400 Printing & Binding- Dental	601	542	288	310	500	500
295855	9325	41400 Postage-Dental	1,966	2,000	1,999	1,000	2,000	2,000
295855	9331	41400 Minor Off Equip&Furn-Dental	19,016	11,913	4,168	11,382	12,000	12,000
295855	9352	41400 Software-Dental	5,334	5,260	-	-	7,200	4,000
295855	9360	41400 Medical Supplies	-	-	-	-	-	600
295855	9367	41400 Dental Supplies-Dental	152,466	134,934	119,232	82,152	130,000	130,000
295855	9394	41400 Janitorial Supplies-Dental	5,313	4,303	4,346	747	4,000	4,000
295855	9401	41400 Bldg & Equip Rental - Dental	65,763	76,556	77,819	65,763	65,760	65,764
295855	9412	41400 Lights & Power	13,337	12,629	12,012	6,388	13,000	15,000
295855	9415	41400 Meeting Expense-Dental	231	232	74	-	100	1,000
295855	9420	41400 Telecommunications-Dental	2,400	2,400	2,400	1,200	2,400	2,400
295855	9445	41400 Purchased Svcs-Dental	4,193	6,360	5,026	584	4,500	4,000
295855	9447	41400 Contracted Services	22,400	28,628	26,519	13,997	28,000	28,000
295855	9499	41400 Providers Meeting Expense	-	181	-	-	-	300
295855	9501	41400 Bldg & Ground Maint-Dental	4,688	4,349	1,748	770	5,000	5,000
295855	9520	41400 Autos & Truck Maint-Dental	632	1,711	1,814	921	2,000	2,000
295855	9560	41400 Minor Equip Maint - Dental	7,187	14,942	13,771	5,473	10,000	10,000
295855	9570	41400 Service Contracts-Dental	3,768	4,514	11,929	8,039	10,000	12,000
295855	9611	41400 Mileage - Dental	349	222	-	-	250	250

Dental Health - 5855

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295855	9630	41400 Dues & Subscriptions-Dental	7,011	6,050	8,083	3,603	3,000	4,500
295855	9635	41400 Training & Education-Dental	4,124	3,363	1,355	464	4,000	14,000
295855	9640	41400 Insurance & Bonds	14,856	15,131	-	9,646	18,855	22,060
295855	9659	41400 UnempComp-Dental	1,357	-	1,441	1,004	3,706	2,574
295855	9699	41400 Recruitment	-	-	561	-	-	1,000
295855	9860	41400 Equipment & Furniture-Dental	-	-	5,800	51,650	105,000	350,000
295855	9101	245A Salaries & Wages-SJYDC Dental	1,699	-	-	-	-	-
295855	9102	245A PT > 1000 Hrs - SJYDC Dental	380	-	-	-	-	-
295855	9201	245A Social Security-SJYDC Dental	99	-	-	-	-	-
295855	9202	245A Medicare-SJYDC Dental	30	-	-	-	-	-
295855	9205	245A Grp Hosp Ins-SJYDC Dental	148	-	-	-	-	-
295855	9206	245A HRA - SJYDC Dental	30	-	-	-	-	-
295855	9210	245A Retirement - SJYDC Dental	161	-	-	-	-	-
295855	9211	245A 401K Match	14	-	-	-	-	-
295855	9230	245A Workers' Comp-SJYDC Dental	6	-	-	-	-	-
295855	9640	245A Ins & Bonds-SJYDC Dental	26	-	-	-	-	-
295855	9659	245A UnemplComp-SJYDC Dental	2	-	-	-	-	-
295855	9101	4140A Sals&Wags-KDent	633,825	582,439	556,864	354,847	560,514	711,617
295855	9102	4140A PT>1000 Hrs-KDent	23,306	37,769	2,265	2,391	-	-
295855	9103	4140A PT<1000 Hrs - KDent	2,463	8,707	-	-	-	-
295855	9107	4140A ContractedPersonnelSvc-KDent	252	1,059	-	-	-	-
295855	9201	4140A Social Security-KDent	33,124	33,145	30,226	16,468	34,752	44,120
295855	9202	4140A Medicare-KDent	9,109	8,866	7,978	5,120	8,127	10,318
295855	9205	4140A GrpHospIns-KDent	63,284	61,496	51,214	25,544	53,430	68,936
295855	9206	4140A HRA-KDent	13,044	11,910	9,446	4,845	10,164	12,375
295855	9210	4140A Retirement-KDent	51,213	55,212	57,074	40,175	63,618	86,106
295855	9211	4140A 401K Match	4,590	4,050	4,959	5,031	11,210	14,232
295855	9230	4140A Wrkrs Comp-KDent	1,963	-	-	999	1,682	4,270
295855	9301	4140A Office Supplies-KDent	861	937	1,296	514	1,500	1,000
295855	9304	4140A Laboratory Supplies-KDental	149	39	-	-	150	150
295855	9320	4140A Printing & Binding-KDent	837	383	669	394	500	500
295855	9325	4140A Postage-KDent	1,000	1,000	799	500	1,000	1,000
295855	9331	4140A MinorOfficeEquip&Furn-KannDent	2,570	2,826	390	-	8,000	6,000
295855	9352	4140A Software-KDental	5,334	5,260	-	-	7,200	5,500
295855	9367	4140A Dental Supplies-KDent	86,233	79,969	89,877	52,103	90,000	90,000
295855	9420	4140A Telecommunications-KDental	2,400	2,400	2,400	1,200	2,400	2,400
295855	9445	4140A Purchased Services-DentalKann	3,022	4,794	1,609	-	3,500	2,500

Dental Health - 5855

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295855	9447	4140A ContractSvcs-Dental Kannapolis	1,378	7,294	8,109	1,686	8,000	8,000
295855	9560	4140A MinorEquipMaint-KannDent	7,535	5,658	9,343	3,313	9,000	7,500
295855	9570	4140A Service Contracts-KannDental	3,893	4,072	7,556	5,601	10,000	10,000
295855	9611	4140A Mileage-KDent	-	93	-	-	75	75
295855	9630	4140A Dues & Subscriptions-KDental	2,269	3,136	2,031	1,977	1,500	1,500
295855	9635	4140A Trng & Ed - KDent	3,648	4,140	511	225	2,001	2,000
295855	9640	4140A Ins&Bonds-KDent	7,245	6,865	-	4,462	7,006	8,895
295855	9659	4140A UnempComp-KannDental	632	-	557	542	1,157	938
Total Expense			3,723,191	4,020,629	2,939,644	1,931,237	3,677,175	4,596,355
Net			720,947	281,940	1,901,359	(398,378)	494,838	1,063,238

Vital Records - 5860

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265860	6904	185 ContribCabCo-Vital Records	49,000	49,000	58,314	31,956	63,913	72,743
Total Revenue			49,000	49,000	58,314	31,956	63,913	72,743
Expense								
295860	9101	185 Sals&Wags-VR	47,978	39,137	40,299	27,837	42,723	49,400
295860	9109	185 Salary Adjustments-VR	-	-	-	-	1,121	1,405
295860	9201	185 Social Security-VR	2,688	2,196	2,384	1,599	2,718	3,150
295860	9202	185 Medicare-VR	629	513	558	374	636	737
295860	9205	185 GrpHospIns-VR	7,263	6,474	6,273	3,757	6,939	7,353
295860	9206	185 HRA-VR	1,491	1,276	1,195	716	1,320	1,320
295860	9210	185 Retirement-VR	3,751	3,518	4,123	3,168	4,472	6,147
295860	9211	185 401K Match	435	391	514	557	877	1,016
295860	9230	185 WrkrsComp-VR	143	91	113	78	132	305
295860	9301	185 Office Supplies-VR	373	432	439	-	1,117	500
295860	9320	185 Printing & Binding-VR	-	-	-	5	40	25
295860	9325	185 Postage	-	93	460	3	400	400
295860	9331	185 Minor Office Equipment & Furn	-	-	699	-	700	250
295860	9420	185 Telecommunications-VR	20	-	-	-	20	-
295860	9635	185 Training & Education-VR	-	-	10	-	-	-
295860	9640	185 Ins&Bonds-VR	598	406	504	348	548	635
295860	9659	185 UnempComp-VitalRecords	69	97	62	66	150	100
Total Expense			65,439	54,625	57,632	38,506	63,913	72,743
Net			(16,439)	(5,625)	682	(6,550)	-	-

Communicable Disease - 5865

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265865	6807	90 340B Program Income	-	-	-	24,982	108,000	-
265865	6438	131 Medicaid Settlement	509	-	231	-	-	-
265865	6637	131 Private Insurance-Int Travel	21,180	15,810	975	2,227	9,500	9,500
265865	6664	131 Medicare Reimb-InternationalTr	286	526	-	258	-	200
265865	6672	131 Patient Fees- Int. Travel	34,232	24,826	2,929	11,210	16,500	24,000
265865	6415	146 Medicaid-Flu/Pneumonia	16,280	16,582	21,834	1,420	20,000	2,000
265865	6417	146 Medicaid Managed Care	-	-	-	8,852	-	30,000
265865	6438	146 Medicaid Settlement	399	8,822	8,839	-	200	8,831
265865	6637	146 Private Ins-Flu/Pneumonia	12,113	10,518	8,211	7,116	12,500	10,000
265865	6664	146 Medicare Reimb-Flu/Pneumonia	130	116	35	184	50	250
265865	6672	146 Patient Fees-Flu/Pneumonia	783	815	345	344	400	350
265865	6415	235 Medicaid Reimb-PrEP Clinic	-	-	697	194	400	200
265865	6417	235 Medicaid Managed Care-PrEP Clinic	-	-	-	-	-	500
265865	6438	235 Medicaid Settlement	33	57	22	-	20	60
265865	6448	235 Mecklenburg County	-	-	-	1,443	14,520	-
265865	6637	235 Private Ins - PrEP Clinic	1,770	1,335	1,730	1,287	1,700	7,500
265865	6672	235 Patient Fees - PrEP Clinic	3,534	2,867	1,931	566	4,000	7,500
265865	6807	235 340B - PrEP Clinic	-	-	-	-	-	75,000
265865	6904	509 Contribution from Cabarrus Cty	-	443,429	1,006,571	-	-	-
265865	6343	511 NC Central University	-	-	20,000	-	-	-
265865	6854	515 Cabarrus PH Interest-CCRC	-	-	573,758	-	-	-
265865	6247	516 US DHHS - PRF4	-	-	-	211,949	211,949	181,402
265865	6412	519 Contrib from City of Concord	-	-	28,940	-	-	-
265865	6200	45100 CHA Grant - CD	10,734	10,734	10,735	4,475	10,734	10,734
265865	6415	45100 Medicaid - CD	37	-	-	-	-	-
265865	6417	45100 Medicaid Managed Care	-	-	-	8	-	-
265865	6438	45100 Medicaid Settlement-CD Grant	-	-	3,631	-	-	-
265865	6451	45100 Rowan Co Health Dept	27,051	39,895	4,370	-	-	-
265865	6637	45100 Private Insurance-CD Grant	-	130	80	80	-	1,000
265865	6803	45100 Miscellaneous Revenue-CD	2,683	1,782	1,403	980	1,700	2,000
265865	6904	45100 Cont Cab Co - CD	715,479	736,846	794,042	457,248	914,497	859,052
265865	6200	45140 CHA Grant-PH Preparedness	44,824	49,633	64,434	22,053	49,633	49,633
265865	6803	45140 Miscellaneous Revenue	-	232	-	-	-	-
265865	6904	45140 Cont Cab Co - PH Preparedness	-	-	-	-	-	82,000
265865	6200	45510 CHA Grant - TB	15,194	5,194	5,194	2,165	5,194	5,194
265865	6415	45510 Medicaid - TB Grant	508	2,800	3,339	321	4,000	500
265865	6417	45510 Medicaid Managed Care	-	-	-	60	-	4,000

Communicable Disease - 5865

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
265865	6438	45510 Medicaid Settlement-TB Grant	299	330	1,399	-	250	864
265865	6637	45510 Private Insurance-TB Grant	1,847	2,162	1,966	653	2,000	2,000
265865	6664	45510 Medicare Reimb-TB Grant	0	142	-	-	-	-
265865	6672	45510 Patient Fees - TB Grant	11,011	10,380	7,533	3,191	11,000	11,000
265865	6200	50115 CHA Grant-IPS COVID-19	-	-	248,252	-	-	-
265865	6200	50539 CHA Grant-COVID-19 CARES	-	-	71,770	-	-	-
265865	6200	50543 CHA Grant-ELC EnhDectAct	-	-	432,961	529,506	1,915,425	877,246
265865	6200	50544 CHA Grant-IPC Regional Teams	-	-	227,360	-	-	-
265865	6200	50545 CHA Grant-EDRegSupportTeam	-	-	246,520	242,223	596,058	569,674
265865	6200	50546 CHA Grant-CD Pandemic Recovery	-	-	-	-	-	275,620
265865	6200	50584 CHA Grant-Viral Hepatitis Prev	-	-	-	-	36,080	77,159
265865	6200	50610 CHA Grant - STD Prevention	116	42	-	-	100	100
265865	6200	50619 CHA Grant-Covid 19 Crisis Resp	-	148,104	-	-	-	-
265865	6247	50619 US Dept Health & Human Service	-	91,227	387,533	90,338	152,525	-
265865	6411	50619 Federal Emergency Mgmt Agency	-	-	-	22,194	22,195	-
265865	6415	50619 Medicaid Reimb-Covid19	-	21,304	5,576	9,560	18,620	5,520
265865	6417	50619 Medicaid Managed Care	-	-	-	19,092	36,471	29,456
265865	6637	50619 Private Insurance-Covid19	-	80,063	375,758	120,423	222,464	60,000
265865	6664	50619 Medicare Reimb-Covid19	-	27,423	246,354	52,925	79,055	8,480
265865	6803	50619 Miscellaneous Revenue	-	6,168	-	4,090	4,090	4,000
265865	6200	50621 CHA Grant - PH Reg WF	-	-	-	-	209,429	3,056,343
265865	6200	50716 CHA Grant-CDCCVP	-	-	107,836	161,574	488,994	485,183
265865	6200	50894 CHA Grant - STD Drugs	300	2,986	2,966	719	18,089	18,089
265865	6200	55410 CHA Grant-HIV/STD	27,999	28,000	28,000	11,665	28,000	28,000
265865	6415	55410 Medicaid-HIV/STD	5,881	6,447	13,313	1,132	15,000	2,000
265865	6417	55410 Medicaid Managed Care	-	-	-	4,296	-	10,000
265865	6438	55410 Medicaid Settlement-HIV/STD	2,950	3,167	5,193	-	2,500	4,180
265865	6637	55410 Pvt Ins-HIV/STD	4,577	1,482	2,574	1,760	3,500	3,000
265865	6664	55410 Medicare Reimb - HIV/STD	17	-	22	16	-	-
265865	6672	55410 Patient Fees-HIV/STD	11,463	12,092	13,020	3,156	13,000	13,000
265865	6200	57150 CHA Grant - Immun Action Plan	30,721	31,298	54,695	12,920	31,010	31,010
265865	6415	57150 Medicaid-IAP	20,780	21,431	25,493	1,835	27,000	2,000
265865	6417	57150 Medicaid Managed Care	-	-	-	19,797	-	28,000
265865	6438	57150 Medicaid Settlement-Imm Action	29,253	18,315	30,349	-	15,000	24,332
265865	6637	57150 PvtIns-IAP	71,316	87,145	66,854	61,385	72,000	75,000
265865	6664	57150 Medicare-ImmActionPlan	2,319	1,686	1,635	879	1,000	2,000
265865	6672	57150 Patient Fees-IAP	22,882	15,427	11,161	4,835	14,000	12,000
Total Revenue			1,151,489	1,989,771	5,180,366	2,139,587	5,420,352	7,086,662

Communicable Disease - 5865

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Expense								
295865	9355	90 Other Operation Costs-Pharmacy	-	-	-	-	47,000	-
295865	9360	90 Medical Supplies-Pharmacy	-	-	-	-	14,000	-
295865	9445	90 Purchased Services-Pharmacy	-	-	-	-	47,000	-
295865	9447	90 Outsourced Services	-	-	-	2,086	-	-
295865	9102	126 Part Time > 1000 Hours STD	-	123	-	-	-	-
295865	9201	126 Social Security STD	-	8	-	-	-	-
295865	9202	126 Medicare STD	-	2	-	-	-	-
295865	9205	126 Group Hospital Insurance STD	(4)	0	-	-	-	-
295865	9206	126 HRA - STD	4	-	-	-	-	-
295865	9210	126 Retirement STD	-	11	-	-	-	-
295865	9101	131 Salaries & Wages-Intl Travel	26,055	21,816	95	2,819	18,895	39,418
295865	9102	131 Part Time > 1000 Hrs Intl Trav	7,215	7,521	-	-	3,956	-
295865	9109	131 Salary Adjustments-IntlTravel	-	-	-	-	600	1,121
295865	9201	131 Social Security-Intl Travel	2,024	1,761	6	169	1,454	2,513
295865	9202	131 Medicare - Intl Travel	473	412	1	40	340	588
295865	9205	131 Group Hosp Ins - Intl Travel	3,657	3,522	0	255	2,071	4,390
295865	9206	131 HRA - International Travel	748	698	-	49	396	792
295865	9210	131 Retirement - Intl Travel	2,587	2,637	7	321	2,662	4,905
295865	9211	131 401K Match	195	214	-	56	469	811
295865	9230	131 Workers' Comp - Intl Travel	97	82	0	8	70	243
295865	9327	131 International Travel Vaccine	12,276	29,796	-	18,013	7,500	18,000
295865	9360	131 Medical Supplies-IT	-	-	-	-	100	100
295865	9630	131 Dues & Subs-IT	975	975	-	975	1,000	1,000
295865	9640	131 Insurance & Bonds	333	366	1	35	307	529
295865	9659	131 UnempComp-IntlTravel	27	54	-	4	53	60
295865	9101	146 Salaries & Wages-Flu/Pneumonia	3,711	1,861	2,235	711	1,768	2,000
295865	9102	146 PT > 1000 Hrs-Flu/Pneumonia	2,249	862	406	-	-	-
295865	9103	146 PT < 1000 Hrs-Flu/Pneumonia	-	-	-	137	-	-
295865	9109	146 Salary Adjustments-FluPneum	-	-	-	-	46	-
295865	9201	146 Social Security-Flu/Pneumonia	366	164	162	52	112	75
295865	9202	146 Medicare-Flu/Pneumonia	86	38	38	12	26	25
295865	9205	146 Group Hosp Ins-Flu/Pneumonia	393	163	24	44	345	300
295865	9206	146 HRA - Flu & Pneumonia	81	33	4	8	66	65
295865	9210	146 Retirement-Flu/Pneumonia	463	245	269	81	206	200
295865	9211	146 401K Match	31	19	6	12	36	40
295865	9230	146 Workers' Comp-Flu/Pneumonia	17	8	7	2	5	5
295865	9365	146 Pharmacy-Flu & Pneumonia	8,540	-	7,777	10,316	8,400	10,300

Communicable Disease - 5865

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295865	9640	146 Ins & Bonds-Flu/Pneumonia	74	34	33	11	25	25
295865	9659	146 UnempComp-Flu/Pneumonia	1	8	5	5	8	8
295865	9101	235 Salaries & Wages-PrEP	56	206	-	-	-	-
295865	9102	235 Salaries & Wages-PrEP	-	-	-	-	-	39,571
295865	9103	235 Salaries & Wages-PrEP	-	-	-	-	-	22,752
295865	9201	235 Social Security - PrEP	3	12	-	-	-	7,500
295865	9202	235 Medicare - PrEP	1	3	-	-	-	2,500
295865	9205	235 Group Hospital Ins - PrEP	7	35	-	-	-	-
295865	9206	235 HRA - PrEP	1	7	-	-	-	-
295865	9210	235 Retirement - PrEP	4	19	-	-	-	7,500
295865	9211	235 401K Match	1	2	-	-	-	1,250
295865	9230	235 Workers' Comp - PrEP	0	1	-	-	-	500
295865	9304	235 Lab Supplies-PrEP Clinic	-	-	-	-	1,050	2,050
295865	9355	235 Other Operation Costs-PrEP	-	-	-	-	1,000	2,000
295865	9445	235 Purchased Services-PrEP Clinic	1,550	1,692	1,645	-	3,450	-
295865	9447	235 Outsourced Services	-	-	-	1,053	10,270	10,000
295865	9630	235 Dues & Sub - PrEP Clinic	582	682	-	180	700	1,000
295865	9640	235 Insurance & Bonds - PrEP	1	3	-	-	-	731
295865	9659	235 Unemployment Comp - PrEP	-	1	-	-	-	158
295865	9101	509 Salaries & Wages-CRC	-	29,323	645,906	-	-	-
295865	9102	509 Part Time > 1000 Hrs-CRC	-	28,023	116,353	-	-	-
295865	9103	509 Part Time < 1000 Hrs-CRC	-	123	1,862	-	-	-
295865	9104	509 Temp - Part & Full Time-CRC	-	-	12,247	-	-	-
295865	9201	509 Social Security-CRC	-	3,374	46,042	-	-	-
295865	9202	509 Medicare-CRC	-	789	10,876	-	-	-
295865	9205	509 Group Hospital Ins-CRC	-	6,800	68,838	-	-	-
295865	9206	509 HRA-CRC	-	1,524	14,104	-	-	-
295865	9210	509 Retirement-CRC	-	5,838	73,016	-	-	-
295865	9211	509 401K Match-CRC	-	387	5,400	-	-	-
295865	9230	509 Workers' Comp-CRC	-	-	2,149	-	-	-
295865	9355	509 Other Operation Costs-CRC	-	-	1	-	-	-
295865	9640	509 Insurance & Bonds-CRC	-	-	9,551	-	-	-
295865	9659	509 Unemployment Comp-CRC	-	183	1,596	-	-	-
295865	9101	511 Salaries & Wages-NCCU	-	-	13,243	-	-	-
295865	9102	511 Part Time > 1000 Hours-NCCU	-	-	192	-	-	-
295865	9201	511 Social Security-NCCU	-	-	808	-	-	-
295865	9202	511 Medicare-NCCU	-	-	189	-	-	-
295865	9205	511 Group Hospital Ins - NCCU	-	-	1,183	-	-	-
295865	9206	511 HRA - NCCU	-	-	228	-	-	-

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295865	9210	511 Retirement - NCCU	-	-	1,368	-	-	-
295865	9211	511 401K Match - NCCU	-	-	174	-	-	-
295865	9230	511 Workers' Comp - NCCU	-	-	38	-	-	-
295865	9445	511 Purchased Services-NCCU	-	-	2,412	-	-	-
295865	9640	511 Insurance & Bonds-NCCU	-	-	168	-	-	-
295865	9101	515 Salaries & Wages-CCRC	-	-	348,207	-	-	-
295865	9102	515 Part Time > 1000 Hours-CCRC	-	-	73,457	-	-	-
295865	9103	515 Part Time < 1000 Hours-CCRC	-	-	2,662	-	-	-
295865	9104	515 Temp - Part & Full Time-CCRC	-	-	15,693	-	-	-
295865	9201	515 Social Security-CCRC	-	-	26,146	-	-	-
295865	9202	515 Medicare-CCRC	-	-	6,115	-	-	-
295865	9205	515 Group Hospital Ins-CCRC	-	-	41,219	-	-	-
295865	9206	515 HRA-CCRC	-	-	8,050	-	-	-
295865	9210	515 Retirement-CCRC	-	-	43,256	-	-	-
295865	9211	515 401K Match-CCRC	-	-	2,618	-	-	-
295865	9230	515 Workers' Compensation-CCRC	-	-	1,415	-	-	-
295865	9640	515 Insurance & Bonds-CCRC	-	-	5,446	-	-	-
295865	9101	516 Salaries & Wages-PRF4	-	-	-	-	50,000	49,213
295865	9201	516 Social Security-PRF4	-	-	-	-	3,100	3,134
295865	9202	516 Medicare-PRF4	-	-	-	-	725	733
295865	9205	516 Group Hospital Insurance-PRF4	-	-	-	-	6,939	7,353
295865	9206	516 HRA-PRF4	-	-	-	-	1,320	1,320
295865	9210	516 Retirement-PRF4	-	-	-	-	5,690	6,117
295865	9211	516 401K Match-PRF4	-	-	-	-	1,000	1,011
295865	9230	516 Workers' Comp-PRF4	-	-	-	-	250	303
295865	9301	516 Office Supplies-PRF4	-	-	-	-	4,500	1,084
295865	9331	516 Minor Office Equip & Furn-PRF4	-	-	-	3,600	20,000	2,000
295865	9355	516 Other Operation Costs-PRF4	-	-	-	-	3,500	2,500
295865	9401	516 Building & Equip Leases-PRF4	-	-	-	14,583	99,300	99,300
295865	9447	516 Outsourced Services-PRF4	-	-	-	-	5,000	1,000
295865	9501	516 Building & Ground Mainten-PRF4	-	-	-	-	2,500	2,500
295865	9570	516 Service Contracts-PRF4	-	-	-	-	7,500	3,102
295865	9640	516 Insurance & Bonds-PRF4	-	-	-	-	625	632
295865	9659	516 Unemployment-PRF4	-	-	-	-	-	100
295865	9101	519 Salaries & Wages-Covid-CityCon	-	-	15,205	-	-	-
295865	9102	519 PT > 1000 Hours-CovidCityCon	-	-	7,435	-	-	-
295865	9201	519 Social Security-CovidCityCon	-	-	1,368	-	-	-
295865	9202	519 Medicare-CovidCityCon	-	-	320	-	-	-
295865	9205	519 Grp Hospital Ins-CovidCityCon	-	-	1,574	-	-	-

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295865	9206	519 HRA-CovidCityCon	-	-	302	-	-	-
295865	9210	519 Retirement-CovidCityCon	-	-	2,167	-	-	-
295865	9211	519 401K Match-CovidCityCon	-	-	125	-	-	-
295865	9230	519 Workers' Compensation	-	-	109	-	-	-
295865	9640	519 Insurance & Bonds	-	-	280	-	-	-
295865	9659	519 Unemployment Compensation	-	-	54	-	-	-
295865	9101	45100 Salaries & Wages - CD	271,672	238,974	349,550	238,132	346,945	292,861
295865	9102	45100 Part Time > 1000 Hours-CD	16,869	29,562	22,211	4,570	7,912	6,000
295865	9103	45100 Part Time < 1000 Hours - CD	8,659	8,053	2,662	213	15,848	8,755
295865	9104	45100 Temporary-Part & Full Time CD	-	-	-	203	-	-
295865	9107	45100 Contracted Personal Svcs-CD	5,979	3,057	-	-	-	-
295865	9109	45100 Salary Adjustments-CD	-	-	-	-	8,412	8,630
295865	9201	45100 Social Security - CD	17,506	16,205	22,333	14,217	21,501	20,218
295865	9202	45100 Medicare - CD	4,221	3,866	5,236	3,421	5,029	4,728
295865	9205	45100 Group Hospital Ins - CD	25,231	23,232	30,752	21,817	32,099	31,096
295865	9206	45100 HRA - Comm Diseases	5,206	4,615	5,979	4,251	6,138	5,610
295865	9210	45100 Retirement - CD	21,833	23,213	37,465	27,171	37,563	38,398
295865	9211	45100 401K Match	2,089	1,777	3,660	3,649	6,619	6,347
295865	9230	45100 Workers' Compensation - CD	881	647	1,045	681	1,040	1,904
295865	9301	45100 Office Supplies-CD	1,588	1,898	928	112	1,400	1,400
295865	9304	45100 Laboratory Supplies-CD	15	-	-	-	-	-
295865	9320	45100 Printing & Binding-CD	196	49	112	140	100	300
295865	9325	45100 Postage-CD	653	684	796	210	550	500
295865	9331	45100 Minor Off Equip & Furn CD	-	-	2,806	1,944	-	100
295865	9347	45100 Med Records Supplies-CD	209	157	275	226	250	250
295865	9355	45100 Other Operation Costs	-	-	579	-	-	-
295865	9356	45100 Special Prog Supp-CD	-	-	14,073	-	-	-
295865	9360	45100 Medical Supplies - CD	3,266	2,475	8,379	2,300	4,100	4,200
295865	9365	45100 Pharmacy-CD	570	100	588	100	350	250
295865	9420	45100 Telecommunications-CD	4,964	4,992	4,929	2,465	3,720	3,700
295865	9445	45100 Purchased Svcs-CD	1,571	60,826	(8,943)	-	1,018	500
295865	9447	45100 Contracted Services-CD	1,070	452	1,662	1,579	700	1,500
295865	9560	45100 Minor Equip Mntnce-CD	-	-	975	-	1,500	250
295865	9570	45100 Service Contracts-CD	4,027	2,842	2,803	1,664	4,462	3,500
295865	9611	45100 Mileage-CD	1,091	515	690	213	700	600
295865	9630	45100 Dues & Subscriptions-CD	146	-	41	-	100	-
295865	9635	45100 Training & Ed-CD	6,193	2,920	3,140	-	4,000	3,000
295865	9640	45100 Insurance & Bonds-CD	3,571	2,849	4,596	2,990	4,510	4,120
295865	9659	45100 UnempComp-CD	282	-	311	381	788	425

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295865	9101	45140 Salaries & Wages-PH Prepared	34,636	358,538	18,474	18,122	22,780	88,878
295865	9102	45140 PartTime>1000 Hrs-PH Prepared	17,686	214,864	19	4,070	4,470	-
295865	9103	45140 PartTime<1000Hrs-PH Prepared	-	4,303	-	-	-	-
295865	9104	45140 Temporary-PT&FT- PH Prepared	3,915	910	-	-	-	-
295865	9201	45140 Social Security-PH Preparednes	3,375	34,253	1,150	1,372	2,796	5,511
295865	9202	45140 Medicare-PH Preparedness	795	8,015	269	321	659	1,289
295865	9205	45140 Grp Hosp Ins-PH Preparedness	2,505	45,136	2,219	1,657	2,932	10,960
295865	9206	45140 HRA-Preparedness	640	8,859	420	324	587	1,986
295865	9210	45140 Retirement-PH Preparedness	4,017	51,364	1,895	2,525	3,235	10,754
295865	9211	45140 401K Match-Preparedness	325	4,072	229	383	109	1,778
295865	9230	45140 Workers' Comp-PH Preparedness	166	838	52	62	221	533
295865	9301	45140 Office Supplies-PH Preparednes	-	-	-	60	200	200
295865	9320	45140 Printing & Binding-PH Prepared	-	380	305	14	800	200
295865	9356	45140 Special Program Sup-PH Prepare	834	29,055	45,012	1,887	8,471	4,076
295865	9420	45140 Telecommunications	-	-	-	228	380	456
295865	9611	45140 Mileage- PH Preparedness	506	512	420	32	203	400
295865	9630	45140 Dues & Subscriptions	-	-	-	300	132	300
295865	9635	45140 Training & Education-PH Prepar	4,918	220	755	-	1,000	3,000
295865	9640	45140 Insurance&Bonds-PH Preparednes	687	3,092	229	277	554	1,111
295865	9659	45140 UnempComp-PH Preparedness	206	26	2	30	104	201
295865	9101	45510 Salaries & Wages - TB	71,404	74,080	48,241	37,755	120,044	95,921
295865	9102	45510 Part Time > 1000 Hours - TB	3,380	6,774	2,820	933	3,956	11,981
295865	9103	45510 Part Time < 1000 Hours - TB	1,386	2,184	1,535	-	-	-
295865	9109	45510 Salary Adjustments-TB	-	-	-	-	3,255	3,068
295865	9201	45510 Social Security - TB	4,584	5,164	3,156	2,310	7,890	6,880
295865	9202	45510 Medicare TB	1,087	1,208	738	541	1,845	1,609
295865	9205	45510 Group Hosp Ins TB	6,768	8,156	6,241	4,849	14,151	12,804
295865	9206	45510 HRA - TB	1,388	1,606	1,227	954	2,706	2,353
295865	9210	45510 Retirement - TB	5,491	7,385	5,226	4,403	14,444	13,427
295865	9211	45510 401K Match	575	301	295	456	2,545	2,219
295865	9230	45510 Workers' Compensation TB	219	192	145	108	382	666
295865	9360	45510 Medical Supplies - TB	706	651	-	61	400	200
295865	9445	45510 Purchased Svc-TB Grant	3,333	5,907	4,563	-	3,200	-
295865	9447	45510 Outsourced Services-TB	-	-	-	2,146	-	2,146
295865	9560	45510 Minor Equipment Maintenance	1,084	-	-	-	-	-
295865	9611	45510 Mileage - TB	1,544	1,862	181	-	550	500
295865	9640	45510 Insurance & Bonds	927	859	650	484	1,668	1,457
295865	9659	45510 UnempComp-TB Grant	75	166	99	88	315	195
295865	9101	50115 Salaries & Wages-IPS	-	-	74,329	-	-	-

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295865	9201	50115 Social Security-IPS	-	-	4,275	-	-	-
295865	9202	50115 Medicare-IPS	-	-	1,069	-	-	-
295865	9205	50115 Group Hospital Insurance-IPS	-	-	4,844	-	-	-
295865	9206	50115 HRA-IPS	-	-	927	-	-	-
295865	9210	50115 Retirement-IPS	-	-	7,559	-	-	-
295865	9211	50115 401K Match-IPS	-	-	439	-	-	-
295865	9230	50115 Workers' Compensation-IPS	-	-	208	-	-	-
295865	9301	50115 Office Supplies-IPS	-	-	2,220	-	-	-
295865	9320	50115 Printing & Binding-IPS	-	-	174	-	-	-
295865	9325	50115 Postage-IPS	-	-	1,690	-	-	-
295865	9331	50115 Minor Office Equip & Furn-IPS	-	-	88,696	-	-	-
295865	9355	50115 Other Operation Costs-IPS	-	-	46,519	-	-	-
295865	9447	50115 Contracted Services	-	-	14,423	-	-	-
295865	9640	50115 Insurance & Bonds-IPS	-	-	928	-	-	-
295865	9659	50115 Unemployment Comp-IPS	-	-	123	-	-	-
295865	9101	50539 Salaries & Wages-C19CA	-	-	54,944	-	-	-
295865	9201	50539 Social Security-C19CA	-	-	3,385	-	-	-
295865	9202	50539 Medicare-C19CA	-	-	792	-	-	-
295865	9205	50539 Group Hospital Ins-C19CA	-	-	4,647	-	-	-
295865	9206	50539 HRA-C19CA	-	-	889	-	-	-
295865	9210	50539 Retirement-C19CA	-	-	5,541	-	-	-
295865	9211	50539 401K Match-C19CA	-	-	709	-	-	-
295865	9230	50539 Workers' Comp-C19CA	-	-	154	-	-	-
295865	9640	50539 Insurance & Bonds-C19CA	-	-	680	-	-	-
295865	9659	50539 Unemployment Comp-C19CA	-	-	37	-	-	-
295865	9101	50543 Salaries & Wages-ELC	-	-	300,099	469,854	907,376	444,132
295865	9102	50543 Part Time>1000 Hours-ELC	-	-	-	34,941	50,980	23,531
295865	9103	50543 Part Time<1000 Hours-ELC	-	-	-	255	1,550	-
295865	9104	50543 Temp - Part & Full Time-ELC	-	-	-	-	750	-
295865	9107	50543 Contracted Personal Serv-ELC	-	-	8,440	-	5,000	-
295865	9201	50543 Social Security-ELC	-	-	18,013	29,860	57,047	28,995
295865	9202	50543 Medicare-ELC	-	-	4,213	7,131	13,342	6,781
295865	9205	50543 Group Hospital Ins-ELC	-	-	27,908	49,233	101,146	57,362
295865	9206	50543 HRA-ELC	-	-	5,272	9,423	18,480	10,560
295865	9210	50543 Retirement-ELC	-	-	30,481	55,798	104,708	56,587
295865	9211	50543 401K Match-ELC	-	-	2,306	5,200	18,402	9,353
295865	9230	50543 Workers' Compensation-ELC	-	-	840	1,414	2,750	2,806
295865	9301	50543 Office Supplies-ELC	-	-	6,023	2,637	32,921	5,535
295865	9320	50543 Printing & Binding-ELC	-	-	63	956	1,206	1,435

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295865	9331	50543 Minor Office Equipment & Furn	-	-	-	9,918	30,845	7,350
295865	9355	50543 Other Oper Costs-ELC	-	-	29,467	20,458	447,816	133,758
295865	9420	50543 Telecommunications-ELC	-	-	1,842	1,579	3,283	3,385
295865	9447	50543 Contracted Services	-	-	28,687	87	15,000	1,776
295865	9630	50543 Dues & Subscriptions	-	-	-	8,376	8,376	3,000
295865	9635	50543 Training & Education	-	-	3,100	-	16,370	9,828
295865	9640	50543 Insurance & Bonds-ELC	-	-	3,702	6,281	11,501	5,846
295865	9659	50543 Unemployment Comp-ELC	-	-	109	970	2,100	750
295865	9860	50543 Equipment & Furniture	-	-	-	-	64,476	64,476
295865	9101	50544 Salaries & Wages-IPC RT	-	-	84,066	-	-	-
295865	9201	50544 Social Security-IPC RT	-	-	4,870	-	-	-
295865	9202	50544 Medicare-IPC RT	-	-	1,189	-	-	-
295865	9205	50544 Group Hospital Ins-IPC RT	-	-	6,297	-	-	-
295865	9206	50544 HRA - IPC RT	-	-	1,195	-	-	-
295865	9210	50544 Retirement-IPC RT	-	-	6,756	-	-	-
295865	9211	50544 401K Match-IPC RT	-	-	443	-	-	-
295865	9230	50544 Workers' Comp-IPC RT	-	-	235	-	-	-
295865	9301	50544 Office Supplies-IPC RT	-	-	60,744	-	-	-
295865	9320	50544 Printing & Binding-IPC RT	-	-	41,629	-	-	-
295865	9355	50544 Other Oper Costs-IPC-RT	-	-	16,609	-	-	-
295865	9611	50544 Mileage-IPC RT	-	-	1,990	-	-	-
295865	9635	50544 Training & Education-IPC RT	-	-	140	-	-	-
295865	9640	50544 Insurance & Bonds-IPC RT	-	-	1,033	-	-	-
295865	9659	50544 Unemployment Comp-IPC RT	-	-	179	-	-	-
295865	9101	50545 Salaries & Wages-EDRegSupTeam	-	-	188,251	212,343	383,212	374,807
295865	9201	50545 Social Security-EDRST	-	-	11,248	12,682	23,924	23,238
295865	9202	50545 Medicare-EDRST	-	-	2,630	2,966	5,595	5,435
295865	9205	50545 Group Hospital Ins-EDRST	-	-	24,456	25,938	54,131	51,472
295865	9206	50545 HRA-EDRST	-	-	4,658	4,938	10,560	9,240
295865	9210	50545 Retirement-EDRST	-	-	18,939	23,716	43,911	45,352
295865	9211	50545 401K Match-EDRST	-	-	1,137	1,809	7,717	7,496
295865	9230	50545 Workers' Compensation-EDRST	-	-	527	595	1,158	2,249
295865	9301	50545 Office Supplies-EDRST	-	-	1,199	2,303	9,247	4,800
295865	9320	50545 Printing & Binding-EDRST	-	-	430	1,485	5,000	5,000
295865	9325	50545 Postage	-	-	-	3,000	3,000	3,000
295865	9331	50545 Minor Office Equipment & Furn	-	-	-	385	385	385
295865	9355	50545 Other Operation Costs-EDRST	-	-	1,231	10,558	13,000	12,315
295865	9447	50545 Outsourced Services-EDRST	-	-	-	-	2,000	-
295865	9611	50545 Mileage-EDRST	-	-	9,443	7,720	15,770	16,000

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			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295865	9630	50545 Dues & Subscriptions	-	-	-	1,499	1,500	1,500
295865	9635	50545 Training & Education-EDRST	-	-	-	1,857	10,000	2,000
295865	9640	50545 Insurance & Bonds-EDRST	-	-	2,306	2,605	4,823	4,685
295865	9659	50545 Unemployment Comp-EDRST	-	-	-	396	1,125	700
295865	9101	50546 Salaries & Wages-CDPR	-	-	-	-	-	175,410
295865	9201	50546 Social Security-CDPR	-	-	-	-	-	10,875
295865	9202	50546 Medicare-CDPR	-	-	-	-	-	2,543
295865	9205	50546 Group Hospital Ins-CDPR	-	-	-	-	-	22,060
295865	9206	50546 HRA-CDPR	-	-	-	-	-	3,960
295865	9210	50546 Retirement-CDPR	-	-	-	-	-	21,225
295865	9211	50546 401K Match-CDPR	-	-	-	-	-	3,508
295865	9230	50546 Workers' Compensation-CDPR	-	-	-	-	-	1,052
295865	9301	50546 Office Supplies-CDPR	-	-	-	-	-	5,000
295865	9320	50546 Printing & Binding-CDPR	-	-	-	-	-	750
295865	9331	50546 Minor Office Equipment & Furn CDPR	-	-	-	-	-	2,000
295865	9355	50546 Other Operation Costs-CDPR	-	-	-	-	-	14,744
295865	9635	50546 Training & Education-CDPR	-	-	-	-	-	10,000
295865	9640	50546 Insurance & Bonds-CDPR	-	-	-	-	-	2,193
295865	9659	50546 Unemployment Comp-CDPR	-	-	-	-	-	300
295865	9101	50584 Salaries & Wages-VHP	-	-	-	-	15,571	50,367
295865	9201	50584 Social Security-VHP	-	-	-	-	965	3,119
295865	9202	50584 Medicare-VHP	-	-	-	-	226	729
295865	9205	50584 Group Hospital Insurance-VHP	-	-	-	-	3,718	7,243
295865	9206	50584 HRA-VHP	-	-	-	-	1,320	1,387
295865	9210	50584 Retirement-VHP	-	-	-	-	1,772	6,101
295865	9211	50584 401K Match-VHP	-	-	-	-	311	1,006
295865	9230	50584 Workers' Compensation-VHP	-	-	-	-	125	302
295865	9301	50584 Office Supplies-VHP	-	-	-	-	2,643	150
295865	9320	50584 Printing & Binding-VHP	-	-	-	-	150	150
295865	9325	50584 Postage-VHP	-	-	-	-	-	15
295865	9355	50584 Other Operation Costs	-	-	-	-	8,036	1,511
295865	9360	50584 Medical Supplies	-	-	-	-	-	500
295865	9420	50584 Telecommunications-VHP	-	-	-	-	148	-
295865	9447	50584 Contracted Services	-	-	-	-	-	3,000
295865	9611	50584 Mileage-VHP	-	-	-	-	600	250
295865	9635	50584 Training & Education-VHP	-	-	-	-	300	600
295865	9640	50584 Insurance & Bonds-VHP	-	-	-	-	195	629
295865	9659	50584 Unemployment Comp-VHP	-	-	-	-	-	100
295865	9101	50610 Salaries & Wages - STD Prev	270	-	-	-	-	-

Communicable Disease - 5865

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295865	9201	50610 Social SecuritySTD Prev	17	-	-	-	-	-
295865	9202	50610 Medicare - STD Prevention	4	-	-	-	-	-
295865	9230	50610 Workers' Comp - STD Prev	2	-	-	-	-	-
295865	9360	50610 MedicalSupplies-STD Prevention	230	770	-	-	100	100
295865	9640	50610 Ins & Bonds - STD Prev	3	-	-	-	-	-
295865	9659	50610 Unemp Comp - STD Prev	1	-	-	-	-	-
295865	9101	50619 Salaries & Wages-C19CR	-	83,495	116,027	42,986	139,000	-
295865	9102	50619 Part Time > 1000 Hours-C19CR	-	51,689	22,489	183	3,000	-
295865	9103	50619 Part Time < 1000 Hours-c19CR	-	-	332	-	-	-
295865	9104	50619 Temp-Part & Full Time-C19CR	-	-	2,151	-	-	-
295865	9107	50619 Contracted Personal Services	-	-	161,301	53,066	94,694	-
295865	9201	50619 Social Security-C19CR	-	8,257	8,517	2,546	11,258	-
295865	9202	50619 Medicare-C19CR	-	1,931	1,992	595	5,081	-
295865	9205	50619 Group Hospital Insur-C19CR	-	6,390	11,939	4,973	35,612	-
295865	9206	50619 HRA-C19CR	-	1,086	2,228	949	7,074	-
295865	9210	50619 Retirement-C19CR	-	12,354	13,753	4,903	19,054	-
295865	9211	50619 401K Match-C19CR	-	1,078	1,297	654	3,180	-
295865	9230	50619 Workers' Compensation-C19CR	-	-	394	121	827	-
295865	9301	50619 Office Supplies-C19CR	-	-	242	333	1,000	-
295865	9320	50619 Printing & Binding-C19CR	-	-	-	22	500	-
295865	9335	50619 Food	-	-	-	1,173	3,992	-
295865	9355	50619 Other Operation Costs-C19CR	-	-	325	7,981	24,000	-
295865	9360	50619 Medical Supplies	-	-	-	-	1,000	-
295865	9420	50619 Telecommunications	-	-	-	190	456	-
295865	9445	50619 Purchased Services	-	-	78,970	-	-	-
295865	9447	50619 Contracted Services	-	-	-	3,270	33,000	-
295865	9611	50619 Mileage-C19CR	-	-	22	69	828	-
295865	9640	50619 Insurance & Bonds	-	-	1,743	539	1,154	-
295865	9659	50619 Unemployment Comp-C19CR	-	-	-	55	750	-
295865	9101	50621 Salaries & Wages-PH Reg WF	-	-	-	23,266	151,673	845,327
295865	9201	50621 Social Security-PH Reg WF	-	-	-	946	9,404	43,006
295865	9202	50621 Medicare-PH Reg WF	-	-	-	332	2,199	10,058
295865	9205	50621 Group Hospital Ins-PH Reg WF	-	-	-	1,089	6,939	29,827
295865	9206	50621 HRA-PH Reg WF	-	-	-	206	1,320	5,280
295865	9210	50621 Retirement-PH Reg WF	-	-	-	2,620	17,215	85,070
295865	9211	50621 401K Match-PH Reg WF	-	-	-	465	3,033	13,874
295865	9230	50621 Workers' Comp-PH Reg WF	-	-	-	65	750	4,322
295865	9301	50621 Office Supplies-PH Reg WF	-	-	-	-	1,250	3,170
295865	9320	50621 Printing & Binding-PH Reg WF	-	-	-	-	-	65,000

Communicable Disease - 5865

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295865	9331	50621 Minor Office Equip & Furn-PH	-	-	-	-	2,500	365,500
295865	9355	50621 Other Oper Costs-PH Reg WF	-	-	-	-	5,000	45,000
295865	9420	50621 Telecommunications-PH Reg WF	-	-	-	-	-	10,000
295865	9447	50621 Outsourced Services-PH Reg WF	-	-	-	-	5,000	1,030,586
295865	9611	50621 Mileage-PH Reg WF	-	-	-	-	1,250	10,750
295865	9635	50621 Training & Education	-	-	-	-	-	480,402
295865	9640	50621 Insurance & Bonds-PH Reg WF	-	-	-	288	1,896	8,671
295865	9659	50621 Unemployment Comp-PH Reg WF	-	-	-	-	-	500
295865	9101	50716 Salaries & Wages-CDCVacProgram	-	-	30,897	136,861	213,642	315,546
295865	9102	50716 Part Time > 1000 Hours-CDCVP	-	-	6,723	9,717	36,791	-
295865	9103	50716 Part Time < 1000 Hours-CDCVP	-	-	266	168	21,332	-
295865	9104	50716 Temporary - Part & Full Time	-	-	199	94	1,500	-
295865	9201	50716 Social Security-CDCVP	-	-	2,313	8,882	18,819	19,564
295865	9202	50716 Medicare-CDCVP	-	-	541	2,090	5,296	4,575
295865	9205	50716 Group Hospital Ins-CDCVP	-	-	3,553	14,236	27,756	44,119
295865	9206	50716 HRA-CDCVP	-	-	810	3,067	7,280	7,920
295865	9210	50716 Retirement-CDCVP	-	-	3,921	15,548	30,023	38,181
295865	9211	50716 401K Match-CDCVP	-	-	231	1,435	3,167	6,311
295865	9230	50716 Workers' Comp-CDCVP	-	-	107	411	825	1,893
295865	9301	50716 Office Supplies	-	-	-	44	500	3,000
295865	9320	50716 Printing & Binding-CCVP	-	-	7,521	838	1,660	2,000
295865	9331	50716 Minor Office Equipment & Furn	-	-	-	200	5,000	4,000
295865	9355	50716 Other Operation Costs-CDCCVP	-	-	54,139	2,967	50,000	10,000
295865	9360	50716 Medical Supplies-CDCCVP	-	-	16,124	3,263	53,873	5,000
295865	9420	50716 Telecommunications	-	-	-	289	1,000	1,500
295865	9570	50716 Service Contracts	-	-	-	94	-	10,000
295865	9611	50716 Mileage-CDCVP	-	-	1,023	370	1,500	1,500
295865	9635	50716 Training & Education	-	-	-	-	4,500	5,530
295865	9640	50716 Insurance & Bonds-CDCVP	-	-	475	1,829	3,930	3,944
295865	9659	50716 Unemployment Comp-CDC CVP	-	-	-	276	600	600
295865	9365	50894 Pharmacy - STD Drugs	300	2,986	2,966	828	18,089	18,089
295865	9101	55410 Salaries & Wages-HIV/STD	104,042	80,465	96,514	67,696	168,847	95,849
295865	9102	55410 PT>1000Hrs-HIV/STD	18,425	29,735	35,467	14,635	39,512	47,923
295865	9103	55410 PT<1000Hrs-HIV/STD	16,250	18,452	20,547	9,978	22,123	22,123
295865	9109	55410 Salary Adjustments-HIV/STD	-	-	-	-	5,469	5,266
295865	9201	55410 Social Security-HIV/STD	8,402	7,820	9,246	5,538	14,758	11,808
295865	9202	55410 Medicare-HIV/STD	1,965	1,829	2,162	1,299	3,451	2,761
295865	9205	55410 GrpHospIns-HIV/STD	12,275	10,584	13,215	8,928	22,435	13,902
295865	9206	55410 HRA-HIV/STD	2,508	2,087	2,665	1,786	4,290	3,564

Communicable Disease - 5865

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295865	9210	55410 Retirement-HIV/STD	9,528	9,901	13,486	9,369	24,506	20,291
295865	9211	55410 401K Match	812	761	1,134	1,119	4,318	3,354
295865	9230	55410 WrkrsComp-HIV/STD	410	284	425	259	714	1,143
295865	9304	55410 Lab Supplies-HIV/STD	739	-	-	-	-	-
295865	9360	55410 Medical Supplies-HIV/STD	2,322	1,644	1,502	820	1,900	1,900
295865	9445	55410 PurchasedSvcs-HIV/STD	26,576	50,307	52,402	-	40,000	-
295865	9447	55410 Outsourced Services	-	-	-	15,700	-	25,000
295865	9570	55410 Service Contracts-HIV/STD	2,247	1,556	1,533	924	2,535	155
295865	9635	55410 Trng&Ed-HIV/STD	802	275	336	-	150	500
295865	9640	55410 Insurance & Bonds-HIV/STD	1,704	1,267	1,896	1,154	4,122	2,478
295865	9659	55410 UnempComp-HIV/STD	172	302	270	253	625	370
295865	9101	57150 Salaries & Wages - Imm Action	89,841	93,041	94,728	84,612	115,557	177,180
295865	9102	57150 Part Time > 1000 Hours-Imm Act	18,522	19,806	6,752	2,294	3,956	2,500
295865	9103	57150 Part Time < 1000 Hours-Imm Act	-	-	-	253	-	-
295865	9104	57150 Temp-Part&FT-IAP	1,244	-	-	-	-	-
295865	9109	57150 Salary Adjustments-IAP	-	-	-	-	3,137	5,039
295865	9201	57150 Social Security - Imm Act	6,600	6,700	6,016	4,892	7,733	11,298
295865	9202	57150 Medicare - Imm Act	1,544	1,569	1,407	1,144	1,809	2,642
295865	9205	57150 Group Hospital Ins - Imm Act	9,930	12,359	11,493	9,523	15,187	23,779
295865	9206	57150 HRA - Imm Action Plan	2,034	2,443	2,228	1,839	2,904	4,290
295865	9210	57150 Retirement - Imm Act	8,238	10,061	10,370	9,534	14,157	22,048
295865	9211	57150 401K Match	667	693	863	1,219	2,495	3,644
295865	9230	57150 Workers' Comp - Immun Action	325	276	283	235	374	1,093
295865	9356	57150 Spec Prog Supplies-IAP	-	-	6,969	-	-	-
295865	9365	57150 Pharmacy-IAP	122,203	153,784	107,750	64,662	110,000	110,000
295865	9640	57150 Insurance & Bonds-IAP	1,341	1,237	1,262	1,048	1,642	2,395
295865	9659	57150 UnempComp-IAP	184	253	170	180	338	325
295865	9101	4510A Salaries & Wages-CD Rowan	18,503	26,608	2,938	-	-	-
295865	9201	4510A Social Security - CD Rowan	1,089	1,643	181	-	-	-
295865	9202	4510A Medicare - CD Rowan	255	384	42	-	-	-
295865	9205	4510A Group Hosp Ins - CD Rowan	1,349	2,228	273	-	-	-
295865	9206	4510A HRA - CD Rowan	323	476	53	-	-	-
295865	9210	4510A Retirement - CD Rowan	1,424	2,402	299	-	-	-
295865	9211	4510A 401K Match	164	266	29	-	-	-
295865	9230	4510A Workers' Comp - CD Rowan	53	56	8	-	-	-
295865	9640	4510A Insurance & Bonds - CD Rowan	227	252	35	-	-	-
295865	9659	4510A UnemployComp - CD Rowan	16	39	6	-	-	-
Total Expense			1,159,678	2,191,236	4,657,174	2,184,486	5,420,352	7,086,662

Communicable Disease - 5865

	FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
Net	(8,190)	(201,465)	523,193	(44,899)	-	-

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265875	6805	123 Contri & Pvt Donations-SIP	117	-	500	-	-	-
265875	6415	200 Medicaid-PedPC	314,080	319,155	268,799	48,165	79,750	80,000
265875	6417	200 Medicaid Managed Care-PPC	-	-	-	283,783	466,007	480,000
265875	6438	200 Medicaid Settlement-PPC	153,960	196,619	184,177	-	157,761	190,389
265875	6441	200 Carolina Access Case Mgmt	101,918	129,475	319,376	9,015	14,000	15,000
265875	6637	200 Private Ins-PedPC	28,651	27,510	19,646	6,187	10,890	23,578
265875	6672	200 Patient Fees-PedPC	15,356	17,164	11,357	4,310	7,000	14,260
265875	6675	200 Cabarrus County School System	-	780	4,550	1,950	4,680	4,680
265875	6676	200 Kannapolis City School System	-	390	2,340	975	1,560	1,560
265875	6803	200 MiscRevenue-PedPC	319	892	723	205	500	1,000
265875	6819	200 NE Medical Center	-	17,000	-	-	-	-
265875	6449	245 Cabarrus Youth Development Cen	421,210	431,753	489,989	174,798	435,738	843,398
265875	6805	265 Contrib&Donat-FocusOnACure	15,000	-	-	-	-	-
265875	6415	275 Medicaid-Adult Primary Ca	20,358	19,613	30,101	4,159	6,527	10,000
265875	6417	275 Medicaid Managed Care-APC	-	-	-	16,169	25,973	31,440
265875	6438	275 Medicaid Settlement-APC	7,194	12,528	13,874	-	8,874	15,000
265875	6637	275 Private Insurance-APC	2,679	2,360	1,196	1,559	4,528	8,000
265875	6672	275 Patient Fees-Adult Prim Care	50,489	43,993	39,842	23,875	47,236	75,000
265875	6803	275 Miscellaneous Revenue-APC	139	570	1,713	2,605	2,455	3,000
265875	6415	285 Medicaid-PregnancyMedHome	15,600	13,900	9,900	500	1,718	1,000
265875	6417	285 Medicaid Managed Care-PMH	-	-	-	4,463	7,032	8,000
265875	6438	285 Medicaid Settlement-PMH	74	8,202	8	-	3,724	4,000
265875	6415	355 Medicaid Reimbursement-OB Clin	31,003	40,011	34,287	10,703	16,052	24,000
265875	6417	355 Medicaid Managed Care-OB	-	-	-	271	500	500
265875	6438	355 Medicaid Settlement-OB Clinic	17,911	18,997	28,517	-	16,608	23,757
265875	6637	355 Private Insurance-OB Clinic	-	(409)	178	-	150	-
265875	6672	355 Patient Fees-OB Clinic	58,897	76,869	68,167	39,474	65,000	65,000
265875	6415	357 Medicaid Reimb - GYN Clinic	735	207	309	-	250	-
265875	6417	357 Medicaid Managed Care-GYN	-	-	-	173	300	300
265875	6438	357 Medicaid Settlement - GYN Clin	452	569	1,063	-	459	1,000
265875	6637	357 Private Ins - GYN Clinic	707	582	699	588	1,500	1,200
265875	6672	357 Patient Fees - GYN Clinic	29,554	31,651	26,722	12,107	25,000	26,000
265875	6803	357 Miscellaneous Revenue	10	-	-	-	-	-
265875	6285	405 Office of Rural Health	-	-	111,700	43,030	150,000	150,000
265875	6415	420 Medicaid Reimb-Connections	147	516	-	-	98	-
265875	6438	420 Medicaid Settlement	120	16	330	-	-	-
265875	6637	420 Private Insurance-Connections	-	165	181	-	-	-
265875	6672	420 Patient Fees - Connections	(2)	-	-	-	-	-

Clinical Services - 5875

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
265875	6803	420 Misc Revenue- Connections	309	60	80	-	-	-
265875	6415	430 Medicaid Reimb - Ped BH	13,744	16,498	7,139	597	1,626	1,600
265875	6417	430 Medicaid Managed Care-PBH	-	-	-	2,150	4,315	4,500
265875	6438	430 Medicaid Settlement-Ped BH	5,683	10,406	11,755	-	5,239	11,080
265875	6637	430 Private Insurance - Ped BH	6,582	6,275	3,517	302	649	700
265875	6672	430 Patient Fees - Ped BH	282	275	340	255	445	500
265875	6803	480 Miscellaneous Revenue_BH	-	-	2,500	-	-	-
265875	6823	480 Susan G Komen - BHOEP	68,141	40,664	-	-	-	-
265875	6442	507 CCofSP-PopulationHealth	-	-	-	332,975	320,975	139,227
265875	6200	50167 CHA Grant-MH&CH Mini Grant	20,751	-	-	-	-	-
265875	6200	50168 CHA Grant-MHI	-	-	7,500	-	-	-
265875	6250	50845 DHHS-NC Div of SS-FSI	128,327	129,129	129,399	-	-	-
265875	6200	51010 CHA Grant - Maternal Health	83,634	84,227	83,635	34,850	83,634	83,634
265875	6415	51010 Medicaid - Maternal Hlth	144,585	124,152	160,773	10,539	20,935	21,000
265875	6417	51010 Medicaid Managed Care-MH	-	-	-	25,083	47,620	65,000
265875	6438	51010 Medicaid Settlement-MH	80,895	87,477	96,673	-	75,768	92,075
265875	6637	51010 Private Insurance-Maternal Hlt	16,923	13,050	6,272	4,122	8,000	15,000
265875	6664	51010 Medicare Reimbursement - MH	1,406	-	341	-	682	-
265875	6672	51010 Patient Fees - MH	12,493	7,465	8,044	3,127	5,531	8,000
265875	6803	51010 Misc Revenue-MH	12,612	10,778	2,148	2,523	3,000	3,500
265875	6904	51010 Cont Cab Co - MH	-	200,000	200,000	100,002	200,000	200,000
265875	6200	54520 CHA Grant - BCCCP Federal	60,435	73,710	55,300	26,675	56,975	57,400
265875	6200	5101A CHA Grant-High Risk Mat -HRMC	33,556	34,960	10,722	11,005	26,413	26,413
265875	6415	5101A Medicaid - HRMC	-	-	-	15,054	26,735	30,000
265875	6417	5101A Medicaid Managed Care-HRMC	-	-	-	19,497	33,735	43,386
265875	6637	5101A Private Insurance - HRMC	-	-	-	1,779	2,500	4,000
265875	6672	5101A Patient Fees - HRMC	-	-	-	-	50	-
265875	6200	5151A CHA Grant - Family Planning	88,066	121,622	115,887	47,996	113,330	113,330
265875	6415	5151A Medicaid - Family Plan	66,460	55,740	74,836	10,862	19,246	25,000
265875	6417	5151A Medicaid Managed Care-FP	-	-	-	24,417	46,754	48,000
265875	6438	5151A Medicaid Settlement-FP	8,408	45,689	56,266	-	24,343	50,977
265875	6637	5151A Private Insurance - Family PI	35,962	16,067	21,120	10,471	16,000	20,000
265875	6672	5151A Patient Fees - FP	18,837	7,493	14,867	7,263	13,776	16,000
265875	6803	5151A Misc Revenue-FP	70	178	92	24	100	100
265875	6850	5151A Upstream	-	-	10,000	-	-	-
265875	6200	5151B CHA Grant - TANF	18,504	17,383	13,541	-	16,476	16,476
265875	6200	5151E CHA Grant-FP Long Acting BC	14,200	14,200	14,200	3,910	14,200	14,200
265875	6200	5351A CHA Grant - Child Health	28,892	25,270	26,785	11,160	26,785	26,785
265875	6415	5351A Medicaid - Child Health	338,984	329,472	402,624	58,788	98,486	110,000

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
265875	6417	5351A Medicaid Managed Care-CH	-	-	-	198,665	323,091	384,285
265875	6438	5351A Medicaid Settlement-Child Hlth	190,765	216,376	273,234	-	182,213	244,805
265875	6637	5351A Private Insurance - Child Hlth	71,484	59,675	48,683	19,456	34,962	54,179
265875	6672	5351A Patient Fees - CH	10,111	12,470	12,171	5,512	10,500	11,000
265875	6803	5351A Misc Revenue-CH	3,167	2,207	2,126	3,524	3,473	5,000
265875	6200	5351B CHA Grant - Child Fatality	1,416	1,389	1,557	-	1,389	1,389
Total Revenue			2,872,362	3,175,433	3,544,370	1,681,646	3,431,821	4,049,603
Expense								
295875	9356	123 Special Prog Supplies-SIP	65	-	482	-	-	-
295875	9101	200 Salaries&Wages-Pediatric PC	145,695	144,283	308,748	205,356	343,196	320,783
295875	9102	200 PartTime>1000Hrs-PedPC	256,163	265,482	123,151	52,429	86,444	56,165
295875	9103	200 PartTime<1000Hrs-Ped PC	4,294	-	-	-	-	-
295875	9104	200 Temp-Part&FullTime-Ped PC	-	-	2,060	6,607	20,750	14,070
295875	9107	200 Contracted Personal Services	5,979	3,682	-	140	-	-
295875	9109	200 Salary Adjustments-Ped PC	-	-	-	-	-	14,901
295875	9201	200 Social Security-Ped PC	24,210	23,996	24,951	13,535	28,606	33,774
295875	9202	200 Medicare-Pediatric PC	5,668	5,717	6,046	3,699	6,690	7,899
295875	9205	200 GroupHospIns-PediatricPC	27,627	27,521	33,837	19,683	31,754	42,072
295875	9206	200 HRA - Pediatric Primary Care	6,119	6,124	6,903	3,934	6,072	7,854
295875	9210	200 Retirement-PediatricPC	30,951	36,422	43,115	29,076	50,013	64,212
295875	9211	200 401K Match	2,736	3,302	4,267	3,744	8,813	10,614
295875	9230	200 Workers'Comp-PedPC	1,193	917	1,210	741	1,384	3,268
295875	9301	200 OfficeSupplies-PedPC	354	245	353	-	400	400
295875	9304	200 LaboratorySupplies-PedPC	458	-	-	-	-	-
295875	9320	200 Printing&BindingPedPC	7	13	46	-	100	300
295875	9325	200 Postage-PediatricPrimaryCare	525	627	668	60	200	200
295875	9331	200 Minor Office Equipment & Furn	440	-	3,199	-	200	200
295875	9347	200 MedRecordSupplies-PedPC	148	141	218	128	150	150
295875	9360	200 MedicalSupplies-PedPC	5,162	4,528	4,942	1,123	4,000	3,000
295875	9365	200 Pharmacy-PedPC	33	-	-	-	50	50
295875	9445	200 Purchased Services - PPC	954	1,933	2,025	-	2,000	-
295875	9447	200 Contracted Services-PPC	6,053	5,771	4,931	21,947	25,000	5,000
295875	9501	200 Building & Ground Maint	-	4,378	-	-	-	-
295875	9570	200 Service Contracts	817	619	613	439	800	800
295875	9611	200 Mileage-PedPC	32	-	-	-	-	150
295875	9630	200 Dues & Subscriptions-PPC	1,422	420	1,620	2,219	2,000	3,000
295875	9635	200 Training&Ed-PedPC	3,304	2,061	225	569	1,000	3,000
295875	9640	200 Insurance&Bonds-PedPC	5,027	4,076	5,353	3,276	5,933	7,050

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295875	9659	200 UnempComp-PPC	368	656	425	380	827	608
295875	9101	245 Salaries & Wages-CabYDC	278,849	299,486	323,144	176,504	268,384	560,466
295875	9102	245 Part Time > 1000 Hrs - CabYDC	41,747	53,062	44,727	26,259	23,996	48,114
295875	9103	245 Part Time < 1000 Hrs-CabYDC	5,512	-	-	-	-	-
295875	9104	245 Temp PT & FT - CabYDC	64	-	-	-	-	-
295875	9109	245 Salary Adjustments-CabYDC	-	-	-	-	7,126	16,220
295875	9201	245 Social Security-CabYDC	19,995	21,608	22,597	12,373	20,108	38,862
295875	9202	245 Medicare-CabYDC	4,676	5,054	5,285	2,911	4,703	9,089
295875	9205	245 Group Hospital Ins - CabYDC	25,259	28,002	27,319	15,326	27,756	57,362
295875	9206	245 HRA - CabYDC	5,175	5,498	5,202	2,918	5,280	10,560
295875	9210	245 Retirement - CabYDC	24,483	31,293	36,744	22,861	31,856	75,843
295875	9211	245 401K Match-CabYDC	2,706	3,163	3,500	2,954	5,613	12,536
295875	9230	245 Workers' Comp - CabYDC	965	734	1,024	568	1,162	3,761
295875	9355	245 Other Operation Costs-CabYDC	53	-	-	-	100	-
295875	9611	245 Mileage-CabYDC	418	115	-	-	204	-
295875	9635	245 Training & Education-CabYDC	1,942	460	177	-	2,000	2,000
295875	9640	245 Insurance & Bonds - CabYDC	4,035	3,238	4,517	2,511	36,850	7,835
295875	9659	245 UnemployComp - CabYDC	262	435	424	232	600	750
295875	9101	265 Sals&Wages-Focus	2,512	-	-	-	-	-
295875	9201	265 Social Security-Focus	141	-	-	-	-	-
295875	9202	265 Medicare-Focus	33	-	-	-	-	-
295875	9205	265 GrpHlthIns-Focus	233	-	-	-	-	-
295875	9206	265 HRA-Focus	47	-	-	-	-	-
295875	9210	265 Retirement-Focus	196	-	-	-	-	-
295875	9230	265 Wrkrs'Comp-Focus	7	-	-	-	-	-
295875	9447	265 Contracted Svcs-FocusOnACure	12,054	-	-	-	-	-
295875	9640	265 Ins&Bonds-Focus	31	-	-	-	-	-
295875	9659	265 UnempComp-FocusOnACure	2	-	-	-	-	-
295875	9101	275 Salaries & Wages-APC	4,304	5,665	19,946	17,564	30,347	34,579
295875	9102	275 Part Time > 1000 Hours-APC	898	76	9,239	5,112	16,172	12,688
295875	9103	275 Part Time < 1000 Hours-APC	56,379	48,832	66,668	35,964	77,677	55,201
295875	9104	275 Temp-Part & Full Time APC	-	-	19	-	491	-
295875	9109	275 Salary Adjustments-APC	-	-	-	-	1,221	2,914
295875	9201	275 Social Security-APC	3,746	3,375	5,895	3,583	7,806	6,436
295875	9202	275 Medicare-APC	890	789	1,379	841	1,826	1,505
295875	9205	275 Group Hospital Insurance	680	936	2,906	2,058	4,314	4,390
295875	9206	275 Health Reimbursement Arrangeme	140	184	553	392	825	792
295875	9210	275 Retirement-APC	406	517	2,986	2,580	5,418	5,882
295875	9211	275 401K Match	45	57	375	367	955	972

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295875	9230	275 Workers' CompensationAPC	182	121	266	164	378	623
295875	9360	275 Medical Supplies-APC	875	966	917	2,188	500	3,500
295875	9365	275 Pharmacy-APC	9	9	293	-	50	50
295875	9445	275 Purchased Services - APC	3,282	4,236	3,632	-	6,000	-
295875	9447	275 Contracted Services-APC	-	-	131	3,092	-	53,000
295875	9560	275 Minor Equipment Maint - APC	-	1,150	750	2,568	1,500	2,500
295875	9640	275 Insurance & Bonds	758	538	1,189	733	1,597	1,327
295875	9659	275 UnempComp-APC	32	78	69	89	189	70
295875	9102	285 PT>1000 Hrs-PregMedHome	-	186	-	-	-	-
295875	9201	285 Social Security-PregMedHome	-	12	-	-	-	-
295875	9202	285 Medicare-PregMedHome	-	3	-	-	-	-
295875	9205	285 GrpHospIns-PregMedHome	-	0	-	-	-	-
295875	9210	285 Retirement-PregMedHome	-	17	-	-	-	-
295875	9211	285 401K Match	-	2	-	-	-	-
295875	9230	285 WrkrsComp-PregMedHome	-	1	-	-	-	-
295875	9640	285 Ins&Bonds-PregMedHome	-	2	-	-	-	-
295875	9101	355 Salaries & Wages-OB Clinic	28,642	41,816	41,481	24,156	47,247	49,529
295875	9102	355 PT>1000 Hrs - OB Clinic	7,548	25,080	21,430	6,623	14,199	12,874
295875	9103	355 PT<1000 Hrs-OB Clinic	885	20,084	36,159	26,326	35,174	35,174
295875	9104	355 Temp-FT&PT - OB Clinic	1,200	581	80	-	491	-
295875	9109	355 Salary Adjustments-OBCL	-	-	-	-	1,613	2,775
295875	9201	355 Social Security-OB Clinic	2,260	5,318	6,036	3,480	6,121	6,160
295875	9202	355 Medicare-OB Clinic	529	1,244	1,412	814	1,431	1,441
295875	9205	355 Grp Hosp Ins-OB Clinic	3,549	6,395	6,110	3,398	7,076	7,683
295875	9206	355 HRA-OB Clinic	735	1,274	1,182	647	1,353	1,386
295875	9210	355 Retirement-OB Clinic	2,805	6,019	6,435	3,503	7,157	7,766
295875	9211	355 401K Match	210	511	585	433	1,261	1,284
295875	9230	355 Wrkrs Comp-OB Clinic	117	198	272	155	296	596
295875	9445	355 Purchased Services - OB Clinic	18,542	43,627	29,181	-	5,000	-
295875	9447	355 Contracted Svcs - OB Clinic	-	-	-	14,861	15,000	20,000
295875	9640	355 Insurance & Bonds-OB Clinic	464	883	1,213	692	1,271	1,287
295875	9659	355 UnempComp-OB Clinic	51	159	82	69	171	115
295875	9101	357 Salaries & Wages-GYN Clinic	16,267	22,486	33,573	21,536	39,054	45,879
295875	9102	357 PT > 1000 Hours-GYN Clinic	6,403	18,348	18,947	6,953	11,091	12,874
295875	9103	357 PT < 1000 Hours-GYN Clinic	495	533	535	-	-	-
295875	9104	357 Temp - PT&FT-GYN Clinic	789	358	139	-	2,944	-
295875	9109	357 Salary Adjustments-GYN Clinic	-	-	-	-	1,316	1,671
295875	9201	357 Social Security-GYN Clinic	1,426	2,529	3,191	1,704	3,373	3,746
295875	9202	357 Medicare-GYN Clinic	334	591	746	399	789	876

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295875	9205	357 Grp Hosp Ins - GYN Clinic	1,973	3,520	4,745	2,908	5,695	6,951
295875	9206	357 HRA - GYN Clinic	409	697	903	553	1,089	1,254
295875	9210	357 Retirement-GYN Clinic	1,794	3,678	5,375	3,242	5,841	7,311
295875	9211	357 401K Match	133	277	469	344	1,029	1,208
295875	9230	357 Workers' Comp-GYN Clinic	74	103	141	74	163	363
295875	9445	357 Purchased Svcs-GYN Clinic	4,738	10,966	5,469	-	6,000	-
295875	9447	357 Contracted Svcs-GYN Clinic	-	-	-	1,747	-	1,500
295875	9640	357 Ins & Bonds - GYN Clinic	287	459	628	330	710	796
295875	9659	357 UnemployComp-GYN Clinic	30	96	42	39	137	105
295875	9101	405 Salaries & Wages - RH	-	-	16,078	36,867	49,779	75,700
295875	9102	405 Part Time > 1000 Hours - RH	-	-	18,722	8,931	30,064	-
295875	9104	405 Temporary-Part & Full Time-RH	-	-	14,364	13,133	24,960	25,775
295875	9109	405 Salary Adjustments	-	-	-	-	1,986	2,880
295875	9201	405 Social Security - RH	-	-	2,978	3,588	6,361	6,457
295875	9202	405 Medicare - RH	-	-	696	839	1,488	1,510
295875	9205	405 Group Hospital Insurance - RH	-	-	3,089	4,052	7,878	9,146
295875	9206	405 HRA - RH	-	-	649	804	1,506	1,650
295875	9210	405 Retirement - RH	-	-	3,535	5,212	6,066	9,394
295875	9211	405 401K Match	-	-	576	867	1,553	1,553
295875	9230	405 Workers' Compensation - RH	-	-	138	165	308	625
295875	9320	405 Printing & Binding	-	-	-	82	420	450
295875	9355	405 Other Operation Costs-ORH	-	-	5,614	73	14,676	250
295875	9447	405 Contracted Services-ORH	-	-	-	4,112	-	9,938
295875	9611	405 Mileage - ORH	-	-	-	-	-	200
295875	9635	405 Training & Education - RH	-	-	-	-	1,460	3,000
295875	9640	405 Insurance & Bonds - RH	-	-	614	737	1,324	1,347
295875	9659	405 Unemployment Compensation-RH	-	-	40	99	171	125
295875	9102	420 PT > 1000 Hours-Connections	1,581	538	138	-	-	-
295875	9201	420 Social Security-Connections	94	32	8	-	-	-
295875	9202	420 Medicare-Connections	22	7	2	-	-	-
295875	9205	420 Group Hosp Ins-Connections	29	48	4	-	-	-
295875	9206	420 HRA - Connections	7	12	1	-	-	-
295875	9210	420 Retirement - Connections	123	48	7	-	-	-
295875	9211	420 401K Match	10	5	1	-	-	-
295875	9230	420 Workers' Comp-Connections	5	2	0	-	-	-
295875	9356	420 Special Prog Supp-Connections	362	107	-	-	-	-
295875	9640	420 Insurance & Bonds-Connections	20	7	1	-	-	-
295875	9659	420 UnemployComp - Connections	3	1	-	-	-	-
295875	9101	430 Salaries & Wages - Ped BH	50,365	53,877	32,602	8,118	14,352	26,000

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295875	9109	430 Salary Adjustments-Ped BH	-	-	-	-	377	555
295875	9201	430 Social Security - Ped BH	3,030	3,283	1,965	491	913	1,658
295875	9202	430 Medicare - Ped BH	709	768	459	115	214	388
295875	9205	430 Group Hospital Ins - Ped BH	6,266	6,926	4,063	928	1,726	2,927
295875	9206	430 HRA - Ped BH	1,285	1,361	774	177	330	528
295875	9210	430 Retirement - Ped BH	3,940	4,865	3,319	924	1,672	3,235
295875	9211	430 401K Match	461	539	326	162	295	535
295875	9230	430 Workers' Comp - Ped BH	149	115	90	23	44	160
295875	9640	430 Insurance & Bonds - Ped BH	187	511	403	102	304	348
295875	9659	430 Unemploy Comp - Ped BH	-	-	-	-	38	40
295875	9101	480 Salaries & Wages - BHOEP	16,385	28,754	-	-	-	-
295875	9102	480 Part Time > 1000 Hours - BHOEP	29,673	11,450	11	-	-	-
295875	9201	480 Social Security - BHOEP	2,704	2,361	1	-	-	-
295875	9202	480 Medicare - BHOEP	644	567	0	-	-	-
295875	9205	480 Group Hospital Ins - BHOEP	1,265	3,427	2	-	-	-
295875	9206	480 HRA - BHOEP	257	429	0	-	-	-
295875	9210	480 Retirement - BHOEP	3,478	3,615	1	-	-	-
295875	9211	480 401K Match	353	354	0	-	-	-
295875	9230	480 Workers' Comp - BHOEP	139	112	-	-	-	-
295875	9355	480 Other Operation Costs - BHOEP	196	13	2,489	-	-	-
295875	9356	480 Special Program Supp - BHOEP	545	1,336	-	-	-	-
295875	9447	480 Contracted Services - BHOEP	21,683	17,729	-	-	-	-
295875	9611	480 Mileage - BHOEP	289	311	-	-	-	-
295875	9640	480 Insurance & Bonds - BHOEP	575	502	-	-	-	-
295875	9659	480 Unemployment Comp - BHOEP	74	91	0	-	-	-
295875	9101	507 Salaries & Wages-PopHealth	-	-	-	62,690	182,846	104,000
295875	9102	507 Part Time > 1000 Hrs-PopHealth	-	-	-	-	34,197	6,200
295875	9201	507 Social Security-PopHealth	-	-	-	3,703	11,287	1,450
295875	9202	507 Medicare-PopHealth	-	-	-	866	2,640	7,353
295875	9205	507 Group Hospital Ins-PopHealth	-	-	-	6,191	19,436	1,320
295875	9206	507 HRA-PopHealth	-	-	-	1,183	3,960	12,100
295875	9210	507 Retirement-PopHealth	-	-	-	7,098	20,662	4,729
295875	9211	507 401K Match-PopHealth	-	-	-	1,040	3,641	600
295875	9230	507 Workers' Comp-PopHealth	-	-	-	176	649	125
295875	9301	507 Office Supplies	-	-	-	159	-	-
295875	9355	507 Other Oper Costs-PopHealth	-	-	-	-	29,009	-
295875	9640	507 Insurance & Bonds-PopHealth	-	-	-	780	2,276	1,250
295875	9659	507 Unemployment Comp-PopHealth	-	-	-	70	372	100
295875	9331	50167 Minor Office Equipment & Furn	12,084	-	-	-	-	-

Clinical Services - 5875

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295875	9355	50167 Other Operation Costs	567	-	-	-	-	-
295875	9360	50167 Medical Sup-MH&CH MiniGrant	6,524	-	-	-	-	-
295875	9635	50167 Training & Ed-MH&CH MiniGrant	1,576	-	-	-	-	-
295875	9331	50168 Minor Office Equip & Furn-MHI	-	-	5,427	-	-	-
295875	9355	50168 Other Operation Costs	-	-	2,090	-	-	-
295875	9101	50845 Salaries & Wages-FSI	9,989	17,558	35,843	-	-	-
295875	9102	50845 PT > 1000 Hrs-FSI	49,202	38,917	20,831	-	-	-
295875	9201	50845 Social Security-FSI	3,619	3,355	3,337	-	-	-
295875	9202	50845 Medicare-FSI	846	785	780	-	-	-
295875	9205	50845 GrpHospIns-FSI	970	3,583	5,493	-	-	-
295875	9206	50845 HRA-FSI	231	788	1,123	-	-	-
295875	9210	50845 Retirement-FSI	4,625	5,086	5,801	-	-	-
295875	9211	50845 401K Match	533	565	731	-	-	-
295875	9230	50845 Wrkrs Comp-FSI	173	119	158	-	-	-
295875	9301	50845 Office Supplies-FSI	30	-	-	-	-	-
295875	9325	50845 Postage-FSI	207	120	600	-	-	-
295875	9335	50845 Food-FSI	12,276	12,944	11,108	-	-	-
295875	9356	50845 SpecProgSupp-FSI	41,361	10,469	12,697	-	-	-
295875	9447	50845 Contracted Svcs-FSI	2,500	31,660	28,000	-	-	-
295875	9611	50845 Mileage-FSI	560	552	280	-	-	-
295875	9635	50845 Trng & Ed-FSI	1,035	1,503	894	-	-	-
295875	9640	50845 Ins & Bonds -FSI	617	531	705	-	-	-
295875	9659	50845 UnempComp-FSI	66	123	46	-	-	-
295875	9101	51010 Salaries & Wages - MH	158,392	139,001	170,534	108,552	166,199	205,853
295875	9102	51010 Part Time > 1000 Hrs - MH	110,941	87,040	59,885	33,445	54,822	36,183
295875	9103	51010 Part Time < 1000 Hrs - MH	56,683	37,329	42,554	30,259	39,434	39,552
295875	9104	51010 Temp-Part & Full Time - MH	2,427	1,021	339	536	2,944	-
295875	9107	51010 Contracted Personal Services	5,979	6,739	-	-	-	-
295875	9109	51010 Salary Adjustments-MH	-	-	-	-	4,347	7,989
295875	9201	51010 Social Security - MH	17,797	15,841	16,366	10,386	16,689	17,884
295875	9202	51010 Medicare - MH	4,437	3,718	3,831	2,432	3,903	4,183
295875	9205	51010 Group Hospital Insurance - MH	35,504	19,275	21,734	12,173	22,326	22,316
295875	9206	51010 HRA - Maternal Health	4,219	3,915	4,170	2,332	4,269	4,026
295875	9210	51010 Retirement - MH	19,759	20,227	23,253	16,103	25,742	30,117
295875	9211	51010 401K Match	1,616	1,707	2,082	1,926	4,536	4,978
295875	9230	51010 Workers' Compensation - MH	961	563	727	461	828	1,731
295875	9301	51010 Office Supplies - MH	1,769	1,412	1,801	40	1,000	500
295875	9304	51010 Laboratory Supplies - MH	4,187	-	-	-	-	-
295875	9308	51010 Patient Education Sup MH	44	249	2,078	-	250	250

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295875	9320	51010 Printing & Binding - MH	38	42	113	335	100	500
295875	9325	51010 Postage - MH	1,303	1,227	1,168	310	600	300
295875	9331	51010 Minor Office Equip MH	500	-	2,383	992	-	500
295875	9347	51010 Med Records Supplies-Maternal	229	213	315	139	200	150
295875	9355	51010 Other Operation Costs	-	-	579	-	-	-
295875	9360	51010 Medical Supplies - MH	6,479	4,062	5,322	1,766	4,500	3,500
295875	9365	51010 Pharmacy - MH	1,581	850	1,056	1,028	2,000	2,000
295875	9420	51010 Telecommunications - MH	2,468	2,400	2,400	1,200	2,400	2,000
295875	9445	51010 Purchased Serv MH	15,010	15,277	11,140	-	10,000	-
295875	9447	51010 Contracted Services-MH	1,701	2,812	4,609	28,492	5,500	12,000
295875	9560	51010 Minor Equipment Maint MH	348	348	348	-	350	350
295875	9570	51010 Service Contracts/MH	4,188	2,953	2,912	1,824	2,500	2,200
295875	9611	51010 Mileage - MH	454	346	-	-	250	150
295875	9630	51010 Dues & Subscriptions - MH	1,517	1,480	1,830	2,538	2,000	3,000
295875	9635	51010 Training & Education - MH	5,319	3,029	914	345	2,000	3,000
295875	9640	51010 Insurance & Bonds	3,915	2,509	3,233	2,053	3,481	3,739
295875	9659	51010 UnempComp-MH	389	460	339	289	564	338
295875	9860	51010 Equip & Furn-MH	-	-	-	73,572	16,755	-
295875	9101	54520 Salaries & Wages BCCCP Screen	12,220	6,058	5,741	4,456	16,600	10,680
295875	9102	54520 PT > 1000 Hrs BCCCP Screen	637	1,040	1,251	299	1,964	2,028
295875	9109	54520 Salary Adjustments-BCCCP	-	-	-	-	487	361
295875	9201	54520 Social Security BCCCP Screen	752	415	405	269	1,181	810
295875	9202	54520 Medicare BCCCP Screen	176	97	95	64	276	190
295875	9205	54520 Group Hosp Ins BCCCP Screen	1,593	891	592	404	1,726	1,390
295875	9206	54520 HRA - BCCCP	331	182	118	79	330	264
295875	9210	54520 Retirement BCCCP Screen	998	639	713	541	2,162	1,581
295875	9211	54520 401K Match	87	42	30	38	381	261
295875	9230	54520 Workers' Comp BCCCP Screen	38	19	20	13	57	78
295875	9445	54520 Purchased Services BCCCP	-	-	-	-	1,000	-
295875	9447	54520 Contracted Services-BCCCP	40,043	24,105	8,656	16,122	16,910	19,784
295875	9483	54520 BCCCP Screening Expense	101	60	0	-	-	-
295875	9611	54520 Mileage-BCCCP	68	207	-	-	-	-
295875	9640	54520 Insurance & Bonds	151	86	87	59	247	170
295875	9659	54520 UnempComp-BCCCP	15	18	6	11	41	18
295875	9101	5101A Salaries & Wages - HRMC	51,736	53,969	93,932	82,238	99,809	170,753
295875	9102	5101A Part Time > 1000 Hours-HRMC	46,591	48,319	40,625	18,204	50,559	25,377
295875	9103	5101A Part Time < 1000 Hours-HRMC	59,004	71,916	59,030	26,429	35,174	35,174
295875	9104	5101A Temporary - Part & Full HRMC	1,839	256	89	303	-	-
295875	9109	5101A Salary Adjustments-HRMC	-	-	-	-	3,947	6,578

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295875	9201	5101A Social Security - HRMC	8,713	10,581	11,705	7,660	11,748	14,687
295875	9202	5101A Medicare - HRMC	2,251	2,482	2,739	1,796	2,748	3,435
295875	9205	5101A Group Hospital Ins - HRMC	6,729	8,227	12,788	9,469	16,805	21,219
295875	9206	5101A HRA - High Risk Maternity	1,411	1,753	2,580	1,827	3,214	3,828
295875	9210	5101A Retirement - HRMC	7,667	9,237	13,695	11,430	17,515	24,407
295875	9211	5101A 401K Match	574	817	1,102	1,142	3,086	4,034
295875	9230	5101A Workers' Comp - HRMC	478	358	519	336	568	1,421
295875	9640	5101A Insurance & Bonds	1,973	1,599	2,314	1,502	2,457	3,080
295875	9659	5101A UnempComp-HRMC	157	236	207	192	390	310
295875	9101	5151A Salaries & Wages-Family Plan	117,789	114,817	145,593	92,667	139,419	180,457
295875	9102	5151A PT > 1000 Hrs - Family Plan	91,814	68,411	45,447	22,674	42,095	35,533
295875	9103	5151A PT < 1000 Hrs - Family Plan	17,037	7,410	5,628	2,313	4,260	4,377
295875	9104	5151A Temp-PT & Full Time Family Pl	2,508	1,238	299	849	2,944	-
295875	9107	5151A Contracted Personal Services	5,979	6,739	-	-	-	-
295875	9109	5151A Salary Adjustments-FP	-	-	-	-	4,718	6,178
295875	9201	5151A Social Security-Family Plan	13,507	11,431	11,711	7,024	11,882	14,038
295875	9202	5151A Medicare - Family Planning	3,204	2,682	2,742	1,647	2,779	3,283
295875	9205	5151A Group Hospital Ins-Family Plan	16,511	15,844	16,366	9,230	15,532	17,560
295875	9206	5151A HRA - Family Planning	3,473	3,167	3,063	1,744	2,970	3,168
295875	9210	5151A Retirement - Family Planning	15,936	16,155	18,873	12,834	20,933	26,867
295875	9211	5151A 401K Match	1,344	1,411	1,726	1,460	3,689	4,441
295875	9230	5151A Workers' Comp - Family Plan	689	436	495	282	575	1,359
295875	9301	5151A Office Supplies - Family Plan	1,605	1,310	1,325	5	800	500
295875	9304	5151A Laboratory Supplies Fam Plan	2,469	-	-	-	-	-
295875	9308	5151A Patient Education Sup Fam Pl	64	15	1,914	-	200	200
295875	9320	5151A Printing & Binding - Fam Plan	-	-	87	335	100	500
295875	9325	5151A Postage - Family Planning	1,353	1,227	1,168	310	600	300
295875	9347	5151A Med Records Supplies-Fam Plan	229	221	349	111	200	150
295875	9355	5151A Other Operation Costs	-	-	579	-	-	-
295875	9360	5151A Medical Supplies - Fam Plan	2,953	2,415	6,964	2,444	3,000	4,000
295875	9365	5151A Pharmacy - Family Planning	21,824	29,934	21,997	9,210	25,000	20,000
295875	9420	5151A Telecommunications-FP	2,220	2,220	2,220	1,110	2,200	2,000
295875	9445	5151A Purchased Serv Family Plan	7,996	5,185	7,531	-	6,000	-
295875	9447	5151A Contracted Services-FP	285	172	371	2,510	350	3,000
295875	9570	5151A Service Contracts/FP	977	730	722	505	1,000	1,000
295875	9611	5151A Mileage - Family Planning	166	202	-	-	150	150
295875	9630	5151A Dues & Subscriptions - Fam Pl	582	255	575	253	250	500
295875	9635	5151A Training & Education-Fam Pl	195	-	29	-	2,000	3,000
295875	9640	5151A Insurance & Bonds	2,822	1,916	2,171	1,240	2,476	2,940

Clinical Services - 5875

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295875	9659	5151A UnempComp-FP	323	411	258	199	409	273
295875	9101	5151B Salaries & Wages - TANF	-	4,048	5,924	-	12,716	-
295875	9102	5151B Part Time > 1000 Hours-TANF	18,904	12,005	6,339	-	-	12,318
295875	9103	5151B Part Time < 1000 Hours - TANF	837	1,089	-	-	-	-
295875	9104	5151B Temp-Part & Full Time-TANF	355	-	-	-	-	-
295875	9109	5151B Salary Adjustments	-	-	-	-	381	350
295875	9201	5151B Social Security - TANF	1,220	1,054	707	-	924	785
295875	9202	5151B Medicare - TANF	291	247	165	-	216	184
295875	9205	5151B Group Hospital Ins - TANF	7	152	650	-	-	-
295875	9206	5151B HRA - TANF	-	28	123	-	-	-
295875	9210	5151B Retirement - TANF	1,478	1,443	1,248	-	1,691	1,533
295875	9211	5151B 401K Match	149	137	55	-	298	253
295875	9230	5151B Workers' Compensation-TANF	56	23	34	-	45	76
295875	9640	5151B Insurance & Bonds	251	101	153	-	186	165
295875	9659	5151B UnempComp-TANF	-	16	22	-	19	10
295875	9365	5151E Pharmacy-FP Long Acting BC	11,039	15,454	14,539	10,929	14,200	14,200
295875	9101	5351A Salaries & Wages - Child Hlth	159,148	168,346	315,016	208,498	344,715	439,774
295875	9102	5351A PT > 1000 Hrs - Child Health	263,321	258,960	112,099	56,636	82,998	54,136
295875	9103	5351A PT < 1000 Hours - Child Hlth	5,654	-	-	-	-	-
295875	9104	5351A Temp-PT & Full Time Child Hlth	-	-	2,801	6,864	20,750	14,070
295875	9107	5351A Contracted Personal Services	5,979	3,682	-	140	-	-
295875	9109	5351A Salary Adjustments-Child Hlth	-	-	-	-	-	14,017
295875	9201	5351A Social Security - Child Health	26,417	25,407	24,753	14,494	28,501	32,431
295875	9202	5351A Medicare - Child Health	6,186	6,023	5,993	3,788	6,666	7,585
295875	9205	5351A Group Hospital Insurance - CH	14,837	29,210	33,906	20,532	32,962	41,780
295875	9206	5351A HRA - Child Health	6,621	6,397	6,881	4,115	6,303	7,788
295875	9210	5351A Retirement - Child Health	33,493	38,027	42,624	29,914	49,820	61,590
295875	9211	5351A 401K Match	2,965	3,468	4,105	3,795	8,779	10,180
295875	9230	5351A Workers' Comp - Child Health	1,312	944	1,198	759	1,379	3,138
295875	9301	5351A Office Supplies CH	1,641	1,285	1,717	112	800	500
295875	9304	5351A Laboratory Supplies - CH	1,543	-	-	-	-	-
295875	9308	5351A Patient Education Sup CH	33	251	202	300	250	300
295875	9320	5351A Printing & Binding - CH	55	46	126	335	150	500
295875	9325	5351A Postage - CH	1,372	1,327	1,168	310	600	300
295875	9331	5351A Minor Office Equip - CH	306	-	385	992	300	500
295875	9347	5351A Med Records Supplies-Child Hlt	148	188	187	101	150	150
295875	9355	5351A Other Operation Costs	-	-	579	-	-	-
295875	9360	5351A Medical Supplies - CH	5,269	4,962	7,600	2,906	4,000	3,500
295875	9365	5351A Pharmacy - CH	-	-	-	-	1,000	300

Clinical Services - 5875

			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295875	9420	5351A Telecommunications- CH	2,700	2,700	2,700	1,350	2,000	2,000
295875	9445	5351A Purchased Serv CH	-	-	-	-	200	-
295875	9447	5351A Contracted Services-CH	754	1,569	2,786	2,347	1,500	2,600
295875	9560	5351A Minor Equipment Maint CH	458	458	458	262	350	350
295875	9570	5351A Service Contracts/CH	3,385	2,398	2,365	1,494	2,700	2,500
295875	9611	5351A Mileage - CH	551	131	-	-	150	150
295875	9630	5351A Dues & Subscriptions - CH	1,066	555	2,041	2,248	3,000	3,500
295875	9635	5351A Training & Education - CH	3,208	4,198	1,004	888	2,000	3,000
295875	9640	5351A Insurance & Bonds	5,441	4,170	5,301	3,372	5,918	6,778
295875	9659	5351A UnempComp-CH	447	699	469	393	851	605
295875	9478	5351B Child Fatality Task Force Exp	1,617	1,381	1,557	-	1,389	1,389
295875	9447	5452C Contr Svcs-BCCCP State \$	65,454	57,490	15,575	20,925	13,613	19,785
Total Expense			3,147,325	3,129,082	3,220,341	2,099,497	3,567,590	4,049,603
Net			(274,963)	46,351	324,030	(417,850)	(135,769)	-

Behavioral Health - 5877

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265877	6344	374 Department of Justice-COSSAP	-	-	-	-	253,263	300,000
265877	6417	399 Medicaid Managed Care-BH	-	-	-	-	-	2,500
265877	6637	399 Private Insurance-BH	-	-	-	-	-	2,500
265877	6854	398 Cabarrus PH Interest-DGBH	-	-	-	-	-	150,000
265877	6903	399 Cabarrus County ARP Funding-BH	-	-	-	-	405,972	423,956
Total Revenue			-	-	-	-	659,235	878,956
Expense								
295877	9101	374 Salaries & Wages-COSSAP	-	-	-	-	147,602	160,733
295877	9201	374 Social Security	-	-	-	-	9,151	9,965
295877	9202	374 Medicare-COSSAP	-	-	-	-	2,140	2,331
295877	9205	374 Group Hospital Ins-COSSAP	-	-	-	-	12,405	18,523
295877	9206	374 HRA-COSSAP	-	-	-	-	2,640	3,300
295877	9210	374 Retirement-COSSAP	-	-	-	-	16,797	19,449
295877	9211	374 401K Match-COSSAP	-	-	-	-	2,952	3,215
295877	9230	374 Workers' Comp-COSSAP	-	-	-	-	443	964
295877	9301	374 Office Supplies-COSSAP	-	-	-	-	720	150
295877	9320	374 Printing and Binding	-	-	-	-	-	150
295877	9331	374 Minor OfficeEquip&Furn-COSSAP	-	-	-	-	4,794	-
295877	9355	374 Other Operation Costs-COSSAP	-	-	-	-	26,820	24,000
295877	9360	374 Pharmacy	-	-	-	-	-	8,578
295877	9420	374 Telecommunications-COSSAP	-	-	-	-	1,500	1,500
295877	9447	374 Outsourced Services-COSSAP	-	-	-	-	-	-
295877	9570	374 Service Contracts-COSSAP	-	-	-	-	-	8,578
295877	9611	374 Mileage-COSSAP	-	-	-	-	280	300
295877	9635	374 Training & Education-COSSAP	-	-	-	-	-	6,000
295877	9640	374 Insurance & Bonds-COSSAP	-	-	-	-	1,845	2,009
295877	9659	374 Unemployment Comp-COSSAP	-	-	-	-	150	255
295877	9101	398 Salaries & Wages-DGBH	-	-	-	-	-	80,334
295877	9201	398 Social Security-DGBH	-	-	-	-	-	4,981
295877	9202	398 Medicare-DGBH	-	-	-	-	-	1,165
295877	9205	398 Group Hospital Ins-DGBH	-	-	-	-	-	7,193
295877	9206	398 HRA-DGBH	-	-	-	-	-	1,320
295877	9210	398 Retirement-DGBH	-	-	-	-	-	9,620
295877	9211	398 401K Match-DGBH	-	-	-	-	-	167
295877	9230	398 Workers' Compen-DGBH	-	-	-	-	-	482
295877	9640	398 Insurance & Bonds-DGBH	-	-	-	-	-	1,004
295877	9659	398 Unemployment Compen-DGBH	-	-	-	-	-	100

Behavioral Health - 5877

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295877	9447	398 Outsourced Services-DGBH	-	-	-	-	-	29,998
295877	9356	398A Special Program Supplies-DGBH Indirec	-	-	-	-	-	13,636
295877	9101	399 Salaries & Wages-BH	-	-	-	7,404	213,420	271,900
295877	9102	399 Part Time > 1000 Hours-BH	-	-	-	1,202	-	-
295877	9201	399 Social Security	-	-	-	526	10,967	14,028
295877	9202	399 Medicare-BH	-	-	-	123	2,545	3,281
295877	9205	399 Group Hospital Ins-BH	-	-	-	646	20,817	22,059
295877	9206	399 HRA-BH	-	-	-	123	3,960	3,960
295877	9210	399 Retirement-BH	-	-	-	979	24,287	27,377
295877	9211	399 401K Match-BH	-	-	-	172	3,510	4,525
295877	9230	399 Workers' Compensation-BH	-	-	-	24	640	1,358
295877	9301	399 Office Supplies-BH	-	-	-	-	23,876	-
295877	9335	399 Other Operation Costs	-	-	-	-	-	-
295877	9447	399 Outsourced Services-BH	-	-	-	-	25,000	13,000
295877	9570	399 Service Contracts-BH	-	-	-	-	29,700	13,590
295877	9611	399 Mileage-BH	-	-	-	-	3,226	200
295877	9635	399 Training & Education-BH	-	-	-	-	4,000	8,250
295877	9640	399 Insurance & Bonds-BH	-	-	-	108	2,668	2,828
295877	9659	399 Unemployment Compen-BH	-	-	-	-	450	300
295877	9356	374A SpecProgSupp-COSSAP-Indirect	-	-	-	-	23,024	30,000
295877	9356	399A Special Program Supplies-BH	-	-	-	-	36,906	42,300
Total Expense			-	-	-	11,308	659,235	878,956
Net			-	-	-	(11,308)	-	-

WIC - 5880

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
Revenue								
265880	6286	179 SmartStart-WIC BFPS	-	50,422	57,656	18,240	79,532	-
265880	6803	508 Miscellaneous Revenue	-	-	10,000	-	-	-
265880	6839	508 WIC - Hopkins	-	80,823	60,603	7,982	13,574	-
265880	6200	54030 CHA Grant - WICCS	447,032	394,680	406,640	155,075	362,035	352,871
265880	6200	54040 CHA Grant - WICNE	142,659	130,931	161,355	85,161	186,078	232,316
265880	6200	54050 CHA Grant - WICAdmin	56,850	57,530	53,198	25,829	61,371	67,432
265880	6200	54090 CHA Grant - WICBF	32,519	29,618	54,499	29,543	40,748	54,939
265880	6200	54150 CHA Grant-WICBFPC	32,889	26,073	33,607	12,844	52,689	62,370
Total Revenue			711,948	770,077	837,558	334,674	796,027	769,928
Expense								
295880	9101	179 Salaries & Wages-SS WIC BFPS	-	17,172	20,957	16,530	47,025	-
295880	9102	179 Part Time > 1000 Hrs-SS WIC BF	-	17,009	21,983	10	-	-
295880	9103	179 Part Time < 1000 Hrs-SS WIC BF	-	1,924	-	-	-	-
295880	9201	179 Social Security-SS WIC BFPS	-	2,225	2,630	957	2,920	-
295880	9202	179 Medicare-SS WIC BFPS	-	520	615	224	683	-
295880	9205	179 Group Hospital Ins-SS WIC BFPS	-	3,503	4,044	2,518	8,604	-
295880	9206	179 HRA-SS WIC BFPS	-	681	780	497	1,637	-
295880	9210	179 Retirement-SS WIC BFPS	-	3,008	4,394	1,882	5,345	-
295880	9211	179 401K Match-SS WIC BFPS	-	-	-	-	942	-
295880	9230	179 Workers' Comp-SS WIC BFPS	-	73	120	46	141	-
295880	9301	179 Office Supplies-SS WIC BFPS	-	-	-	-	480	-
295880	9355	179 Other Operation Costs	-	5,013	-	160	10,980	-
295880	9611	179 Mileage- SS WIC BFPS	-	333	-	-	-	-
295880	9640	179 Insurance & Bonds- SS WICBFPS	-	325	534	207	589	-
295880	9659	179 Unemployment Comp-SS WICBFPS	-	130	103	63	186	-
295880	9101	508 Salaries & Wages-WICH	-	42,761	43,671	9,684	9,805	-
295880	9201	508 Social Security-WICH	-	2,483	2,582	574	554	-
295880	9202	508 Medicare-WICH	-	581	604	134	127	-
295880	9205	508 Group Hospital Ins-WICH	-	5,502	6,318	1,369	700	-
295880	9206	508 HRA-WICH	-	1,078	1,203	261	132	-
295880	9210	508 Retirement-WICH	-	3,575	4,466	1,102	998	-
295880	9211	508 401K Match-WICH	-	51	6	-	175	-
295880	9230	508 Workers' Comp-WICH	-	93	122	27	26	-
295880	9301	508 Office Supplies-WICH	-	466	-	-	-	-
295880	9308	508 Patient Education Supplies	-	-	6,350	-	-	-
295880	9320	508 Printing & Binding	-	-	-	1	-	-
295880	9331	508 Minor Office Equip-WICH	-	1,769	-	-	-	-

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295880	9355	508 Other Operation Costs-WICH	-	22	19	-	3	-
295880	9356	508 Special Program Supplies	-	-	3,198	-	-	-
295880	9501	508 Building & Ground Maintenance	-	250	-	-	-	-
295880	9570	508 Service Contracts-WICH	-	12,660	930	-	-	-
295880	9611	508 Mileage-WICH	-	55	-	-	-	-
295880	9635	508 Training & Education-WICH	-	1,866	426	285	929	-
295880	9640	508 Insurance & Bonds-WICH	-	414	543	121	110	-
295880	9659	508 Unemployment Comp-WICH	-	85	69	25	15	-
295880	9101	54030 Salaries & Wages - WICCS	196,417	188,654	179,998	92,556	185,650	166,743
295880	9102	54030 Part Time > 1000 Hours - WICCS	71,112	53,493	48,198	26,145	46,237	47,843
295880	9104	54030 Temporary-PT & Full Time-WICCS	2,465	9,353	8,637	5,131	8,808	5,319
295880	9201	54030 Social Security - WICCS	16,011	15,032	13,992	7,461	14,371	13,635
295880	9202	54030 Medicare - WICCS	3,744	3,515	3,272	1,745	3,361	3,189
295880	9205	54030 Group Hospital Ins-WICCS	37,437	34,086	32,573	15,995	25,110	34,055
295880	9206	54030 HRA - WIC CS	8,436	-	2,394	3,226	6,270	6,455
295880	9210	54030 Retirement - WICCS	20,671	21,792	23,100	13,063	25,309	25,966
295880	9211	54030 401K Match	1,231	1,675	1,472	811	4,460	4,292
295880	9230	54030 Workers' Compensation - WICCS	821	-	-	343	861	1,320
295880	9301	54030 Office Supplies-WIC CS	30,933	30,991	62,349	519	1,315	1,000
295880	9320	54030 Printing & Binding/WIC CS	1,125	1,448	709	117	720	300
295880	9325	54030 Postage/WIC CS	1,006	4,265	10,902	3,435	4,000	3,032
295880	9331	54030 MinorOffEquip-WICCS	-	-	355	2,249	2,909	2,000
295880	9355	54030 Other Operation Costs-CS	-	-	1,200	3,023	5,591	2,000
295880	9360	54030 Medical Supplies	-	-	-	331	600	1,200
295880	9420	54030 Telecommunications-WIC CS	6,709	4,792	4,500	2,250	4,500	4,500
295880	9447	54030 Contracted Services-WICCS	42,010	20,560	13,456	17,421	17,428	25,448
295880	9611	54030 Mileage - WIC CS	71	91	28	18	50	50
295880	9630	54030 Dues & Subscriptions	-	-	-	20	20	20
295880	9635	54030 Training & Education - WICCS	788	909	273	570	855	855
295880	9640	54030 Insurance & Bonds - WICCS	3,371	-	-	1,528	2,897	2,749
295880	9659	54030 UnempComp-WICCS	445	-	443	324	713	900
295880	9101	54040 Salaries & Wages - WICNE	77,168	69,585	77,643	56,541	81,802	119,099
295880	9102	54040 Part Time > 1000 Hours WICNE	23,827	23,475	28,233	18,719	32,992	34,139
295880	9104	54040 Temp-Part & Full Time WICNE	3,662	4,206	12,309	10,511	16,990	12,063
295880	9201	54040 Social Security - WICNE	6,215	5,862	7,314	5,201	9,187	10,249
295880	9202	54040 Medicare-WICNE	1,454	1,371	1,711	1,216	2,148	2,397
295880	9205	54040 Group Hospital Ins WICNE	11,199	13,164	14,960	9,213	12,491	21,476
295880	9206	54040 HRA - WIC NE	2,590	2,724	-	1,849	3,498	4,026
295880	9210	54040 Retirement - WICNE	7,717	8,446	11,156	8,321	9,553	18,543

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			FY 2019 ACTUALS	FY 2020 ACTUALS	FY 2021 ACTUALS	FY 2022 Actuals 1.21.22	FY 2022 Budget	FY 2023 Projection
295880	9211	54040 401K Match	625	702	570	385	2,564	3,065
295880	9230	54040 Workers' Compensation-WICNE	309	-	-	240	603	992
295880	9301	54040 Office Supplies/WIC NE	7,646	494	2,119	173	1,800	-
295880	9355	54040 Other Operation Costs	-	-	-	7,388	10,000	4,000
295880	9611	54040 Mileage - WIC NE	5	5	-	-	-	-
295880	9635	54040 Training & Education - WICNE	135	37	1,911	-	200	200
295880	9640	54040 Insurance & Bonds - WICNE	1,307	-	-	1,072	1,852	2,067
295880	9659	54040 UnempComp-WICNE	118	-	208	262	398	-
295880	9101	54050 Salaries & Wages-WICAd	43,082	44,543	40,941	25,930	46,519	49,507
295880	9201	54050 Social Security - WICAd	2,483	2,530	2,306	1,429	2,696	3,070
295880	9202	54050 Medicare-WICAd	581	592	539	334	631	718
295880	9205	54050 Group Hospital Ins-WICAd	4,053	4,388	3,907	2,418	4,163	5,148
295880	9206	54050 HRA - WIC Ad	835	867	-	464	792	924
295880	9210	54050 Retirement - WICAd	3,351	4,021	4,176	2,951	4,820	5,991
295880	9211	54050 401K Match	217	446	518	504	870	991
295880	9230	54050 Workers' Comp-WICAd	132	-	-	73	130	298
295880	9320	54050 Printing & Binding	-	-	-	116	116	116
295880	9611	54050 Mileage-WICAd	292	150	-	-	-	50
295880	9635	54050 Training & Education-WICAd	394	-	-	-	-	-
295880	9640	54050 Insurance & Bonds - WICAd	536	-	-	324	544	619
295880	9659	54050 UnempComp-WICAd	32	-	42	48	90	-
295880	9101	54090 Salaries & Wages - WICBF	14,432	13,929	22,597	20,482	20,672	33,951
295880	9102	54090 Part Time > 1000 Hours-WICBF	3,620	1,912	2,233	1,440	2,538	2,627
295880	9104	54090 Temp-Part & Full Time WICBF	2,868	3,239	4,054	2,048	2,029	1,887
295880	9201	54090 Social Security - WICBF	1,220	1,142	1,716	1,413	1,566	2,385
295880	9202	54090 Medicare - WICBF	285	267	401	331	366	558
295880	9205	54090 Group Hospital Ins - WICBF	1,845	2,339	3,395	2,848	2,637	2,517
295880	9206	54090 HRA - WIC Breastfeeding	390	470	-	565	515	1,043
295880	9210	54090 Retirement - WICBF	1,374	1,428	2,536	2,476	2,518	4,427
295880	9211	54090 401K Match	74	130	193	168	444	732
295880	9230	54090 Workers' Compensation WICBF	60	-	-	67	93	231
295880	9305	54090 Breast Feeding Grant Expense	2,000	4,910	14,985	2,969	5,500	2,500
295880	9611	54090 Mileage - WICBF	569	39	-	-	-	-
295880	9635	54090 Training & Education - WICBF	3,635	-	2,086	1,495	1,495	1,500
295880	9640	54090 Insurance & Bonds - WICBF	261	-	-	300	316	481
295880	9659	54090 UnempComp-WICBF	46	-	76	80	59	100
295880	9101	54150 Salaries & Wages-WICBFPC	7,667	16,968	20,218	19,209	36,917	44,338
295880	9102	54150 PT>1000Hrs -WICBFPC	17,724	539	205	282	-	-
295880	9104	54150 Temp-PT&FT-WICBFPC	625	1,549	2,861	-	-	-

WIC - 5880

			FY 2019	FY 2020	FY 2021	FY 2022	FY 2022	FY 2023
			ACTUALS	ACTUALS	ACTUALS	Actuals 1.21.22	Budget	Projection
295880	9201	54150 Social Security-WICBFPC	1,592	1,151	1,370	1,101	2,289	2,750
295880	9202	54150 Medicare-WICBFPC	372	269	320	258	535	643
295880	9205	54150 GrpHospIns-WICBFPC	1,320	3,050	2,792	2,830	6,054	5,241
295880	9206	54150 HRA-WICBFPC	265	602	-	553	1,152	1,677
295880	9210	54150 Retirement-WICBFPC	1,983	1,588	2,089	2,218	4,190	5,366
295880	9211	54150 401K Match	45	52	149	58	738	887
295880	9230	54150 WrksComp-WICBFPC	78	-	-	55	111	267
295880	9301	54150 Office Supplies-BFPC	279	92	2,977	-	31	-
295880	9611	54150 Mileage-WICBFPC	221	341	-	-	80	80
295880	9635	54150 Trng&Ed-WICBFPC	165	-	400	-	-	566
295880	9640	54150 Ins&bonds-WICBFPC	325	-	-	244	461	555
295880	9659	54150 UnempComp-WIC BFPC	61	-	38	39	131	-
295880	9355	508A Other Oper - WICH Indirect	-	7,228	-	-	-	-
Total Expense			710,171	767,128	832,770	454,164	796,027	769,928
Net			1,777	2,950	4,789	(119,489)	-	-

ENVIRONMENTAL HEALTH FEE SCHEDULE				
Application for Soils Evaluation Fee (first acre)			200.00	Pay at Government Center
Soils Evaluation Fee (each additional acre)			60.00	Pay at Environmental Health
Authorization to construct (new system) "Septic Tank Permit"	Gallons Per Day	Equivalent # of Bedrooms		Pay at Government Center
	≤ 360	2 – 3 Bedrooms	300.00	
	≤ 600	4 – 5 Bedrooms	450.00	
	≥ 601	≥ 6 Bedrooms	550.00	
Any system with a pump – * additional fee			* 125.00	
Addition or relocation of any part of the septic system (not a repair) "Authorization to Construct" permit			175.00	Pay at Environmental Health
Repeat layout/Redesign of system			100.00	Pay at Environmental Health
Existing Wastewater System Inspection "Septic Inspection"			75.00	Pay at Environmental Health
Residential Repair / Consultative Visit			No charge	
Drinking Water Well Permit (including water sampling) New or Replacement			425.00	New Construction: Pay at Governmental Center with septic permit
				Replacement Well: Pay at Environmental Health
Existing Well Head Inspection			60.00	Pay at Environmental Health
Private Well Water Sampling		Initial Sample	Repeat Sample	Pay at Environmental Health
	Well Full Panel* <i>*Bacterial, inorganic & Nitrate</i>	150.00	N/A	
	Bacterial	70.00	25.00	
	Inorganic Chemical	130.00	N/A	
	Petroleum	100.00	75.00	
	Pesticide	100.00	75.00	
	Volatile Organic	100.00	75.00	
	Nitrate	55.00	35.00	
	Sulfate Reducing	55.00	35.00	
	Fluoride	55.00	35.00	
Application & Plan Review for New Pool			300.00	Pay at Environmental Health
Seasonal Swimming Pool Permit			250.00	
Annual Swimming Pool Permit			300.00	
Spa Permit			100.00	
Wading Pool Permit			60.00	
Night light check/Permitting return visit			50.00	Pay at Environmental Health
Tattoo Artist Initial Permit			300.00	Pay at Environmental Health
Renewal of existing permit			250.00	
Food Service Plan Review - New construction			250.00	Pay at Environmental Health
Food Service Plan Review - Mobile Food Unit/Pushcart or Remodel/ additions to existing			150.00	Pay at Environmental Health
Temporary Food Event or Limited Food Service Permit			75.00	Pay at Environmental Health

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
0001A		0	65	0	0
0002A		0	65	0	0
0003A		0	65	0	0
0004A		0	65	0	0
0011A		0	65	0	0
0012A		0	65	0	0
0013A		0	65	0	0
0031A		0	65	0	0
0034A		0	65	0	0
0051A		0	65	0	0
0052A		0	65	0	0
0053A		0	65	0	0
0054A		0	65	0	0
0064A		0	65	0	0
0071A		0	65	0	0
0072A		0	65	0	0
0073A		0	65	0	0
10060		0	159	0	0
10080		0	245	0	0
10081		0	308	0	0
10120		0	177	0	0
10121		0	281	0	0
10140		0	216	0	0
10160		0	165	0	0
10180		0	275	0	0
11200		0	141.75	0	0
11201		0	95	0	0
11308		0	161	0	0
11400		0	162	0	0
11401		0	227	0	0
11402		0	239	0	0
11420		0	126	0	0
11424		0	250	0	0
11720		0	46.75	0	0
11730		0	135	0	0
11732		0	104.5	0	0
11750		0	322	0	0
11976		0	285	0	0
11981		0	270	0	0
11982		0	270	0	0
11983		0	368	0	0
12002		0	260	0	0
12005		0	378	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
12011		0	262	0	0
12013		0	281	0	0
12015		0	406	0	0
12031		0	256	0	0
12032		0	335	0	0
12034		0	406	0	0
12035		0	500	0	0
12041		0	310	0	0
12042		0	390	0	0
12044		0	475	0	0
12045		0	540	0	0
12051		0	350	0	0
12052		0	425	0	0
12053		0	455	0	0
12054		0	465	0	0
12055		0	585	0	0
13160		0	900	0	0
16000		0	112	0	0
16020		0	127	0	0
17000		0	104	0	0
17003		0	25.75	0	0
17110	NC	0	0	0	0
17110		0	130	0	0
17111	NC	0	0	0	0
17111		0	150	0	0
17250		0	92	0	0
20600		0	92	0	0
20605		0	100	0	0
20610		0	125	0	0
24200		0	242	0	0
24640		0	279	0	0
30300		0	74	0	0
36406		0	65	0	0
36410		0	45	0	0
36415	NC	0	0	0	0
36415	PR	0	0	0	0
36415		0	20	0	0
36416		0	19	0	0
36416	NC	0	0	0	0
49000		0	1400	0	0
51701		0	115	0	0
51702		0	145	0	0
54150		0	300	0	0
54160		0	375	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
56405		0	250	0	0
56420		0	250	0	0
56441		0	172	0	0
56501		0	185	0	0
56515		0	296	0	0
56605		0	156	0	0
56820		0	168	0	0
56821		0	212	0	0
57022		0	325	0	0
57061		0	195	0	0
57065		0	330	0	0
57170		0	138	0	0
57420		0	181	0	0
57421		0	222	0	0
57452		0	180	0	0
57454		0	170	0	0
57455		0	180	0	0
57456		0	170	0	0
57460		0	340	0	0
57461		0	380	0	0
57500		0	261	0	0
57505		0	160	0	0
57511		0	185	0	0
57520		0	399	0	0
57700		0	700	0	0
57720		0	350	0	0
58100		0	208	0	0
58110		0	80	0	0
58120		0	550	0	0
58146		0	2220	0	0
58150		0	2991	0	0
58300		0	195	0	0
58300	NC	0	0	0	0
58301		0	190	0	0
58301	NC	0	0	0	0
58605		0	1031	0	0
58611		0	627	0	0
58661		0	1114	0	0
58670		0	917	0	0
58671		0	957	0	0
58720		0	1600	0	0
58740		0	637	0	0
58805		0	793	0	0
58999		0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
59000		0	195	0	0
59025	25	0	60	0	0
59025		0	150	0	0
59051		0	130	0	0
59151		0	2062	0	0
59160		0	462	0	0
59300		0	460	0	0
59320		0	615	0	0
59400		0	3350	0	0
59409		0	1860	0	0
59410		0	2198	0	0
59412		0	275	0	0
59414		0	340	0	0
59425		0	825	0	0
59426		0	1510	0	0
59430		0	300	0	0
59510		0	3800	0	0
59514		0	2300	0	0
59515		0	2655	0	0
59525		0	1254	0	0
59612		0	1900	0	0
59614		0	2400	0	0
59620		0	2481	0	0
59622		0	2764	0	0
59812		0	886	0	0
59820		0	886	0	0
59821		0	925	0	0
59841		0	920	0	0
59870		0	1050	0	0
59899		0	300	0	0
62270		0	560	0	0
69200		0	156	0	0
69209		0	30	0	0
69210		0	93	0	0
76801		0	200	0	0
76802		0	75	0	0
76805		0	210	0	0
76810		0	120	0	0
76811		0	300	0	0
76813		0	165	0	0
76814		0	100	0	0
76815		0	140	0	0
76816		0	135	0	0
76817		0	160	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
76818		0	185	0	0
76819		0	160	0	0
76820		0	130	0	0
76821		0	130	0	0
76830		0	160	0	0
76856		0	160	0	0
76857		0	100	0	0
76872		0	140	0	0
76942		0	200	0	0
80048	NC	0	0	0	0
80048		0	21	0	0
80050		0	0	0	0
80051	NC	0	0	0	0
80051		0	14.5	0	0
80053	NC	0	0	0	0
80053	PR	0	0	0	0
80053		0	26	0	0
80061	NC	0	0	0	0
80061		0	37	0	0
80069	NC	0	0	0	0
80069		0	22.75	0	0
80074	PR	0	0	0	0
80074	NC	0	0	0	0
80074		0	48	0	0
80076	NC	0	0	0	0
80076		0	15	0	0
80156	NC	0	0	0	0
80156		0	48	0	0
80164	NC	0	0	0	0
80164		0	37	0	0
80175		0	135	0	0
80177		0	40	0	0
80178	NC	0	0	0	0
80178		0	30	0	0
80184	NC	0	0	0	0
80184		0	44	0	0
80185	NC	0	0	0	0
80185		0	57.75	0	0
80198	NC	0	0	0	0
80198		0	61	0	0
80307		0	100	0	0
80500		0	40	0	0
81001	RH	0	0	0	0
81001		0	27	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
81002		0	8	0	0
81003	PR	0	0	0	0
81003	QW	0	16	0	0
81015		0	25	0	0
81025	PR	0	0	0	0
81025	NC	0	0	0	0
81025		0	30	0	0
81220	NC	0	0	0	0
81220		0	165	0	0
81420		0	349	0	0
82017	NC	0	0	0	0
82017		0	85	0	0
82040	NC	0	0	0	0
82040		0	16	0	0
82043		0	12	0	0
82043	NC	0	0	0	0
82105		0	0	0	0
82140	NC	0	0	0	0
82140		0	28	0	0
82150	NC	0	0	0	0
82150		0	41.25	0	0
82239	NC	0	0	0	0
82239		0	31	0	0
82247		0	0	0	0
82248		0	0	0	0
82270		0	20	0	0
82274		0	50	0	0
82306	NC	0	0	0	0
82306		0	56	0	0
82310	NC	0	0	0	0
82310		0	20	0	0
82330	NC	0	0	0	0
82330		0	34	0	0
82374	NC	0	0	0	0
82374		0	15	0	0
82379	NC	0	0	0	0
82379		0	75	0	0
82435	NC	0	0	0	0
82435		0	11	0	0
82465	NC	0	0	0	0
82465		0	11.75	0	0
82533	NC	0	0	0	0
82533		0	50	0	0
82565	NC	0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
82565	PR	0	0	0	0
82565		0	10	0	0
82570		0	15	0	0
82570	NC	0	0	0	0
82575		0	18	0	0
82575	NC	0	0	0	0
82607	NC	0	0	0	0
82607		0	46	0	0
82627	NC	0	0	0	0
82627		0	42	0	0
82670	NC	0	0	0	0
82670		0	45	0	0
82677	NC	0	0	0	0
82677		0	46	0	0
82728		0	26	0	0
82728	NC	0	0	0	0
82746		0	28	0	0
82746	NC	0	0	0	0
82784	NC	0	0	0	0
82784		0	44	0	0
82785	NC	0	0	0	0
82785		0	42	0	0
82947	QW	0	25	0	0
82947		0	0	0	0
82950	QW	0	39	0	0
82951		0	61.5	0	0
82952		0	22	0	0
82955		0	81.25	0	0
82955	NC	0	0	0	0
82977	NC	0	0	0	0
82977		0	14	0	0
83001	NC	0	0	0	0
83001		0	52.25	0	0
83002	NC	0	0	0	0
83002		0	51	0	0
83010	NC	0	0	0	0
83010		0	43	0	0
83021		0	0	0	0
83036	QW	0	45	0	0
83498		0	35	0	0
83520		0	75	0	0
83525	NC	0	0	0	0
83525		0	24	0	0
83540	NC	0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
83540		0	13	0	0
83550	NC	0	0	0	0
83550		0	17	0	0
83615	NC	0	0	0	0
83615		0	12	0	0
83630		0	0	0	0
83631	NC	0	0	0	0
83631		0	71	0	0
83655	NC	0	0	0	0
83655		0	23	0	0
83690	NC	0	0	0	0
83690		0	13	0	0
83718	NC	0	0	0	0
83718		0	16	0	0
83735	NC	0	0	0	0
83735		0	20	0	0
83919	NC	0	0	0	0
83919		0	75	0	0
83930	NC	0	0	0	0
83930		0	32	0	0
83935	NC	0	0	0	0
83935		0	32	0	0
83970	NC	0	0	0	0
83970		0	85	0	0
83986	NC	0	0	0	0
83986		0	13.5	0	0
84030	NC	0	0	0	0
84030		0	78	0	0
84075	NC	0	0	0	0
84075		0	12.5	0	0
84100	NC	0	0	0	0
84100		0	11.25	0	0
84105		0	10	0	0
84132	NC	0	0	0	0
84132		0	18	0	0
84144	NC	0	0	0	0
84144		0	64	0	0
84146	NC	0	0	0	0
84146		0	65	0	0
84153	NC	0	0	0	0
84153		0	45.5	0	0
84155	NC	0	0	0	0
84155		0	17.75	0	0
84156	NC	0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
84156		0	33	0	0
84295	NC	0	0	0	0
84295		0	13.25	0	0
84377	NC	0	0	0	0
84377		0	21.5	0	0
84403	NC	0	0	0	0
84403		0	65	0	0
84436	NC	0	0	0	0
84436		0	20	0	0
84439	NC	0	0	0	0
84439		0	18.5	0	0
84443		0	31	0	0
84443	NC	0	0	0	0
84450		0	16	0	0
84450	NC	0	0	0	0
84460	NC	0	0	0	0
84460		0	13.5	0	0
84466	NC	0	0	0	0
84466		0	24	0	0
84478	NC	0	0	0	0
84478		0	19.5	0	0
84479	NC	0	0	0	0
84479		0	19.25	0	0
84480	NC	0	0	0	0
84480		0	42	0	0
84481	NC	0	0	0	0
84481		0	32	0	0
84520	NC	0	0	0	0
84520		0	15	0	0
84550	NC	0	0	0	0
84550		0	9	0	0
84681	NC	0	0	0	0
84681		0	43	0	0
84702	NC	0	0	0	0
84702		0	23.75	0	0
85018	QW	0	17	0	0
85018	EP	0	0	0	0
85025	NC	0	0	0	0
85025		0	16.5	0	0
85027	NC	0	0	0	0
85027		0	12.5	0	0
85041		0	8.75	0	0
85045	NC	0	0	0	0
85045		0	8.75	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
85049	NC	0	0	0	0
85049		0	13	0	0
85240	NC	0	0	0	0
85240		0	110	0	0
85245	NC	0	0	0	0
85245		0	110	0	0
85246	NC	0	0	0	0
85246		0	110	0	0
85247		0	180	0	0
85302	NC	0	0	0	0
85302		0	91.5	0	0
85384		0	24.25	0	0
85384	NC	0	0	0	0
85520	NC	0	0	0	0
85520		0	156.25	0	0
85610	NC	0	0	0	0
85610		0	11	0	0
85652	NC	0	0	0	0
85652		0	16.5	0	0
85730	NC	0	0	0	0
85730		0	21	0	0
86038	NC	0	0	0	0
86038		0	39	0	0
86039		0	25	0	0
86039	NC	0	0	0	0
86140	NC	0	0	0	0
86140		0	27.5	0	0
86147	NC	0	0	0	0
86147		0	39	0	0
86148	NC	0	0	0	0
86148		0	170	0	0
86162	NC	0	0	0	0
86162		0	49.5	0	0
86225	NC	0	0	0	0
86225		0	45	0	0
86304	NC	0	0	0	0
86304		0	30	0	0
86308	NC	0	0	0	0
86308		0	17	0	0
86317	NC	0	0	0	0
86317	RL	0	15	0	0
86317		0	65	0	0
86376		0	26	0	0
86382		0	80	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
86430	NC	0	0	0	0
86430		0	27.5	0	0
86431	NC	0	0	0	0
86431		0	12	0	0
86480		0	80	0	0
86480	NC	0	0	0	0
86580		0	30	0	0
86580	NC	0	0	0	0
86592	NC	0	0	0	0
86592	PR	0	0	0	0
86592		0	33	0	0
86593		0	16	0	0
86593	NC	0	0	0	0
86593	PR	0	0	0	0
86611	NC	0	0	0	0
86611		0	95	0	0
86618		0	55	0	0
86644	NC	0	0	0	0
86644		0	54.5	0	0
86645	NC	0	0	0	0
86645		0	54.5	0	0
86663	NC	0	0	0	0
86663		0	54.5	0	0
86665	NC	0	0	0	0
86665		0	56	0	0
86677	NC	0	0	0	0
86677		0	27.5	0	0
86687		0	39	0	0
86687	NC	0	0	0	0
86688		0	38	0	0
86688	NC	0	0	0	0
86694	NC	0	0	0	0
86694		0	43.22	0	0
86695	NC	0	0	0	0
86695		0	52	0	0
86696	NC	0	0	0	0
86696		0	48	0	0
86701	PR	0	0	0	0
86701	NC	0	0	0	0
86701		0	50	0	0
86702		0	50	0	0
86702	NC	0	0	0	0
86703		0	0	0	0
86704	NC	0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
86704		0	41	0	0
86705	NC	0	0	0	0
86705		0	45	0	0
86706	NC	0	0	0	0
86706	PR	0	0	0	0
86706		0	24	0	0
86707	NC	0	0	0	0
86707		0	42	0	0
86708	NC	0	0	0	0
86708	RL	0	10	0	0
86708		0	71	0	0
86709	NC	0	0	0	0
86709		0	36	0	0
86735	NC	0	0	0	0
86735		0	60	0	0
86756	NC	0	0	0	0
86756		0	45	0	0
86762	NC	0	0	0	0
86762	RL	0	33	0	0
86762		0	60	0	0
86765	NC	0	0	0	0
86765	RL	0	15	0	0
86765		0	74	0	0
86769		0	45	0	0
86777	NC	0	0	0	0
86777		0	47	0	0
86780	NC	0	0	0	0
86780		0	52	0	0
86787		0	75	0	0
86787	NC	0	0	0	0
86787	RL	0	15	0	0
86794		0	80	0	0
86803	NC	0	0	0	0
86803	PR	0	0	0	0
86803	RL	0	15	0	0
86803		0	67	0	0
86803	RE	10	10	0	0
86850	NC	0	0	0	0
86850		0	27	0	0
86870		0	54	0	0
86870	NC	0	0	0	0
86880		0	22	0	0
86880	NC	0	0	0	0
86900	NC	0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
86900		0	8	0	0
86901		0	8	0	0
86901	NC	0	0	0	0
87040	NC	0	0	0	0
87040		0	40	0	0
87045		0	18	0	0
87045	NC	0	0	0	0
87046	NC	0	0	0	0
87046		0	18	0	0
87070	NC	0	0	0	0
87070		0	35	0	0
87075	NC	0	0	0	0
87075		0	49	0	0
87081	NC	0	0	0	0
87081	PR	0	0	0	0
87081		0	32	0	0
87086		0	27	0	0
87086	NC	0	0	0	0
87101	NC	0	0	0	0
87101		0	25	0	0
87102	NC	0	0	0	0
87102		0	29	0	0
87110	NC	0	0	0	0
87110		0	37	0	0
87116	NC	0	0	0	0
87116		0	75	0	0
87140		0	27.5	0	0
87140	NC	0	0	0	0
87150		0	47	0	0
87150	NC	0	0	0	0
87172	NC	0	0	0	0
87172		0	22.5	0	0
87177	NC	0	0	0	0
87177		0	23.5	0	0
87184	NC	0	0	0	0
87184		0	24	0	0
87186		0	0	0	0
87205		0	32	0	0
87205	NC	0	0	0	0
87206	NC	0	0	0	0
87206		0	23	0	0
87209	NC	0	0	0	0
87209		0	11	0	0
87210		0	25	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
87210	PR	0	0	0	0
87210	NC	0	0	0	0
87220		0	0	0	0
87230	NC	0	0	0	0
87230		0	70	0	0
87252	NC	0	0	0	0
87252		0	83	0	0
87265		0	22	0	0
87265	NC	0	0	0	0
87275		0	0	0	0
87324		0	41	0	0
87338	NC	0	0	0	0
87338		0	89	0	0
87340	NC	0	0	0	0
87340	PR	0	0	0	0
87340		0	36	0	0
87350		0	40	0	0
87350	NC	0	0	0	0
87389	PR	0	0	0	0
87389	NC	0	0	0	0
87389		0	57	0	0
87400		0	0	0	0
87425	NC	0	0	0	0
87425		0	66.5	0	0
87427	NC	0	0	0	0
87427		0	25	0	0
87490	NC	0	0	0	0
87490		0	34	0	0
87491	NC	0	0	0	0
87491	PR	0	0	0	0
87491		0	24	0	0
87521	NC	0	0	0	0
87521		0	365	0	0
87522		0	176	0	0
87556		0	0	0	0
87591		0	24	0	0
87591	NC	0	0	0	0
87591	PR	0	0	0	0
87624		0	45	0	0
87635	NC	0	0	0	0
87635		0	100	0	0
87661	NC	0	0	0	0
87661	PR	0	0	0	0
87661		0	24	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
87798	NC	0	0	0	0
87798		0	145	0	0
87804		0	85	0	0
87804	NC	0	0	0	0
87806	PR	0	0	0	0
87808	NC	0	0	0	0
87808	QW	0	17	0	0
87808		0	17	0	0
87811	NC	0	0	0	0
87880	QW	0	34	0	0
87905	NC	0	0	0	0
87905	QW	0	18	0	0
87905		0	18	0	0
88141	NC	0	0	0	0
88141		0	25	0	0
88142	NC	0	0	0	0
88142		0	50	0	0
88175		0	56	0	0
88305		0	65	0	0
88307		0	80	0	0
88342		0	118	0	0
88346	NC	0	0	0	0
88346		0	80	0	0
89055		0	23.5	0	0
90281		0	175	0	0
90371		0	0	0	0
90378		0	0	0	0
90460		0	22	0	0
90461		0	11	0	0
90471		0	22	0	0
90472		0	22	0	0
90473		0	22	0	0
90474	EP	0	22	0	0
90474		0	22	0	0
90581		0	0	0	0
90585		0	0	0	0
90619		0	170	0	0
90619	SL	0	0	0	0
90620	SL	0	0	0	0
90620		0	185	0	0
90632		0	75	0	0
90632	SL	0	0	0	0
90633		0	42	0	0
90633	SL	0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
90634		0	65	0	0
90636		0	95	0	0
90636	SL	0	0	0	0
90647		0	36	0	0
90647	SL	0	0	0	0
90648		0	0	0	0
90649		0	165	0	0
90650		0	165	0	0
90651		0	260	0	0
90651	SL	0	0	0	0
90655		0	22	0	0
90656		0	22	0	0
90657		0	22	0	0
90670		0	210	0	0
90670	SL	0	0	0	0
90672		0	30	0	0
90672	SL	0	0	0	0
90675		0	455	0	0
90680		0	120	0	0
90681		0	120	0	0
90681	SL	0	0	0	0
90685		0	25	0	0
90685	SL	0	0	0	0
90686	SL	0	0	0	0
90686		0	22	0	0
90688	SL	0	0	0	0
90688		0	22	0	0
90690		0	60	0	0
90691		0	120	0	0
90696		0	60	0	0
90696	SL	0	0	0	0
90698		0	92	0	0
90698	SL	0	0	0	0
90700		0	35	0	0
90700	SL	0	0	0	0
90702		0	0	0	0
90707		0	95	0	0
90707	SL	0	0	0	0
90707	NC	0	0	0	0
90710		0	245	0	0
90710	SL	0	0	0	0
90713		0	45	0	0
90713	SL	0	0	0	0
90714		0	40	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
90714	SL	0	0	0	0
90715		0	45	0	0
90715	SL	0	0	0	0
90716		0	160	0	0
90716	SL	0	0	0	0
90717		0	175	0	0
90723		0	85	0	0
90723	SL	0	0	0	0
90732		0	120	0	0
90732	SL	0	0	0	0
90733		0	132	0	0
90733	SL	0	0	0	0
90734		0	150	0	0
90734	SL	0	0	0	0
90736		0	250	0	0
90739	SL	0	0	0	0
90739		0	110	0	0
90739	NC	0	0	0	0
90744		0	36	0	0
90744	SL	0	0	0	0
90746		0	65	0	0
90746	NC	0	0	0	0
90748		0	0	0	0
90749		0	0	0	0
90750		0	161	0	0
90785		0	18	0	0
90791		0	132	0	0
90832	NC	0	0	0	0
90832		0	55	0	0
90834		0	70	0	0
90837		0	105	0	0
90839		0	93.96	0	0
90840		0	45	0	0
90846		0	109	0	0
90847		0	135	0	0
90853		0	45	0	0
91122		0	140	0	0
91300		0	0	0	0
91301		0	0	0	0
91303	SL	0	0	0	0
91305		0	0	0	0
91306	SL	0	0	0	0
91307	SL	0	0	0	0
92551	EP	0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
92551	TJ	0	30	0	0
92551		0	30	0	0
92552	EP	0	0	0	0
92552	TJ	0	52	0	0
92552		0	52	0	0
92587	EP	0	0	0	0
92587	TJ	0	75	0	0
92587		0	75	0	0
93000		0	60	0	0
93005		0	38	0	0
94010		0	70	0	0
94060		0	112	0	0
94640		0	37	0	0
94664		0	37	0	0
94760		0	14	0	0
95115		0	20	0	0
95117		0	21	0	0
96110		0	25	0	0
96127		0	12	0	0
96150		0	41	0	0
96151		0	40	0	0
96152		0	45	0	0
96154		0	45	0	0
96156		0	41	0	0
96158		0	45	0	0
96159		0	18	0	0
96160	NC	0	0	0	0
96160		0	26	0	0
96161	NC	0	0	0	0
96161		0	26	0	0
96372		0	26	0	0
97802		0	45	0	0
97803		0	45	0	0
97804		0	40	0	0
98966	CR	0	55	0	0
98967	CR	0	70	0	0
98968	CR	0	100	0	0
99000	R1	0	100	0	0
99000	R2	0	50	0	0
99000	R3	0	35	0	0
99000	R4	0	25	0	0
99000	R9	0	10	0	0
99000		0	25	0	0
99000	NC	0	0	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
99024		0	0	0	0
99051		0	34	0	0
99053		0	40	0	0
99058		0	28	0	0
99070		0	22	0	0
99078		0	112.75	0	0
99082		0	227.75	0	0
99170		0	200	0	0
99173	EP	0	0	0	0
99173	TJ	0	28	0	0
99173		0	28	0	0
99188		0	44	0	0
99201	PR	0	65	0	0
99201	OB	0	0	0	0
99201		0	112	0	0
99202		0	145	0	0
99202	PR	0	65	0	0
99202	OB	0	0	0	0
99203	PR	0	65	0	0
99203	OB	0	0	0	0
99203		0	200	0	0
99204		0	290	0	0
99204	PR	0	65	0	0
99204	OB	0	0	0	0
99205	PR	0	65	0	0
99205	OB	0	0	0	0
99205		0	375	0	0
99211	PR	0	65	0	0
99211	OB	0	0	0	0
99211		0	55	0	0
99212	PR	0	65	0	0
99212	OB	0	0	0	0
99212		0	85	0	0
99213		0	120	0	0
99213	PR	0	65	0	0
99213	OB	0	0	0	0
99214	PR	0	65	0	0
99214	OB	0	0	0	0
99214		0	185	0	0
99215		0	270	0	0
99215	PR	0	65	0	0
99215	OB	0	0	0	0
99217		0	145	0	0
99218		0	165	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
99219		0	225	0	0
99220		0	325	0	0
99221		0	185	0	0
99222		0	255	0	0
99223		0	340	0	0
99231		0	100	0	0
99232		0	140	0	0
99233		0	185	0	0
99234		0	240	0	0
99235		0	320	0	0
99236		0	405	0	0
99238		0	145	0	0
99239		0	195	0	0
99241		0	135	0	0
99242		0	200	0	0
99243		0	225	0	0
99244		0	300	0	0
99245		0	360	0	0
99251		0	135	0	0
99252		0	180	0	0
99253		0	225	0	0
99254		0	290	0	0
99255		0	375	0	0
99281		0	110	0	0
99282		0	145	0	0
99283		0	205	0	0
99284		0	330	0	0
99285		0	365	0	0
99291		0	480	0	0
99292		0	210	0	0
99341		0	100	0	0
99342		0	150	0	0
99343		0	185	0	0
99347		0	112	0	0
99348		0	115	0	0
99349		0	170	0	0
99354		0	160	0	0
99355		0	155	0	0
99356		0	120	0	0
99357		0	160	0	0
99358		0	135	0	0
99360		0	185	0	0
99381		0	155	0	0
99382		0	165	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
99383		0	185	0	0
99384		0	250	0	0
99385		0	246	0	0
99386		0	295	0	0
99387		0	320	0	0
99391		0	137	0	0
99392		0	145	0	0
99393		0	186	0	0
99394		0	215	0	0
99395		0	210	0	0
99396		0	235	0	0
99397		0	260	0	0
99401	PR	0	0	0	0
99401		0	65	0	0
99401	NC	0	0	0	0
99402	PR	0	0	0	0
99402		0	110	0	0
99403	PR	0	0	0	0
99403		0	150	0	0
99404	PR	0	0	0	0
99404		0	200	0	0
99406		0	25	0	0
99407		0	45	0	0
99408		0	60	0	0
99409		0	93	0	0
99412		0	60	0	0
99417	NC	0	0	0	0
99417		0	85	0	0
99441	CR	0	80	0	0
99441		0	80	0	0
99442	CR	0	105	0	0
99442		0	105	0	0
99443	CR	0	165	0	0
99443		0	165	0	0
99460		0	198	0	0
99461		0	165	0	0
99462		0	90	0	0
99463		0	190	0	0
99499	AA	0	40	0	0
99499		0	52	0	0
99501		0	140	0	0
99502		0	168	0	0
A4217		0	2.75	0	0
A7002		0	5	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
A7003		0	4.25	0	0
ADHDS		0	0	0	0
ADHDT		0	0	0	0
ASTHM		0	0	0	0
D0145		0	39.64	0	0
D1206		0	17.48	0	0
EDCRE		0	1	0	0
G0008		0	15	0	0
G0009		0	15	0	0
G0010		0	15	0	0
G0102		0	0	0	0
G0108		0	28	0	0
G0109		0	17	0	0
G2023		0	25	0	0
G9012		0	29.5	0	0
G9919	NC	0	0	0	0
G9919		0	45.17	0	0
IMMUN		0	0	0	0
IMREC		0	5	0	0
IMRIT		0	10	0	0
J0171		0	6	0	0
J0290		0	14	0	0
J0561		0	10	0	0
J0696	NC	0	0	0	0
J0696		0	10	0	0
J0715		0	60	0	0
J1050	UD	0	0.01	0	0
J1050		0	22.88	0	0
J1200		0	18	0	0
J1726		0	0	0	0
J1750		0	45	0	0
J1815		0	0.5	0	0
J2300		0	14.5	0	0
J2550		0	12.5	0	0
J2790		0	124.75	0	0
J2930		0	12.5	0	0
J3420		0	11.25	0	0
J3490	UD	0	4.34	0	0
J3490		0	25	0	0
J7030		0	14	0	0
J7040		0	13.5	0	0
J7297	UD	0	47	0	0
J7297		0	710	0	0
J7298	UD	0	330.5	0	0

Clinical Fee Schedules

CPT	Modifier	Inpatient C	Outpatient Charges	Inpatient Payments	Outpatient Payments
J7298		0	830	0	0
J7298	NC	0	0	0	0
J7300	UD	0	259.99	0	0
J7300		0	825	0	0
J7301	UD	0	499	0	0
J7301		0	845	0	0
J7303		0	35	0	0
J7307	UD	0	399	0	0
J7307	NC	0	0	0	0
J7307		0	944	0	0
J7611		0	5.15	0	0
J7613		0	5.15	0	0
MISAP		0	0	0	0
PPDRD		0	20	0	0
PREGC		0	22	0	0
RECOR		0	6.5	0	0
RETCK		0	25	0	0
ROARB		0	0	0	0
S0280		0	50	0	0
S0281		0	150	0	0
S4993		0	3.42	0	0
S5001	UD	0	4.34	0	0
S5001		0	4.34	0	0
S9442		0	13	0	0
S9445		0	16.5	0	0
S9465		0	50	0	0
S9470		0	50	0	0
STDFA		0	0	0	0
STDFM		0	0	0	0
STDMA		0	0	0	0
STDMM		0	0	0	0
T1001		0	88	0	0
T1002		0	27.33	0	0
T1016		0	30	0	0
T1017		0	29.5	0	0
TBTNT		0	20	0	0
TNTNC		0	0	0	0
WATER		0	0	0	0

FEE SCHEDULE

ADA Code Selection: <ALL>

Report Date: 4/5/2022

Report Generated By: EASTEEL

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CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
		0.00	0.00	0.00
REFERRED	Referred/Behavior 4	0.00	0.00	0.00
0140		0.00	0.00	0.00
15000	Drifting - Mesial	0.00	0.00	0.00
15001	Drifting - Distal	0.00	0.00	0.00
15002	Impacted - Distal	0.00	0.00	0.00
15003	Impacted - Mesial	0.00	0.00	0.00
15004	Bleeding	0.00	0.00	0.00
15005	Rotated	0.00	0.00	0.00
15006	Periodontal abscess	0.00	0.00	0.00
15007	Calculus	0.00	0.00	0.00
15008	Plaque	0.00	0.00	0.00
15009	Watch Tooth	0.00	0.00	0.00
15010	Primary - Permanent Change	0.00	0.00	0.00
15011	Hypersensitivity	0.00	0.00	0.00
15012	Recession	0.00	0.00	0.00
15015	Excavate Caries	0.00	0.00	0.00
15100	Missing tooth, more than a year	0.00	0.00	0.00
15101	Missing tooth	0.00	0.00	0.00
15102	Prem. loss, pri tooth, > a year	0.00	0.00	0.00
15103	Prem. loss, primary tooth	0.00	0.00	0.00
15104	Deep dentinal/cemental caries	0.00	0.00	0.00
15105	Caries/decay	0.00	0.00	0.00
15106	Watch Surface	0.00	0.00	0.00
15107	Recurring caries/surface restor	0.00	0.00	0.00
15108	Restoration,poor marg.integrity	0.00	0.00	0.00
15109	Fractured restoration	0.00	0.00	0.00
15110	Fractured th, needs restoration	0.00	0.00	0.00
15111	Non-functional tooth	0.00	0.00	0.00
15112	Open contact - Mesial	0.00	0.00	0.00
15113	Open contact - Distal	0.00	0.00	0.00
15114	Unerupted tooth	0.00	0.00	0.00
15115	Periapical abscess	0.00	0.00	0.00
15116	Impacted	0.00	0.00	0.00
15117	Rotated	0.00	0.00	0.00
15118	Soft Tissue Impacted	0.00	0.00	0.00
15201	Dentition Change Flag Template #1	0.00	0.00	0.00
15202	Dentition Change Flag Template #2	0.00	0.00	0.00
15203	Dentition Change Flag Template #3	0.00	0.00	0.00
15204	Dentition Change Flag Template #4	0.00	0.00	0.00
15205	Dentition Change Flag Template #5	0.00	0.00	0.00
15206	Dentition Change Flag Template #6	0.00	0.00	0.00
15207	Dentition Change Flag Template #7	0.00	0.00	0.00
15220	Tooth Treatment Plan Reset	0.00	0.00	0.00
20999	Orthopedic splint (orthotic)	0.00	0.00	0.00
209999	Mandibular kinesiograph record	0.00	0.00	0.00
64550	Transcutan. electric. stimulat.	0.00	0.00	0.00
90620	Exam and consultation	0.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
95831	Muscle testing	0.00	0.00	0.00
95868	Electromyography	0.00	0.00	0.00
97700	Adjust orthotic/splint	0.00	0.00	0.00
AlgImp	Impression (Alginate)	0.00	0.00	0.00
BEH-4	UNABLE TO EXAM	0.00	0.00	0.00
BILL	BILLED THIS DATE	0.00	0.00	0.00
CA/ST	CANCELLED/STAFF	0.00	0.00	0.00
CANC	CANCELLED	0.00	0.00	0.00
Clini	First Visit this Clinic	0.00	0.00	0.00
COL	COLLECTIONS	0.00	0.00	0.00
ContRCT	Continue RCT	0.00	0.00	0.00
Copay	\$40 Copay	20.00	0.00	0.00
COPY	Medical Records Copy	10.00	0.00	0.00
CP-NO	Caries Prevalence - NO	0.00	0.00	0.00
CP-YES	Caries Prevalence - YES	0.00	0.00	0.00
D0120	Periodic oral evaluation	54.00	0.00	0.00
D0140	Limited oral evaluation	79.00	0.00	0.00
D0145	Exam child <3 yrs	73.00	0.00	0.00
D0150	Comprehensive Oral Evaluation	91.00	0.00	0.00
D0160	Detailed & extensive oral exam	170.00	0.00	0.00
D0170	Re-exam limited, prob. focused	75.00	0.00	0.00
D0180	Comprehensive perio evaluation	0.00	0.00	0.00
D0190	Screening	0.00	0.00	0.00
D0210	Intraoral-complete series (bw)	138.00	0.00	0.00
D0220	Intraoral periapical 1st film	31.00	0.00	0.00
D0230	Intraoral-periapical-each add'l	27.00	0.00	0.00
D0240	Intraoral-occlusal film	41.00	0.00	0.00
D0250	Extraoral-first film	64.00	0.00	0.00
D0260	Extraoral-each additional film	46.00	0.00	0.00
D0270	Bitewing-single film	31.00	0.00	0.00
D0272	Bitewings-two films	48.00	0.00	0.00
D0273	Bitewings 3 films	57.00	0.00	0.00
D0274	Bitewings-four films	68.00	0.00	0.00
D0277	Vertical bitewings-7 to 8 films	0.00	0.00	0.00
D0290	Skull &facial bone survey film	140.00	0.00	0.00
D0310	Saliography	382.00	0.00	0.00
D0320	TMJ arthrogram, incl injection	715.00	0.00	0.00
D0321	Other TMJ films, by report	0.00	0.00	0.00
D0322	Tomographic survey	0.00	0.00	0.00
D0330	Panoramic film	118.00	0.00	0.00
D0340	Cephalometric film	122.00	0.00	0.00
D0350	Photographic Image Intra/Extra Orally	0.00	0.00	0.00
D0360	Cone beam ct-craniofacial data	0.00	0.00	0.00
D0362	Cone beam-2D multi img reconst	0.00	0.00	0.00
D0363	Cone beam-3D multi img reconst	0.00	0.00	0.00
D0415	Collection of microorg culture	0.00	0.00	0.00
D0416	Viral Culture	0.00	0.00	0.00
D0417	Collection of saliva sample	0.00	0.00	0.00
D0418	Analysis of saliva sample	0.00	0.00	0.00
D0421	Genetic test-suscept oral dis	0.00	0.00	0.00
D0425	Caries susceptibility tests	0.00	0.00	0.00
D0431	Adjunc pre-diag test-detect muc	0.00	0.00	0.00
D0460	Pulp vitality tests	59.00	0.00	0.00
D0470	Diagnostic casts	119.00	0.00	0.00
D0471	Diagnostic photographs	0.00	0.00	0.00
D0472	Accession of tiss, gr exam/rpt	0.00	0.00	0.00
D0473	Acc of tissue, gr mic exam/rpt	0.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D0474	Acc of tiss-gr mic ex surg mar	0.00	0.00	0.00
D0475	Decalcification Procedure	0.00	0.00	0.00
D0476	Special stains for microorg	0.00	0.00	0.00
D0477	Special stains-not for microorg	0.00	0.00	0.00
D0478	Immunohistochemical stains	0.00	0.00	0.00
D0479	Tissue in-situ hybrid-inclu int	0.00	0.00	0.00
D0480	Process/interpret exf cyt smear	0.00	0.00	0.00
D0481	Electron microscopy-diagnostic	0.00	0.00	0.00
D0482	Direct immunofluorescence	0.00	0.00	0.00
D0483	Indirect immunofluorescence	0.00	0.00	0.00
D0484	Consult on slides prp elsewhere	0.00	0.00	0.00
D0485	Consult inc prep/slides biop mt	0.00	0.00	0.00
D0486	Examination of Cytologic Sample	0.00	0.00	0.00
D0501	Histopathologic examinations	55.00	0.00	0.00
D0502	Other oral path procedure, B/R	0.00	0.00	0.00
D0601	Caries Risk Assessment - Low	0.00	0.00	0.00
D0602	Caries Risk Assessment - Moderate	0.00	0.00	0.00
D0603	Caries Risk Assessment - High	0.00	0.00	0.00
D0999	Teledentistry - telephone/audio only	153.00	0.00	0.00
D1110	Prophylaxis-Adult	94.00	0.00	0.00
D1120	Prophylaxis-child	73.00	0.00	0.00
D1201	Prophylaxis w/ fluoride-child	69.00	0.00	0.00
D1203	Fluoride - Child	36.00	0.00	0.00
D1204	Fluoride - Adult	38.00	0.00	0.00
D1205	Prophylaxis with fluoride-adult	69.00	0.00	0.00
D1206	Fluoride Varnish Application	44.00	0.00	0.00
D1310	Nutritional Counseling	0.00	0.00	0.00
D1320	Tobacco counseling	0.00	0.00	0.00
D1330	Oral hygiene instruction	0.00	0.00	0.00
D1351	Sealant-per tooth	61.00	0.00	0.00
D1352	Preventive Restoration, Perm Th	0.00	0.00	0.00
D1354	Interim Caries Arresting Medicament	81.00	0.00	0.00
D1355	Caries Prevent Med App Per Tooth	81.00	0.00	0.00
D1510	Space maint-fixed-unilateral	320.00	0.00	0.00
D1515	Space maint-fixed-bilateral	428.00	0.00	0.00
D1516	Space maint-fixed-bilateral, maxillary	428.00	0.00	0.00
D1517	Space maint-fixed-bilateral-mandibular	428.00	0.00	0.00
D1520	Space maint-remov-unilateral	390.00	0.00	0.00
D1525	Space maint-remov-bilateral	485.00	0.00	0.00
D1550	Recementation of space maint	88.00	0.00	0.00
D1555	Removal fixed spacemaintainer	87.00	0.00	0.00
D1556	Removal of unilateral space maintainer	87.00	0.00	0.00
D1557	Removal of bilateral space maintainer	87.00	0.00	0.00
D2110	Amalgam-1 surface, primary	61.00	0.00	0.00
D2120	Amalgam-2 surface, primary	91.00	0.00	0.00
D2130	Amalgam-3 surface, primary	111.00	0.00	0.00
D2131	Amalgam-4+ surface, primary	123.00	0.00	0.00
D2140	Amalgam-1 surf. prim/perm	151.00	0.00	0.00
D2150	Amalgam-2 surf. prim/perm	191.00	0.00	0.00
D2160	Amalgam-3 surf. prim/perm	233.00	0.00	0.00
D2161	Amalgam-4+ surf. prim/perm	278.00	0.00	0.00
D2210	Silicate cement-per restorat.	36.00	0.00	0.00
D2330	Resin-one surface, anterior	178.00	0.00	0.00
D2331	Resin,two surf. ant.	214.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D2332	Resin-three surfaces, anterior	260.00	0.00	0.00
D2335	Resin-4+ w/incis angle-anterior	320.00	0.00	0.00
D2336	Compos resin crwn-anterior-prim	175.00	0.00	0.00
D2380	Resin-1 surface, poster-primary	92.00	0.00	0.00
D2381	Resin-2 surface, poster-primary	110.00	0.00	0.00
D2382	Resin->2 surface, post-primary	135.00	0.00	0.00
D2385	Resin-1 surface, post-permanent	110.00	0.00	0.00
D2386	Resin-2 surface, post-permanent	150.00	0.00	0.00
D2387	Resin-3 surface +, post-perm	180.00	0.00	0.00
D2388	Resin -4 surface,post-perm	250.00	0.00	0.00
D2390	Resin base composite crown, ant	468.00	0.00	0.00
D2391	Resin-one, posterior	191.00	0.00	0.00
D2392	Resin - two surface posterior	241.00	0.00	0.00
D2393	Resin -3-surface, posterior	297.00	0.00	0.00
D2394	Resin four+ surfaces, posterior	378.00	0.00	0.00
D2410	Gold foil 1 surface	0.00	0.00	0.00
D2420	Gold foil-two surfaces	0.00	0.00	0.00
D2430	Gold foil-three surfaces	0.00	0.00	0.00
D2510	Inlay-metallic-one surface	0.00	0.00	0.00
D2520	Inlay-metallic-two surfaces	0.00	0.00	0.00
D2530	Inlay-metallic-three + surfaces	0.00	0.00	0.00
D2542	Onlay-metallic-two surfaces	0.00	0.00	0.00
D2543	Onlay-metallic-three surfaces	0.00	0.00	0.00
D2544	Onlay-metallic-four + surfaces	0.00	0.00	0.00
D2610	Inlay-porcel/ceramic-1 surface	0.00	0.00	0.00
D2620	Inlay-porcel/ceramic-2 surface	0.00	0.00	0.00
D2630	Inlay-porcel/ceramic-3+ surface	0.00	0.00	0.00
D2642	Onlay-porcel/ceram-2 surface	0.00	0.00	0.00
D2643	Onlay porcelain ceramic 3 surfa	0.00	0.00	0.00
D2644	Onlay-porcel/ceram-4 + surface	0.00	0.00	0.00
D2650	Inlay-resin based composite-1s	0.00	0.00	0.00
D2651	Inlay-resin based composite-2s	0.00	0.00	0.00
D2652	Inlay-resin based composite-3+s	0.00	0.00	0.00
D2662	Onlay-resin based composite-2s	0.00	0.00	0.00
D2663	Onlay-resin based composite-3s	0.00	0.00	0.00
D2664	Onlay-resin based composite-4+s	0.00	0.00	0.00
D2710	Crown-resin composite(indirect)	0.00	0.00	0.00
D2712	Crown-3/4 resin-based comp-ind	0.00	0.00	0.00
D2720	Crown-resin w/high noble metal	0.00	0.00	0.00
D2721	Crown-resin w/ most base metal	0.00	0.00	0.00
D2722	Crown resin w/noble metal	0.00	0.00	0.00
D2740	Crown-porcelain/ceramic substr	0.00	0.00	0.00
D2750	Crown-porc fuse high noble mtl	1,165.00	0.00	0.00
D2751	Crown-porc fused to base metal	0.00	0.00	0.00
D2752	Crown-porc fused noble metal	0.00	0.00	0.00
D2780	Crown-3/4 cast high noble metal	0.00	0.00	0.00
D2781	Crown-3/4 cast most base metal	0.00	0.00	0.00
D2782	Crown-3/4 cast noble metal	0.00	0.00	0.00
D2783	Crown-3/4 porcelain/ceramic	0.00	0.00	0.00
D2790	Crown-full cast high noble mtl	1,212.00	0.00	0.00
D2791	Crown-full cast base metal	0.00	0.00	0.00
D2792	Crown-full cast noble metal	0.00	0.00	0.00
D2794	Crown-titanium	0.00	0.00	0.00
D2799	Provisional crown	0.00	0.00	0.00
D2810	Crown-3/4 cast metallic	0.00	0.00	0.00
D2910	Recement inlay/onlay/partial	122.00	0.00	0.00
D2915	Recemnt cast or prefab pst/cor	120.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D2920	Recement crown	119.00	0.00	0.00
D2930	Prefab stain steel crn-primary	274.00	0.00	0.00
D2931	Prefab stain steel crown-perm	325.00	0.00	0.00
D2932	Prefabricated resin crown	358.00	0.00	0.00
D2933	Prefab stl crown w/resin window	368.00	0.00	0.00
D2934	Esthetic coated SSC	372.00	0.00	0.00
D2940	Protective Restoration	134.00	0.00	0.00
D2950	Crown buildup, includ any pins	275.00	0.00	0.00
D2951	Pin retention-/tooth, (+ rest)	85.00	0.00	0.00
D2952	Cast post & core in add to crown	423.00	0.00	0.00
D2953	Each add'l cast post-same tooth	0.00	0.00	0.00
D2954	PreFbPost&Core In Addt to Crown	348.00	0.00	0.00
D2955	Post removal (not in conjunctio	0.00	0.00	0.00
D2957	Each + prefab post-same tooth	0.00	0.00	0.00
D2960	Labial veneer(laminate)-chairsd	0.00	0.00	0.00
D2961	Labial veneer (resin lamin)-lab	0.00	0.00	0.00
D2962	Labial veneer (porceln lam)-lab	0.00	0.00	0.00
D2970	Temporary crown (fractured th)	368.00	0.00	0.00
D2971	Add'l prc-new crn undr exs dent	0.00	0.00	0.00
D2975	Coping	0.00	0.00	0.00
D2980	Crown repair, by report	304.00	0.00	0.00
D2999	Unspecif restorative proced B/R	0.00	0.00	0.00
D3110	Pulp cap-direct, (exclud rest)	88.00	30.00	0.00
D3120	Pulp cap-indirect,(exclud rest)	88.00	0.00	0.00
D3220	Therapeutic pulpotomy(exc rest)	212.00	0.00	0.00
D3221	Pulpal debridemnt-prim/perm th	240.00	0.00	0.00
D3222	Patrial pulpotomy - perm tooth	0.00	0.00	0.00
D3222	Partial pulpototomy apexogen	0.00	0.00	0.00
D3230	Pulpal therapy-anterior,primary	282.00	0.00	0.00
D3240	Pulpal therapy-posterior, prim	312.00	0.00	0.00
D3310	Root canal therapy - anterior	778.00	0.00	0.00
D3320	Root canal therapy - bicuspid	885.00	0.00	0.00
D3330	Root canal therapy - molar	1,065.00	0.00	0.00
D3331	Treatmnt of root canal obstruct	0.00	0.00	0.00
D3332	Incomplt endo ther-inopbl/unres	0.00	0.00	0.00
D3333	Int root repair of perf defects	0.00	0.00	0.00
D3346	Retreat, prev RCT - anterior	892.00	0.00	0.00
D3347	Retreat, prev RCT - bicuspid	1,014.00	0.00	0.00
D3348	Retreat, prev RCT - molar	1,206.00	0.00	0.00
D3351	Apexification/recalcif, initial	380.00	0.00	0.00
D3352	Apexification/recalcif, interim	277.00	0.00	0.00
D3353	Apexification/recalcif, final	559.00	0.00	0.00
D3354	Pulpal Regeneration	0.00	0.00	0.00
D3410	Apicoectomy/Periradic surg-ant	723.00	0.00	0.00
D3421	Apicoect/Perirad-bicus/1st root	799.00	0.00	0.00
D3425	Apicoect/Perirad-molar/1st root	892.00	0.00	0.00
D3426	Apicoect/Perirad (each + root)	444.00	0.00	0.00
D3430	Retrograde filling-per root	297.00	0.00	0.00
D3450	Root amputation-per root	526.00	0.00	0.00
D3460	Endodontic endosseous implant	0.00	0.00	0.00
D3470	Intentional replant, inc splint	0.00	0.00	0.00
D3910	Surg isolation of th w/rub dam	0.00	0.00	0.00
D3920	Hemisection, no root can ther	484.00	0.00	0.00
D3950	Canal prep/fit of dowel/post	0.00	0.00	0.00
D3960	Bleaching of discolored tooth	350.00	0.00	0.00
D3999	Unspecified endo procedure, B/R	0.00	0.00	0.00
D4210	Gingivectomy-4+ per quadrant	648.00	0.00	0.00
D4211	Gingivectomy-1-3 contig th/quad	346.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D4220	Gingiv curettage,surgical /quad	0.00	0.00	0.00
D4230	Anatomical crwn exp,4+teeth/qu	0.00	0.00	0.00
D4231	Anatomical crwn exp,1-3 th/quad	0.00	0.00	0.00
D4240	Ging flap,root pln, 4+ per quad	769.00	0.00	0.00
D4241	Ging flap rt pln 1-3 cntg th/qu	0.00	0.00	0.00
D4245	Apically positioned flap	0.00	0.00	0.00
D4249	Clinic crown lengthen-hard tiss	799.00	0.00	0.00
D4250	Mucogingival surgery-per quad	0.00	0.00	0.00
D4260	Osseous surgery-4+ per quad	0.00	0.00	0.00
D4261	Osseous surg- 1-3 contg th/quad	0.00	0.00	0.00
D4263	Bone replace graft-1st site/qu	0.00	0.00	0.00
D4264	Bone replace graft-each add/qu	0.00	0.00	0.00
D4265	Bio mat, sft&osseous tiss regen	0.00	0.00	0.00
D4266	Guided tiss regen-resorb-per	0.00	0.00	0.00
D4267	Guided tiss regen-nonresorb-per	0.00	0.00	0.00
D4268	Surg revision proc, per tooth	0.00	0.00	0.00
D4270	Pedicle soft tissue graft proc	0.00	0.00	0.00
D4271	Free soft tissue graft proced	0.00	0.00	0.00
D4273	Subepithelial con tis graft/th	0.00	0.00	0.00
D4274	Distal/proximal wedge procedure	0.00	0.00	0.00
D4275	Soft tissue allograft	0.00	0.00	0.00
D4276	Comb cnct tiss&dbl pedicle grft	0.00	0.00	0.00
D4320	Provisional splinting-intracor	0.00	0.00	0.00
D4321	Provisional splinting-extracor	488.00	0.00	0.00
D4341	Perio scale&root pln-4+per quad	266.00	0.00	0.00
D4342	Perio scale&root pln-1-3th,quad	200.00	0.00	0.00
D4355	Full mouth debridemnt,eval/diag	187.00	0.00	0.00
D4381	Local deliv antimicrb ag-th B/R	0.00	0.00	0.00
D4910	Periodontal maintenance	143.00	0.00	0.00
D4920	Unscheduled dressing change	0.00	0.00	0.00
D4999	Unspecified perio proced, B/R	0.00	0.00	0.00
D5110	Complete denture - maxillary	1,831.00	0.00	0.00
D5120	Complete denture - mandibular	2,054.00	0.00	0.00
D5130	Immediate denture - maxillary	1,932.00	0.00	0.00
D5140	Immediate denture - mandibular	1,953.00	0.00	0.00
D5211	Maxillary Partial Resin Base	1,478.00	0.00	0.00
D5212	Mandibular partial - resin base	1,448.00	0.00	0.00
D5213	Maxil partial-metal Base W/sdls	1,883.00	0.00	0.00
D5214	Mand partial-metal base w/sdls	1,889.00	0.00	0.00
D5225	Maxil partial-flex base incl cl	0.00	0.00	0.00
D5226	Mand partial-flex base incl cl	0.00	0.00	0.00
D5281	Removable unilat part denture	0.00	0.00	0.00
D5410	Adjust complete denture-maxil	95.00	0.00	0.00
D5411	Adjust complete denture-mand	93.00	0.00	0.00
D5421	Adjust partial denture-maxil	93.00	0.00	0.00
D5422	Adjust partial denture-mand	93.00	0.00	0.00
D5510	Repair complete denture base	226.00	0.00	0.00
D5520	Replace teeth-comp dent (ea th)	302.00	0.00	0.00
D5610	Repair resin denture base	220.00	0.00	0.00
D5620	Repair cast framework	302.00	0.00	0.00
D5630	Repair or replace broken clasp	280.00	0.00	0.00
D5640	Replace broken teeth-per tooth	207.00	0.00	0.00
D5650	Add tooth to exist part denture	239.00	0.00	0.00
D5660	Add clasp, exist part denture	275.00	0.00	0.00
D5670	Replace all th&acrylic-maxil	0.00	0.00	0.00
D5671	Replace all th&acrylic-mand	0.00	0.00	0.00
D5710	Rebase complete maxil denture	608.00	0.00	0.00
D5711	Rebase complete mand denture	607.00	0.00	0.00
D5720	Rebase maxil partial denture	585.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D5721	Rebase mand partial denture	586.00	0.00	0.00
D5730	Reline complete maxil-chairside	410.00	0.00	0.00
D5731	Reline complete mand-chairside	390.00	0.00	0.00
D5740	Reline maxil partial-chairside	377.00	0.00	0.00
D5741	Reline mand partial-chairside	381.00	0.00	0.00
D5750	Reline complete maxillary (lab)	483.00	0.00	0.00
D5751	Reline complete mand (lab)	489.00	0.00	0.00
D5760	Reline maxillary partial (lab)	480.00	0.00	0.00
D5761	Reline mandibular partial (lab)	480.00	0.00	0.00
D5810	Interim comp denture (maxil)	0.00	0.00	0.00
D5811	Interim comp denture (mand)	0.00	0.00	0.00
D5820	Interim partial denture (maxil)	754.00	0.00	0.00
D5821	Interim partial denture (mand)	0.00	0.00	0.00
D5850	Tissue condition, maxillary	222.00	0.00	0.00
D5851	Tissue condition, mandibular	215.00	0.00	0.00
D5860	Overdenture-complete, B/R	0.00	0.00	0.00
D5861	Overdenture-partial, by report	0.00	0.00	0.00
D5862	Precision attachment, B/R	0.00	0.00	0.00
D5867	Replcmt prec attachmt-part/full	0.00	0.00	0.00
D5875	Mod of remvble prosth-post surg	0.00	0.00	0.00
D5876	Add Metal Substructure	0.00	0.00	0.00
D5899	Unspecified remove prosth, B/R	1,091.00	0.00	0.00
D5911	Facial moulage (sectional)	0.00	0.00	0.00
D5912	Facial moulage (complete)	0.00	0.00	0.00
D5913	Nasal prosthesis	0.00	0.00	0.00
D5914	Auricular prosthesis	0.00	0.00	0.00
D5915	Orbital prosthesis	0.00	0.00	0.00
D5916	Ocular prosthesis	0.00	0.00	0.00
D5919	Facial prosthesis	0.00	0.00	0.00
D5922	Nasal septal prosthesis	0.00	0.00	0.00
D5923	Ocular prosthesis, interim	0.00	0.00	0.00
D5924	Cranial prosthesis	0.00	0.00	0.00
D5925	Facial augmentat implant,prosth	0.00	0.00	0.00
D5926	Nasal prosthesis, replacement	0.00	0.00	0.00
D5927	Auricular prosthesis,replacemen	0.00	0.00	0.00
D5928	Orbital prosthesis, replacement	0.00	0.00	0.00
D5929	Facial prosthesis, replacement	0.00	0.00	0.00
D5931	Obturator prosthesis, surgical	0.00	0.00	0.00
D5932	Obturator prosthesis,definitive	0.00	0.00	0.00
D5933	Obturator prosthesis, modificat	0.00	0.00	0.00
D5934	Mandibular resection w/ flange	0.00	0.00	0.00
D5935	Mandibular resection w/o flange	0.00	0.00	0.00
D5936	Obturator prosthesis, interim	0.00	0.00	0.00
D5937	Trismus appliance (not TMD)	0.00	0.00	0.00
D5951	Feeding aid	0.00	0.00	0.00
D5952	Speech aid prosthesis,pediatric	0.00	0.00	0.00
D5953	Speech aid prosthesis, adult	0.00	0.00	0.00
D5954	Palatal augmentation prosthesis	0.00	0.00	0.00
D5955	Palatal lift prosth, definitive	0.00	0.00	0.00
D5958	Palatal lift prosthesis,interim	0.00	0.00	0.00
D5959	Palatal lift prosth, modificat	0.00	0.00	0.00
D5960	Speech aid prosth, modification	0.00	0.00	0.00
D5982	Surgical stent	0.00	0.00	0.00
D5983	Radiation carrier	0.00	0.00	0.00
D5984	Radiation shield	0.00	0.00	0.00
D5985	Radiation cone locator	0.00	0.00	0.00
D5986	Fluoride gel carrier	215.00	0.00	0.00
D5987	Commissure splint	0.00	0.00	0.00
D5988	Surgical splint	0.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D5991	Topical medicament carrier	0.00	0.00	0.00
D5992	Adj Max'facial Prosth, Report	0.00	0.00	0.00
D5993	Maint Max'facial Prosth, Report	0.00	0.00	0.00
D5999	Unspec maxillofacial prosth B/R	0.00	0.00	0.00
D6010	Surg place implant: endosteal	0.00	0.00	0.00
D6012	Plcmnt of intrm impl: endosteal	0.00	0.00	0.00
D6020	Abut place/subst:endost implant	0.00	0.00	0.00
D6040	Surgic place: eposteal implant	0.00	0.00	0.00
D6050	Surg place: transosteal implant	0.00	0.00	0.00
D6053	Imp/abut remov,comp edent arch	0.00	0.00	0.00
D6054	Imp/abut remov,part edent arch	0.00	0.00	0.00
D6055	Dent implant sup connecting bar	0.00	0.00	0.00
D6056	Prefab abutment-incl placement	0.00	0.00	0.00
D6057	Custom abutment-incl placement	0.00	0.00	0.00
D6058	Abutment supported porc/cer crn	0.00	0.00	0.00
D6059	Abtmt supp porc fused to hi-nob	0.00	0.00	0.00
D6060	Abtmt supp porc fused-base metl	0.00	0.00	0.00
D6061	Abtmt supp porc fused-mtl crown	0.00	0.00	0.00
D6062	Abtmt supp cast mtl crown-hinob	0.00	0.00	0.00
D6063	Abtmt supp cast mtl crown-base	0.00	0.00	0.00
D6064	Abtmt supp cast mtl crown-noble	0.00	0.00	0.00
D6065	Implant supp porc/cer crown	0.00	0.00	0.00
D6066	Implant supp porc fused mtl crn	0.00	0.00	0.00
D6067	Implant supported metal crown	0.00	0.00	0.00
D6068	Abtmt supp ret for porc/cer FPD	0.00	0.00	0.00
D6069	Abut sup ret-porc fsd mtl FPDhn	0.00	0.00	0.00
D6070	Abut sup ret-porc fsd mtl FPDbm	0.00	0.00	0.00
D6071	Abut sup ret-porc fsd mtl FPDno	0.00	0.00	0.00
D6072	Abut sup ret-cast mtl FPD-hinob	0.00	0.00	0.00
D6073	Abut sup ret-cast mtl FPD-base	0.00	0.00	0.00
D6074	Abut sup ret-cast mtl FPD-noble	0.00	0.00	0.00
D6075	Implant supp ret-ceramic FPD	0.00	0.00	0.00
D6076	Implnt supp ret-prc fuse mtlFPD	0.00	0.00	0.00
D6077	Implant supp ret-cast metal FPD	0.00	0.00	0.00
D6078	Implnt/abut supp fxd comp edent	0.00	0.00	0.00
D6079	Implnt/abut supp fxd part edent	0.00	0.00	0.00
D6080	Implant maintenance procedures	0.00	0.00	0.00
D6090	Repair implant sup prosth, B/R	0.00	0.00	0.00
D6091	Rpl attchmt imp/abt sup prosth	0.00	0.00	0.00
D6092	Recement impl/abut sup crown	0.00	0.00	0.00
D6093	Recement impl/abut sup FPD	0.00	0.00	0.00
D6094	Abutment supp crown - titanium	0.00	0.00	0.00
D6095	Repair implant abutment, B/R	0.00	0.00	0.00
D6100	Implant removal, by report	0.00	0.00	0.00
D6190	Radiograph/surg impl index B/R	0.00	0.00	0.00
D6194	Abut sup ret-cast mtl FPD-titan	0.00	0.00	0.00
D6199	Unspecified implant proced, B/R	0.00	0.00	0.00
D6205	Pontic-indirect res based comp	0.00	0.00	0.00
D6210	Pontic-cast high noble metal	0.00	0.00	0.00
D6211	Pontic-cast predominantly base	0.00	0.00	0.00
D6212	Pontic-cast noble metal	0.00	0.00	0.00
D6214	Pontic-titanium	0.00	0.00	0.00
D6240	Pontic-porcelain fused to hnob	0.00	0.00	0.00
D6241	Pontic-porcelain fused to base	0.00	0.00	0.00
D6242	Pontic-porcelain fused to nobl	0.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D6245	Pontic-porcelain/ceramic	0.00	0.00	0.00
D6250	Pontic-resin w/ high noble met	0.00	0.00	0.00
D6251	Pontic-resin w/ predomnt base	0.00	0.00	0.00
D6252	Pontic-resin with noble metal	0.00	0.00	0.00
D6253	Provisional pontic	0.00	0.00	0.00
D6254	Interim Pontic	0.00	0.00	0.00
D6520	Inlay-metallic-two surfaces	0.00	0.00	0.00
D6530	Inlay-metallic-three+ surfaces	0.00	0.00	0.00
D6543	Onlay-metallic-three surfaces	0.00	0.00	0.00
D6544	Onlay-metallic-four + surfaces	0.00	0.00	0.00
D6545	Retainer-cast for resin bonded	0.00	0.00	0.00
D6548	Ret-porc/cer-resin bnd fxd pros	0.00	0.00	0.00
D6600	Inlay-porcelain/ceramic, 2 surf	0.00	0.00	0.00
D6601	Inlay-porcelain/ceramic, 3+surf	0.00	0.00	0.00
D6602	Inlay-cast high noble met,2surf	0.00	0.00	0.00
D6603	Inlay-cast high nob met, 3+surf	0.00	0.00	0.00
D6604	Inlay-cast predomnt base, 2surf	0.00	0.00	0.00
D6605	Inlay-cast predomnt base,3+surf	0.00	0.00	0.00
D6606	Inlay-cast noble metal, 2 surf	0.00	0.00	0.00
D6607	Inlay-cast noble metal, 3+ surf	0.00	0.00	0.00
D6608	Onlay-porcelain/ceramic, 2 surf	0.00	0.00	0.00
D6609	Onlay-porcelain/ceramic, 3+surf	0.00	0.00	0.00
D6610	Onlay-cast high noble met,2surf	0.00	0.00	0.00
D6611	Onlay-cast high nob met, 3+surf	0.00	0.00	0.00
D6612	Onlay-cast predomnt base, 2surf	0.00	0.00	0.00
D6613	Onlay-cast predomnt base,3+surf	0.00	0.00	0.00
D6614	Onlay-cast noble metal, 2 surf	0.00	0.00	0.00
D6615	Onlay-cast noble metal, 3+ surf	0.00	0.00	0.00
D6624	Inlay-titanium	0.00	0.00	0.00
D6634	Onlay-titanium	0.00	0.00	0.00
D6710	Retainer crn-indir res-bas comp	0.00	0.00	0.00
D6720	Retainer crn-res w/ hi nob met	0.00	0.00	0.00
D6721	Retainer crn-resin w/ base met	0.00	0.00	0.00
D6722	Retainer crn-resin w/ nob met	0.00	0.00	0.00
D6740	Crown-porcelain/ceramic	0.00	0.00	0.00
D6750	Retainer crn-porc fused-hi nob	0.00	0.00	0.00
D6751	Retainer crn-porc fuse-base met	0.00	0.00	0.00
D6752	Retainer crn-porc fused-nob met	0.00	0.00	0.00
D6780	Retainer crn-3/4 cast h nob met	0.00	0.00	0.00
D6781	Crown-3/4 cast most base metal	0.00	0.00	0.00
D6782	Crown-3/4 cast noble metal	0.00	0.00	0.00
D6783	Crown-3/4 porcelain/ceramic	0.00	0.00	0.00
D6790	Retainer crn-full cast hi nob	0.00	0.00	0.00
D6791	Retainer crn-full cast base	0.00	0.00	0.00
D6792	Retainer crn-full cast nob met	0.00	0.00	0.00
D6793	Provisional retainer crown	0.00	0.00	0.00
D6794	Retainer crown-titanium	0.00	0.00	0.00
D6795	Interim Retainer Crown	0.00	0.00	0.00
D6920	Connector bar	0.00	0.00	0.00
D6930	Recement Fixed Partial Denture	178.00	0.00	0.00
D6940	Stress breaker	0.00	0.00	0.00
D6950	Precision attachment	0.00	0.00	0.00
D6970	Cast post/core, + brdg retainer	0.00	0.00	0.00
D6971	Cast post/part of brdg retainer	0.00	0.00	0.00
D6972	Prefab post/core+ brdg retainer	0.00	0.00	0.00
D6973	Core buildup for retain,inc pin	0.00	0.00	0.00
D6975	Coping-metal	0.00	0.00	0.00
D6976	Each add'l cast post-same tooth	0.00	0.00	0.00
D6977	Each + prefab post-same tooth	0.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D6980	Fixed partial dent. repair, B/R	0.00	0.00	0.00
D6985	Pediatric part'l denture, fixed	883.00	0.00	0.00
D6999	Unspec fixed prosth proced, B/R	0.00	0.00	0.00
D7110	Extraction-single tooth	90.00	0.00	0.00
D7111	Extraction crnl remnts-decid th	143.00	0.00	0.00
D7120	Extraction-each additional	90.00	0.00	0.00
D7130	Ext- Root removal-exposed root	125.00	0.00	0.00
D7140	Extract,erupted th/exposed rt	186.00	0.00	0.00
D7210	Extraction-surgical/erupt tooth	289.00	0.00	0.00
D7220	Extraction-impacted/soft tis	328.00	0.00	0.00
D7230	Extraction-impacted/part bony	408.00	0.00	0.00
D7240	Extraction-impacted/compl bony	493.00	0.00	0.00
D7241	Remov impact-comp bony w/ comp	570.00	0.00	0.00
D7250	Surgic removl resid tooth root	321.00	0.00	0.00
D7251	Coronectomy-part tooth removal	0.00	0.00	0.00
D7260	Oral antral fistula closure	1,197.00	0.00	0.00
D7261	Prim closure sinus perforation	0.00	0.00	0.00
D7270	Stabilization / Reimplantation	577.00	0.00	0.00
D7272	Tooth transplantation	0.00	0.00	0.00
D7280	Surgical access unreupted tooth	494.00	0.00	0.00
D7281	Expos impact/unerupt-aid erupt	402.00	0.00	0.00
D7282	Mobiliz erupt/malpos th-erupt	0.00	0.00	0.00
D7283	Plcmnt of devc fo facil erup th	0.00	0.00	0.00
D7285	Biopsy of oral tissue-hard	513.00	0.00	0.00
D7286	Biopsy of oral tissue-soft	375.00	0.00	0.00
D7287	Exfoliative cyt sample collectn	0.00	0.00	0.00
D7288	Brush biopsy-transepith sample	0.00	0.00	0.00
D7290	Surgical reposition of teeth	0.00	0.00	0.00
D7291	T/SC Fiberotomy, B/R	0.00	0.00	0.00
D7292	Plcmnt: temp anch scrw rtnd plt	0.00	0.00	0.00
D7293	Plcmnt: temp anch w/ surg flap	0.00	0.00	0.00
D7294	Plcmnt: temp anch w/o surg flap	0.00	0.00	0.00
D7295	Bone Harvest for Grafting	0.00	0.00	0.00
D7310	Alveoloplasty w/extract /quad	310.00	0.00	0.00
D7311	Alveoloplasty w/ext 1-3 th/quad	319.00	0.00	0.00
D7320	Alveoloplasty w/o extract /quad	458.00	0.00	0.00
D7321	Alveoloplasty w/o ex 1-3 th/quad	430.00	0.00	0.00
D7340	Vestibuloplasty-ridge ext -2nd	1,281.00	0.00	0.00
D7350	Vestiplasty-ridge ext (inc)	2,333.00	0.00	0.00
D7410	Excision benign lesion<=1.25cm	439.00	0.00	0.00
D7411	Excision benign lesion>1.25 cm	646.00	0.00	0.00
D7412	Excision benign lesion,complic	0.00	0.00	0.00
D7413	Excision malig lesion<=1.25cm	0.00	0.00	0.00
D7414	Excision malig lesion>1.25cm	0.00	0.00	0.00
D7415	Excision malig lesion,complic	0.00	0.00	0.00
D7420	Radical excis-diam > 1.25 cm	875.00	0.00	0.00
D7430	Ex benign tumor-diam <= 1.25cm	600.00	0.00	0.00
D7431	Ex benign tumor-diam > 1.25 cm	975.00	0.00	0.00
D7440	Ex malig tumor-diam <= 1.25 cm	742.00	0.00	0.00
D7441	Ex malig tumor-diam > 1.25 cm	1,367.00	0.00	0.00
D7450	Rem benign odont-diam<=1.25cm	625.00	0.00	0.00
D7451	Rem benign odont-diam>1.25 cm	844.00	0.00	0.00
D7460	Rem benign nonodont-di<=1.25cm	576.00	0.00	0.00
D7461	Rem benign nonodont-diam>1.25cm	940.00	0.00	0.00
D7465	Destruct lesion-phys/chem B/R	0.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D7470	Rem exostosis-maxilla/mandible	0.00	0.00	0.00
D7471	Removal of exostosis-per site	0.00	0.00	0.00
D7472	Removal of torus palatinus	0.00	0.00	0.00
D7473	Removal of torus mandibularis	847.00	0.00	0.00
D7480	Part ostectomy(guttering/sauc)	0.00	0.00	0.00
D7485	Surg reduc, osseous tuberosity	0.00	0.00	0.00
D7490	Rad resectn-maxilla or mandible	7,592.00	0.00	0.00
D7510	Incis&drain abscess-intra soft	256.00	0.00	0.00
D7511	Incis&drain abscs-int soft comp	0.00	0.00	0.00
D7520	Incis&drain abscess-extra soft	477.00	0.00	0.00
D7521	Incis&drain abscs-ext soft comp	0.00	0.00	0.00
D7530	Remove foreign body from tissue	369.00	0.00	0.00
D7540	Remove foreign body from bone	671.00	0.00	0.00
D7550	Partial ostect/sequestrectomy	1,609.00	0.00	0.00
D7560	Maxill sinusotomy-rem foreign	0.00	0.00	0.00
D7610	Maxilla-open red (teeth immob)	4,580.00	0.00	0.00
D7620	Maxilla-closed red(teeth immob)	3,493.00	0.00	0.00
D7630	Mandible-open red (teeth immob)	4,545.00	0.00	0.00
D7640	Mandible-closed red (th immob)	3,423.00	0.00	0.00
D7650	Malar/zygomat arch-open reduc	3,815.00	0.00	0.00
D7660	Malar/zygo arch-closed reduc	3,163.00	0.00	0.00
D7670	Alveolus-closed reduction	1,780.00	0.00	0.00
D7671	Alveolus-open reduction	0.00	0.00	0.00
D7680	Facial bone-complicated reduct	6,874.00	0.00	0.00
D7710	Maxilla-open reduction	4,469.00	0.00	0.00
D7720	Maxilla-closed reduction	3,427.00	0.00	0.00
D7730	Mandible-open reduction	5,071.00	0.00	0.00
D7740	Mandible-closed reduction	3,565.00	0.00	0.00
D7750	Malar/zygomatic arch-open red	4,218.00	0.00	0.00
D7760	Malar/zygomatic arch-close red	5,909.00	0.00	0.00
D7770	Alveolus-stabilize teeth, open	2,770.00	0.00	0.00
D7771	Alveolus-stabilize teeth,closed	0.00	0.00	0.00
D7780	Facial bones-complicated reduc	8,547.00	0.00	0.00
D7810	Open reduction of dislocation	4,400.00	0.00	0.00
D7820	Closed reduction of dislocate	671.00	0.00	0.00
D7830	Manipulation under anesthesia	1,012.00	0.00	0.00
D7840	Condylectomy	0.00	0.00	0.00
D7850	Surgical dissect:w/ w/o implant	0.00	0.00	0.00
D7852	Disc repair	0.00	0.00	0.00
D7854	Synovectomy	0.00	0.00	0.00
D7856	Myotomy	0.00	0.00	0.00
D7858	Joint reconstruction	0.00	0.00	0.00
D7860	Arthrotomy	0.00	0.00	0.00
D7865	Arthroplasty	0.00	0.00	0.00
D7870	Arthrocentesis	0.00	0.00	0.00
D7871	Non-arthroscopic lysis & lavage	0.00	0.00	0.00
D7872	Arthroscopy-diag, w/ w/o biopsy	0.00	0.00	0.00
D7873	Arthroscopy-surgical: adhesions	0.00	0.00	0.00
D7874	Arthroscopy-surgical: disc rep	0.00	0.00	0.00
D7875	Arthroscopy-surgic: synovectomy	0.00	0.00	0.00
D7876	Arthroscopy-surgical:dissectomy	0.00	0.00	0.00
D7877	Arthroscopy-surgic: debridement	0.00	0.00	0.00
D7880	Occlusal orthotic device	0.00	0.00	0.00
D7899	Unspecified TMD therapy, B/R	0.00	0.00	0.00
D7910	Suture of small wounds to 5cm	310.00	0.00	0.00
D7911	Complicated suture-up to 5 cm	531.00	0.00	0.00
D7912	Complicated suture-over 5 cm	842.00	0.00	0.00
D7920	Skin grafts, by report	2,872.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D7940	Osteoplasty-orthognathic defor	0.00	0.00	0.00
D7941	Osteotomy-mandibular rami	0.00	0.00	0.00
D7942	Osteotomy-ramus, open	0.00	0.00	0.00
D7943	Osteotomy-mand rami w/ graft	0.00	0.00	0.00
D7944	Osteotomy-segment/subap-s/quad	0.00	0.00	0.00
D7945	Osteotomy-body of mandible	0.00	0.00	0.00
D7946	LeFort I (maxilla-total)	0.00	0.00	0.00
D7947	LeFort I (maxilla-segmented)	0.00	0.00	0.00
D7948	LeFort II/III-no bone graft	0.00	0.00	0.00
D7949	LeFort II/III-with bone graft	0.00	0.00	0.00
D7950	Osseous/cartilage graft-mandB/R	0.00	0.00	0.00
D7951	Sinus augmentation w/bone	0.00	0.00	0.00
D7953	Bone repl grft ridge prsv/site	0.00	0.00	0.00
D7955	Rpr maxillofac soft/hard tissue	3,460.00	0.00	0.00
D7960	Frenulectomy-separate procedur	459.00	0.00	0.00
D7963	Frenuloplasty	0.00	0.00	0.00
D7970	Excision, hyperplast tiss-arch	0.00	0.00	0.00
D7971	Excision-pericoronal ging /arch	285.00	0.00	0.00
D7972	Surg reduc, fibrous tuberosity	0.00	0.00	0.00
D7980	Sialolithotomy	850.00	0.00	0.00
D7981	Excision of salivary gland, B/R	625.00	0.00	0.00
D7982	Sialodochoplasty	1,760.00	0.00	0.00
D7983	Closure of salivary fistula	0.00	0.00	0.00
D7990	Emergency tracheotomy	1,628.00	0.00	0.00
D7991	Coronoidectomy	0.00	0.00	0.00
D7995	Synthetic graft-mand/facial,B/R	0.00	0.00	0.00
D7996	Implant-mandib/augmentation,B/R	0.00	0.00	0.00
D7997	Appliance removal-incl archbar	0.00	0.00	0.00
D7998	Plcmnt of devc w/o fracture	0.00	0.00	0.00
D7999	Unspecified oral surg proc, B/R	437.00	0.00	0.00
D8010	Limited ortho trt, primary dent	0.00	0.00	0.00
D8020	Limited ortho trt, transitional	0.00	0.00	0.00
D8030	Limited ortho treat, adolescent	0.00	0.00	0.00
D8040	Limited ortho treat, adult dent	0.00	0.00	0.00
D8050	Intercep orth trt, primary dent	0.00	0.00	0.00
D8060	Intercep orth trt, transitional	0.00	0.00	0.00
D8070	Comprehensive orth,transitional	0.00	0.00	0.00
D8080	Comprehensive ortho, adolescent	5,293.00	0.00	0.00
D8090	Comprehensive ortho, adult dent	0.00	0.00	0.00
D8210	Removable appliance therapy	0.00	0.00	0.00
D8220	Fixed appliance therapy	0.00	0.00	0.00
D8660	Pre-orthodontic treatment visit	0.00	0.00	0.00
D8670	Periodic ortho visit (contract)	291.00	0.00	0.00
D8680	Orthodontic retention	529.00	0.00	0.00
D8690	Ortho treatment (bill/contract)	0.00	0.00	0.00
D8691	Repair of orthodontic appliance	529.00	0.00	0.00
D8692	Retainer replacemnt-lost/broken	529.00	0.00	0.00
D8693	Rebond/repair of fixed retainer	0.00	0.00	0.00
D8999	Unspec ortho procedure, B/R	470.00	0.00	0.00
D9110	Emerg treatment, palliative	138.00	0.00	0.00
D9120	Fixed partl denture sectioning	250.00	0.00	0.00
D9210	Local anesthesia not op/surg	75.00	0.00	0.00
D9211	Regional block anesthesia	0.00	0.00	0.00
D9212	Trigeminal division blk anesth	0.00	0.00	0.00
D9215	Local anesthesia	66.00	0.00	0.00
D9220	Deep sedat/gen anesth-1st 30m	375.00	0.00	0.00
D9221	Deep sedat/gen anesth-ea+15m	165.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
D9230	Analgesia	80.00	0.00	0.00
D9241	Intravn cons sed/analg-1st 30m	399.00	0.00	0.00
D9242	IV conscious sed/analg-ea15m+	0.00	0.00	0.00
D9248	Non IV conscious sedation	0.00	0.00	0.00
D9310	Consult Only	143.00	0.00	0.00
D9410	House/extended care facility	236.00	0.00	0.00
D9420	Hospital Call	310.00	0.00	0.00
D9430	Office visit for observation	0.00	0.00	0.00
D9440	Office visit-after regular hrs	179.00	0.00	0.00
D9450	Case present,detailed/extens tx	0.00	0.00	0.00
D9511	Crown Delivery	0.00	0.00	0.00
D9610	Therapeutic drug injection, B/R	111.00	0.00	0.00
D9612	Therap parenteral drugs, 2+	0.00	0.00	0.00
D9613	Infiltration of sustained release therapeutic	0.00	0.00	0.00
D9630	Other drugs/medicaments, B/R	44.00	0.00	0.00
D9910	Application of desensitize med	65.00	0.00	0.00
D9911	Apply desensitiz' resin, per th	0.00	0.00	0.00
D9920	Behavior management, by report	0.00	0.00	0.00
D9930	Treat complications-postsurgic	0.00	0.00	0.00
D9940	Occlusal guards, by report	609.00	0.00	0.00
D9941	Fabricate athletic mouthguards	0.00	0.00	0.00
D9942	Repair/Reline of occlusal guard	0.00	0.00	0.00
D9950	Occlusal analysis-mounted case	0.00	0.00	0.00
D9951	Occlusal adjustment-limited	0.00	0.00	0.00
D9952	Occlusal adjustment-complete	0.00	0.00	0.00
D9970	Enamel microabrasion	0.00	0.00	0.00
D9971	Odontoplasty 1-2 teeth-rmv enam	0.00	0.00	0.00
D9972	External Bleaching - per arch	0.00	0.00	0.00
D9973	External bleaching-per tooth	0.00	0.00	0.00
D9974	Internal bleaching-per tooth	0.00	0.00	0.00
D9993	Dental Case Mgmt - Motivational Interviewing	0.00	0.00	0.00
D9994	Dental Case Mgmt - Patient Education	0.00	0.00	0.00
D9995	Teledentistry Synchronous Real-time Encounter	102.00	0.00	0.00
D9996	Teledentistry - Asynchronous	102.00	0.00	0.00
D9999	Unspecified adjunct. proced,B/R	0.00	0.00	0.00
DA	DELINQUENT ACCOUNT	0.00	0.00	0.00
Dismissed	DISMISSED FROM PRACTICE	0.00	0.00	0.00
ED PACK	Education Packet	0.00	0.00	0.00
ELIG100	100% SFS ELIGIBILITY	0.00	0.00	0.00
ELIG40	40% SFS ELIGIBILITY	0.00	0.00	0.00
ELIG60	60% SFS ELIGIBILITY	0.00	0.00	0.00
ELIG80	80% SFS ELIGIBILITY	0.00	0.00	0.00
ELIGREQ	ELIGIBILITY REQUESTED	0.00	0.00	0.00
F/U	Follow-Up-RCT	0.00	0.00	0.00
FA	FAILED-Specialist Appt	0.00	0.00	0.00
FA-RCT	FAILED-RCT	0.00	0.00	0.00
FAIL	FAILED APPOINTMENT	0.00	0.00	0.00
First	First Visit to a Dentist	0.00	0.00	0.00
FollowUp	Follow/up (treatment)	0.00	0.00	0.00
HAPPY	Happy Visit	0.00	0.00	0.00
HIPPA	HIPPA FORM	0.00	0.00	0.00
hosp call	Professional hospital call	0.00	0.00	0.00
HS Exam	Head Start Exam	0.00	0.00	0.00
JawRec	Jaw Record of Denture	0.00	0.00	0.00
LATE	LATE	0.00	0.00	0.00
LEFT	LEFT W/O BEING SEEN	0.00	0.00	0.00

CODE	DESCRIPTION	1 CHA-Fee	LAB EXP	MATERIAL
Mobil	Mobile Unit	0.00	0.00	0.00
MSAPT	MISSED APPT CONSULT	0.00	0.00	0.00
NOTX	No Treatment	0.00	0.00	0.00
ORTHO	ORTHODONTIST REFERRAL	0.00	0.00	0.00
ORTHO REF	ORTHODONTIST REFERRAL	0.00	0.00	0.00
PENALTY	1-YEAR PENALTY	0.00	0.00	0.00
PolySiloV	Polysiloxane Vinyl Impression	0.00	0.00	0.00
POST-XRAY	POST-OP XRAY	0.00	0.00	0.00
Postop	Postop	0.00	0.00	0.00
Probing	Periodontal Probing and Charting	0.00	0.00	0.00
PURGED04	PURGED 2004	0.00	0.00	0.00
QUIETRM	Quiet Room	0.00	0.00	0.00
R/S	RESCHEDULED	0.00	0.00	0.00
REDO	Redo of Procedure	0.00	0.00	0.00
Ref-CHA	REFERRAL w/in CHA	0.00	0.00	0.00
REFER	Refer to Oral Surgeon	0.00	0.00	0.00
RS	REFER TO SPECIALIST	0.00	0.00	0.00
RS/S	RESCHEDULED BY STAFF	0.00	0.00	0.00
SCREEN	Screening	25.00	0.00	0.00
SDFPostOP	SDF Post OP	0.00	0.00	0.00
SMG - Set	Self Management Goal Set	0.00	0.00	0.00
SMG-Comp	Self Management Goal - Completed	0.00	0.00	0.00
StartRCT	Start RCT	0.00	0.00	0.00
TRANS	Transferred/Other Care	0.00	0.00	0.00
Try In	Try In of Denture	0.00	0.00	0.00
TX-REPEAT	Treatment of Same Tooth	0.00	0.00	0.00
TXComp	Treatment Complete	0.00	0.00	0.00
TXREJ	TREATMENT REJECTED	0.00	0.00	0.00
U/E	Unable to exam	0.00	0.00	0.00
WAIT	WAIT APPT	0.00	0.00	0.00
WRAP	Protective Stablization Wrap	0.00	0.00	0.00
Y2005	Medicaid Encounter	100.00	0.00	0.00

NC Minority Diabetes Prevention Program “Journey to a Healthier Me”

HEALTHY LIVING DEPARTMENT - 45

PROGRAM DESCRIPTION

In the United States, more than 1 in 3 adults have prediabetes, and less than 20 percent know they have it. Prediabetes is a serious health condition where blood sugar levels are elevated, and if no lifestyle changes are made, may lead to type 2 diabetes, heart disease, and stroke. Journey to a Healthier Me program participants greatly reduce their risk of developing type 2 diabetes by losing 5% of their starting body weight and exercising for 150 minutes or more weekly.

Cabarrus Health Alliance is partnering with health departments, community businesses & organizations in the counties of Cabarrus, Lincoln, Cleveland, Stanly, Union, Rowan, Gaston, Catawba, Mecklenburg, Alexander and Iredell to provide Journey to a Healthier Me, using “Prevent T2”, an evidence-based diabetes prevention curriculum. Prevent T2 is part of the National Diabetes Prevention Program, led by the Centers for Disease Control and Prevention (CDC).

PROGRAM ACCOMPLISHMENTS- June 2021 to Current (March 2022):

- 2 Virtual Spanish NC MDPP classes (24/60 participants currently enrolled)
- 2 English Classes will start by the beginning of April 2022 which will allow us to reach 60 participants for the year.
- We have exceeded our screening goal (262/200 screenings completed). In order to exceed our goal, we held a Spanish Community Conversation, attended 7 community events, and conducted screenings at each of The Bulb Market locations.
- 144 A1C's completed (for FY 2021 graduating participants and FY 2022 potential participants)
- Our FY 2021 cohort of three classes has lost a total of 288.3 pounds and 57% of the participants have reached 5% weight loss so far.
- New partnerships with The Bulb Market, Alexander County Health Department, Mecklenburg County Health Department, Stanly County Senior Center, Lake Norman Regional Medical Center, Davis Regional Medical Center, and Charlotte Family Housing
- Increase in referrals from DiabetesFreeNC
- Marketing campaign that focuses on the Hispanic Community will begin in April 2022 (radio, newspaper, and streaming services)

FTE HISTORY

Job Title	Actual 2022	Budgeted 2023
Program Director	0.2	0.2
Program Coordinator II	1.0	1.0
Lifestyle Coach Support	0.1	0.1
Bilingual Lifestyle Coach	0.5	0.5
Lifestyle Coach	0.375	0.625
Vacant Position: Contracted Lifestyle Coach	0	0.1
Vacant Position: Contracted Lifestyle Coach	0	0.1

NC MDPP EXPENDITURES:

Cost Category	Actual 2022 (As of March 9, 2022)	Budgeted 2023
Salary & Fringe	\$119,910.90	\$199,394.00
Other Operational	\$5,749.48	\$9,901

FY 2023 PROGRAM OBJECTIVES:

- Continue to implement the NC MDPP in accordance with the Agreement Addendum
- Continue to build referral partnerships within each of the Region 4 counties (medical clinics, non-profits, and community agencies) to maximize program impact
- To screen a minimum of 200 individuals and recruit at least 60 program participants for English and Spanish classes (at least 50% of participants will be eligible based on A1c/fasting blood glucose/history of gestational diabetes)
- To maintain the following retention rates:
 - During the first six months of the program:
 - 50% of NC MDPP participants complete four lifestyle classes
 - 33% of NC MDPP participants complete eight lifestyle classes
 - 25% of NC MDPP participants complete nine or more lifestyle classes
 - During the last six months of the program:
 - 50% of NC MDPP participants complete three of the monthly lifestyle classes
 - 33% of NC MDPP participants complete six of the monthly lifestyle classes
- To maintain program data within the Wake Forest Database data and to submit data to the CDC at 6 month intervals
- To conduct a targeted marketing and awareness campaign to increase knowledge of prediabetes
- To conduct a diabetes prevention community conversation that increases community awareness of prediabetes and knowledge of how to reduce one’s risk of developing diabetes

Positive Parenting Program- 5832 - 186

Triple P- 5845 – 58760

The Behavioral Health Department is comprised of several programs including: Live Well Counseling, The Rise Program, Positive Parenting Program, and Triple P.

PROGRAM DISCRIPTIONS/OBJECTIVES:

Positive Parenting Program- Triple P

Triple P – Positive Parenting Program gives parents the skills they need to raise confident, healthy children and teenagers, and to build stronger family relationships. It helps parents manage misbehavior and prevent problems from occurring in the first place. With more than 30 years of ongoing research, Triple P has been scientifically trialed with thousands of families around the world and been found to be effective – regardless of culture, country or individual situation. Triple P has been implemented with more than six million children and their families in more than 20 countries around the world.

Triple P seeks to:

- Promote the independence and health of families by enhancing parents’ knowledge, skills, confidence, and self-sufficiency
- Promote the development of non-violent, protective, nurturing environments for children
- Promote the development, growth, health, and social competence of young children
- Reduce the incidence of child maltreatment and behavioral/emotional problems in childhood and adolescence

To meet parents at their current level of readiness and need, Triple P offers five levels of intervention.

Level 1 – media-based parent information campaign;

Level 2 – provide specific advice (20 minute sessions) to parents on solving common child developmental issues and minor behavioral problems;

Level 3 – provide brief programs (80 minutes over four sessions) combining advice with rehearsal and self-evaluation as required to teach parents to manage discrete child problem behaviors;

Level 4 – provide a broad focus program (about 10 hours over 8-10 sessions) for parents requiring intensive training in positive parenting skills, generalization enhancement strategies and application of parenting skills to a range of target behaviors;

Level 5 – provide an intensive individually tailored program (up to 11 sessions) for families with child behavior problems and family dysfunction

Triple P- 58760

In 2012, Cabarrus Health Alliance was awarded \$1.2 million from the NC Department of Health and Human Services to implement Triple P (Positive Parenting Program), a multi-tiered system of evidence-based education and support for parents and caregivers of children and adolescents. CHA, in partnership with Triple P America, has trained over 313 professionals across multiple sectors in Cabarrus County to deliver evidence-based Triple P interventions to parents. The program is offered in both clinical and non-clinical settings by multidisciplinary sectors including social services, mental health, healthcare, and education. Due to its success, additional funding was awarded to CHA to support the program through the present fiscal year. Since the beginning of the project, Triple P Cabarrus has served over 35,000 caregivers and 38,000 children.

North Carolina is the first state in the United States to scale Triple P as a statewide intervention through the NC Department of Health and Human Services (NCDHHS).

As the Lead Implementation Agency of Triple P in Cabarrus County, the Cabarrus Health Alliance is responsible for:

- recruiting and training Triple P providers,
- promoting marketing and community outreach related to Triple P,
- monitoring the quality and fidelity of Triple P interventions, and
- collecting and evaluating data for Triple P interventions.

Members of the CHA Community Implementation Team execute these functions and serve active members of the North Carolina Learning Collaborative.

FTE HISTORY

Position	Actual 2022	Budgeted 2023
Program Director	.05	.06
Program Coordinator	.75	.7

Triple P EXPENDITURES

Cost Category	Actual 2022 to date	Budgeted 2023
Salary & Fringe	\$41,451.91	\$67,689
Other Operational	\$3,035.14	\$7,524

Positive Parenting Program- 186

The Positive Parenting Program is an evidence-based curriculum that is implemented by accredited facilitators. Through a NCDSS Family Support grant two CHA staff were trained and are delivering Triple P level 4 group and individual sessions. Community providers have also been engaged and contracted to provide additional group series and individual sessions of Level 4 Triple P in an effort to promote access to this evidenced based practice across Cabarrus and Rowan counties. Our Triple

P program attempts to eliminate barriers by offering family meals, transportation stipends and incentives for participation. Outcome data is collected and reported to Prevent Child Abuse North Carolina, The Center for the Study of Social Policy and NCDSS.

The Positive Parenting Program staff is responsible to:

- Coordinate and execute 2- Level 4 Triple P groups impacting approximately 19 caregivers, 23 youth and 15 families
- Provide individual sessions of Level 4 Triple P to identified families
- Engage and contract with community partner providers to provide additional Level 4 sessions to families to reach 31 caregivers, 37 youth and 25 families
- Ensure all required training and reporting are completed according to grant standards

FTE HISTORY

Position	Actual 2022	Budgeted 2023
Program Director	.05	.08
Program Coordinator	.3	.3
Public Health Educator	.5	.5

PPP EXPENDETURES:

Cost Category	Actual 2022 to date	Budgeted 2023
Salary & Fringe	\$28,405.56	\$75,730
Other Operational	\$20,553.58	\$64,270

Public Health Emergency Preparedness Program

PROGRAM DESCRIPTION

Since 2002, the Centers for Disease Control and Prevention (CDC) has provided funding through the Public Health Emergency Preparedness (PHEP) cooperative agreement to help health departments build and strengthen their abilities to effectively respond to a range of public health threats, including infectious diseases, natural disasters, and biological, chemical, nuclear, and radiological events. PHEP is a critical source of funding for state, local, and territorial public health departments. The COVID-19 pandemic confirmed the importance of dedicating resources (staff and supplies) to planning for public health emergencies to ensure Cabarrus Health Alliance (CHA) can efficiently and effectively mitigate risks for Cabarrus residents.

CHA partners with various first responder agencies including emergency management, hospital, pharmacies, EMS, fire, law enforcement, as well as healthcare agencies and community entities like churches, schools, and non-profit organizations to ensure a comprehensive, equitable and timely response. The PHEP Program will continue to strengthen existing partnerships and develop new partnerships to enhance our capability to meet the needs of our residents during a public health emergency.

PROGRAM ACCOMPLISHMENTS- June 2021 to Current (March 2022):

- Continued supporting COVID response through coordinating COVID-19 vaccine clinics for the pediatric population and coordinating with local partners to ensure ample testing opportunities during surges.
- Successfully reviewing the Emergency Operations Plan and annexes for Project Public Health Ready (PPHR) re-recognition due in August 2022 to NACCO. As well as working towards pulling evidence to meet re-recognition criteria to complete the application.
- Planned and facilitated 3 Core Epi Team meetings.
- Planned and facilitated 3 quarterly PHP/Epi Team meetings, one including the Integrated Preparedness Planning Workshop where the team assess training and exercised needs based on 2020 full scale exercise and COVID-19 real world response and developed a training and exercise schedule for 2022-2025.
- Continued enhancing planning capacity by participating in FEMA and TEEEX trainings and sharing the knowledge with staff for planning purposes.

FTE HISTORY

Job Title	Actual 2022	Budgeted 2022
Program Manager	1	1
Program Support Specialist (Nov-May)	0.5	0.5

PHEP EXPENDITURES:

Cost Category	Actual 2022 (As of March 9, 2022)	Budgeted 2022
Salary & Fringe	\$38,502	\$44,035
Other Operational	\$3,141	\$ 5,598

FY 2022 PROGRAM OBJECTIVES:

- Continue to implement the PHEP in accordance with the Agreement Addendum, especially with changing requirements due to ongoing COVID-19 pandemic response efforts.
- Continue providing preparedness subject matter expertise and logistical/operational support to the COVID department.
- Complete COVID-19 After Action Reports based on NC DHHS and CDC guidance.
- Migrate to new emergency notification system by partnering with Cabarrus County to utilize their Everbridge platform. Continue testing and learning system and training staff through quarterly (4) call down drills.
- Review and update CHA's Emergency Operations Plan and annexes for PPHR re-recognition.
- Conduct IPPW with PHP/Epi and Core Epi teams and implement IPP by coordinating staff trainings.
- Continue to strengthen community partnerships and explore new innovative partnerships to ensure efficient and organized planning and emergency response. Leverage the momentum gained with convening local leaders and emergency response partners through COVID-19 to enhance planning and recovery efforts.

Public Health Department

DEPARTMENT - 45

Healthy Cabarrus, Healthy Communities, Drug Free Communities, Community Linkages to Care, Syringe Service Program, Syringe Service Program, Walmart Healthy Food Access, NC Behavioral Health Equity Initiative

DEPARTMENT FUNCTION:

1. **Healthy Cabarrus** is a community health initiative with the mission of uniting and mobilizing community partners to identify and address health needs. More than 100 community partners participate in the collaborative work of the partnership. Cabarrus Health Alliance and Atrium Health Cabarrus joined forces in creating this community health initiative with additional financial supporter from Cabarrus County Government. Healthy Cabarrus conducted the Community Needs Assessment in 2020 and submitted the final report June 1, 2021. Healthy Cabarrus staff also convene community partners to develop action plans for each of the identified priority areas in 2020.

Healthy Cabarrus Program

Program Accomplishments:

Healthy Cabarrus works very closely with a variety of community partners to implement strategies across sectors to address the identified priority needs. While not listed in its entirety, much of the program accomplishments are due to outstanding support of partners through the collaboration of Healthy Cabarrus.

- Begin implementation of Community Health Improvement Plans (CHIPs) for each priority need: mental health, early childhood education and development, and housing/homelessness.
- Develop online CHIP documents through Clear Impact Scorecard: housing and mental health.
- Healthy Cabarrus Executive Director supervises the Substance Use Program Manager, Latino Engagement and Relations Coordinator, CHA's Marketing Coordinator and a CDC Public Health Associate focused on Chronic Disease Health Equity.
- Convened and organized the Cabarrus Housing Collaborative. The newly formed collaborative, includes representation from across the public, private, and non-profit housing sectors, with the goal to create a cross-sector, multi-faceted plan to address housing challenges in Cabarrus County.
- Complete Clear Impacts - Results Based Accountability professional certification and assisted the North Carolina AHEC with development of a three-day RBA training course.
- Support and assist Cabarrus County in the advocacy and development of two new behavioral health facilities.

FTE History:

Job Title	FY 15 Actual	FY 16 Actual	FY 17 Actual	FY18 Actual	FY 19 Actual	FY 20 Actual	FY 21 Actual	FY 22 Budget	FY23 Budgeted
Program Manager	.5	.5	.5	1.0	1.0	.75	.75	1.0	1.0
Latino Engagement and Relations Coordinator					.5	.5	.5	.5	.5
CabWellCo Coordinator							.2		
Administrative Assistant	.5	.5	.5	.5					

Capital Outlay: None

Minor Office Equipment: None

FY2023 Program Objectives:

- Implement of Community Health Improvement Plans (Coalition Action Plans) and support of existing community task forces or coalitions.
- Work with Early Childhood Task Force to formalize action plan and present to County Commissioners. Action plan development will include an online data platform.
- Share State of the County Health Report findings to local elected leaders, community stakeholders, and community members.
- Host monthly Healthy Cabarrus Executive Committee meetings and bi-monthly Healthy Cabarrus Advisory Board meetings to provide updates on the identified priority areas.
- Assist with the reorganization and shift in direction of Cabarrus Wellness Coalition.
- Support Cabarrus County’s exploration of behavioral health facility develop.

Healthy Communities

Program Overview

The Healthy Communities is a North Carolina Agreement Addendum that enables Cabarrus Health Alliance to implement community-based interventions that address two of the priority focuses areas: poor nutrition, physical inactivity, tobacco use, substance use, violence and unintentional injury. For FY22, the priority areas that staff focused efforts on were 100% tobacco free behavioral health facilities and healthy food retail designation. Interventions should strive to provide opportunities for everyone in North Carolina to achieve their optimal level of health, regardless of race, ethnicity, gender, socioeconomic status, geographic location, education status, disability status or sexual orientation.

Program Accomplishments:

- Worked with 5 local Cabarrus County Corner Stores to achieve the North Carolina Health Food Retail Designation: K&M Corner Stop, United Food Mart, Mi Pais Latino Market, Jackson Park Quick Stop, and Cabarrus Corner Stop.

- Provided education and support to corner store owners on importance of providing healthy options.
- Supported stores with new signage to highlight any new health food items.
- Connect local corner store owners with farmers markets to purchase local, fresh produce.
- Worked with Region 4 Tobacco Manager to provide education to local behavioral health facilities on the updated Medicaid requirement that facilities must be 100% Tobacco Free by June 2022.
- Paid for two staff and two Cabarrus County Behavioral Health facility staff to be trained in Breath Easy curriculum.
- Provided Quitline and Policy card resources to participating behavioral health facilities to support patients who have chosen to quit or need education on updated policies.
- Provide draft/example policy language to behavioral health facilities.

FTE History:

Job Title	FY 15 Actual	FY 16 Actual	FY 17 Actual	FY18 Actual	FY 19 Actual	FY 20 Actual	FY 21 Actual	FY22 Budget	FY23 Budgeted
Program Manager	.25	.25	.25	.25	.25	.15	.22		.15
Coordinator						.2		.5	.25

Capital Outlay: None

Minor Office Equipment: None

FY2022 Program Objectives:

- Identify two priority areas of focus outlined in the FY22 Healthy Communities NC Agreement Addendum.
 1. Increase the number of retail venues that newly meet the North Carolina Healthy Food Retail Designation
 2. Eliminate exposure to secondhand smoke by increasing the number of evidence-based 100% smoke-free or tobacco-free local policies, regulations, and ordinances in communities, colleges, health and behavioral health facilities, and/or multi-unit housing
- Continue to focus on health equity and ensure that targeted, minority populations are engaged in program planning, development and implementation.
- Coordinate with Equity Coordinator to identify complimentary strategies for the Advancing Equity AA.

Drug Free Communities

Program Overview:

The purpose of the Drug Free Communities (DFC) Support Program is to establish and strengthen collaboration to support the efforts of community coalitions working to prevent and reduce substance use among youth ages 18 and younger. DFC funds support the Healthy

Cabarrus Substance Use Coalition that focuses on the prevention of underage drinking and misuse of prescription medications. The Coalition’s **prevention initiatives** are funded by the Drug Free Communities Program until September 29, 2022. The Healthy Cabarrus Substance Use Coalition was launched in 2013 in response to the identification of mental health and substance use as a priority issue. The DFC grant program requires awardees to take a comprehensive, multi-sector and data driven approach to prevent and reduce youth substance use/abuse in their community. Each DFC awardee is required to administer a survey to middle school and high school students that includes youth past 30-day use/non-use, perception of risk of use, and perception of parent and peer disapproval of use associated with four key substances (alcohol, tobacco, marijuana, and illicit use of prescription drugs) every two years. The findings from all DFC awarded communities is compiled into the DFC National Evaluation.

Program Accomplishments:

The Healthy Cabarrus Substance Use Coalition works very closely with a variety of community partners to implement strategies across sectors to address the prevention of substance use in youth. While not listed in its entirety, much of the program accomplishments are due to the support of partners.

- Partnered with City of Concord to host a medication take-back event and over 140 pounds of medications were collected.
- Partnered with Cabarrus County Sheriff’s Office, Concord Police Department, Harrisburg Hometown Pharmacy and Moose pharmacy. Medication drop boxes were purchased and now maintained by each agency.
- Established a pilot with Cabarrus County EMS. Community paramedics will provide medication safety resources to patients that are taking narcotics.
- Established a pilot with Cannon Pharmacy. They will provide medication safety resources to patients that are taking narcotics.
- Secured prevention funding to enhance prevention outreach to the Latino Community
- Partnered with the Healthy Living Department. They provided medication safety resources to participants in the program.
- Provided support to Cabarrus County Schools as they implemented three well attended virtual substance use programming for students and parents.
- Participated in the implementation of school based substance use prevention programming through funding from the ABC Commission.

FTE History: NOTE: Funding FY23 is only through October.

Job Title	FY 19 Actual	FY 20 Actual	FY 21 Actual	FY22 Budget	FY23 Budgeted
Program Director	.2	.075	.075	.075	.075
Program Manager	1.0	1.0	.9	.9	.9

Capital Outlay: None

Minor Office Equipment: None

FY2023 Program Objectives:

- By September 30, 2023 Coalition members will improve coalition dynamics by strongly agreeing or agreeing that there is sufficient level of participation by coalition members to promote “ownership” of decisions from 82.4% to 84% as measured by the Annual Coalition Satisfaction Survey.
- By September 30, 2023, the percentage of high school students (in grades 9-12) who have given someone else money to purchase alcohol for them will decrease from 3.2% to 2.5%, as measured by self-report on the Cabarrus Youth Risk Behavior Survey.
- By September 30, 2023, the percentage of high school students (in grades 9-12) who have taken alcohol from a family member will decrease from 2.7% to 2%, as measured by self-report on the Cabarrus Youth Risk Behavior Survey.
- By September 30, 2023, the percentage of high school students (in grades 9-12) with access to prescription medications being stored in unlocked cabinets or drawers in their homes will decrease from 91% to 87%, as measured by self-report on the Teen Medication Survey.
- By September 30, 2023, the number of high school students (in grades 9-12) who perceive that youth misuse of prescription medications to help them deal with problems will decrease from 42.7% to 40.7%, as measured by self-report on the Cabarrus Youth Substance Use Survey.

Community Linkages to Care

Program Overview:

The Community Linkages to Care funding serves as a catalyst for local communities across the state to directly address the opioid crisis by working collaboratively to build sustainable, impactful programs for the most vulnerable populations in their communities. The funding assists with the operations of the Syringe Service Program (SSP). The SSP offers access to overdose prevention tools, wound care supplies, linkages to care, safe disposal options for syringes and safe injections supplies to reduce death, disease and infections. In collaboration with CHA’s Communication Disease clinic participants have access to free STI testing, PrEP, family planning, case management a variety of other services. The program is operated by a certified peer support specialist and volunteers.

Program Accomplishments (2021):

- 687 unique participants
- 299,115 sterile syringes were provided to participants
- 865 reported overdose reversals using Naloxone kits provided by the SSP
- 1800 Naloxone kits distributed to SSP participants, Daymark, Cabarrus County Jail, Transit Center and Opportunity House and Families in Recovery
- 470.5 pounds of syringes collected by program participants

FTE History:

Job Title	FY 20 Actual	FY21 Actual	FY22 Budget	FY23 Budgeted
Program Manager	.1	.1	.1	.1

Certified Peer Support Specialist	1.0	1.0	1.0	1.0
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Capital Outlay: None

Minor Office Equipment: None

FY2020 Program Objectives:

- Continue expanding services to include more clinical components.
- Increase the number of participants who have been tested for HIV and Hepatitis C from 53.1% to 50% by 2023 measured by the Are You Better Off Survey.
- Increase the number of participants who report having fewer medical emergencies since starting the program from 81.6% to 78% by 2023 measured by the Are you Better Off Survey.
- Increase the number of participants who report disposing safely of syringes from 98% to 100% by 2023 measured by the Are you Better Off Survey.

ENVIRONMENTAL HEALTH DEPARTMENT - 5805

DEPARTMENT FUNCTION:

The overall purpose of Environmental Health, is to safeguard and prevent illness and disease and environmental contaminants from affecting the health of our community. This is achieved through the implementation of state rules and regulation of applicable programs within Cabarrus County. These programs include:

Food, Lodging and Institutions (FLI)

15A NCAC 18A .1000 – Summer Camps

15A NCAC 18A .1300 – Nursing Homes

15A NCAC 18A .1500 – Local Confinement

15A NCAC 18A .1600 – Residential Care

15A NCAC 18A .1800 - Lodging

15A NCAC 18A .2600 – Food Establishments

15A NCAC 18A .3300 – Adult Day Services

15A NCAC 18A .3500 – Primitive Camps

15A NCAC 18A .3600 – Resident Camps

This program permits and inspects a variety of food and lodging facilities and the combination thereof. Included in these categories, but not limited to, are restaurants, food stands, meat markets, temporary food events, limited food service, hotels, nursing homes, assisted living, public and private school lunchrooms, hospitals, jails, residential cares, mobile food units, and pushcarts. Also included in this program is the review of plans for new or up-fit facilities.

On-site Wastewater (OSWW) 15A NCAC 18A .1900

This program evaluates the soil suitability for a sub-surface septic system initial installation, the repair of malfunctioning systems or the expansion of existing systems. Permits or denial letters are issued and a cooperative link with the county permitting department allows building permits to be issued, reviewed or denied.

Public Swimming Pools (PSP) 15A NCAC 18A .2500

This program permits and inspects public pools, spas, spray grounds and water features that meet the definition of a recirculating water for recreational purposes. This also include the review of plans for new facilities.

Child Care and School buildings (CCSS) 15A NCAC 18A .2800, .2400

Inspections of child care facilities are performed, but the license for the establishment is issued by DHHSEE. This collaborative effort of inspections from different agencies works to keep child in these programs safe and healthy. The school building program also only provides inspections, as DPI is the lead agency school's compliance to regulations.

Childhood Lead Prevention Program (CLPP) 15A NCAC 18A .3100

This program offers or requires, depending of the case definition, to perform lead investigations into a child's home and environmental for those that have been screened as having an elevated blood lead level. This investigation includes a meticulous sampling of the child's home environment including dust wipe samples, lead paint readings, soil samples, water samples, food, spice and cooking utensil samples, toy readings, and other possible sources of lead exposure. After identification of the source, a plan to abate the exposure is discussed, documented and enforced within the limits of the rules.

Tattoos (TATT) 15A NCAC 18A .3200

This program issues the permit and inspects any person that applies for a tattooing permit, including microblading. The permit is issued to the person at that particular establishment and is not transferable to another location or to another person.

Private Wells (Wells) 15A NCAC 18A .1700

This program permits, inspects and samples drinking well water that meet the construction standards set forth within the rules. Irrigation wells are not included with in this program.

Migrant Housing (MH) 15A NCAC 18A .1800

There are no migrant housing facilities in this county.

Vector Control (VC)

This program is not mandated, but is a public health program that is funded through local municipalities. It provides services of breeding source identification, adult and larval collection and species identification, education on breeding source reduction and basic invertebrate biology.

PROGRAM GOALS/OBJECTIVES/PERFORMANCE MEASURES:

The goal for all programs is to implement and efficiently document activity codes in all programs for the current fiscal year. This will provide much needed data that will show how many hours are being put

into each individual program and can be overlaid with state data to provide an analysis of workforce needs and efficiency of program implementation.

Current performance measures include –

- achieve a minimum of 80% of all required FLI inspections
- resolve 100% of complaints received
- achieve 100% of foodborne complaints beginning investigation after 24 hours of receiving
- 100% of OSWW outcome issuance after one week of completed the soil evaluation process
- Achieve 100% of malfunctioning complaints to be initiated within three days of receiving
- Achieve 100% of initial visit being made to a well field investigation within two weeks of assignment
- Achieve 100% of complaints responded to within 72 hours of assignment

FTE/PTE WORKFORCE

Job Title	Actual FY2022	Projected FY2023
Director	1	1
OSWW Supervisor	1	1
FLI Supervisor	1	1
Pool/Lead Supervisor	1	1
REHS – FTE Field Staff	8	9

ENVIRONMENTAL HEALTH DEPARTMENT EXPENDITURES:

Cost Category	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Budgeted 2022	Projected 2023
Salary & Fringe	1,023,662	940,537	942,173	1,124,681	1,274,268	1,511,789

FY 2022 DEPARTMENT BENCHMARKS:

- All three FLI REHS-Interns have obtained their FLI authorization
- Cross authorizations are in progress within the pool and childcare programs
- By end of FY22, there will be three deep of authorized staff within each program
- Audit of OSWW scheduled for April of 2022
- Awarded Vector Grant for the Mosquito Control program for equipment and staff salary
- Awarded NEHA 3-year grant in FLI for FDA Standardization

FY 2023 DEPARTMENT GOALS:

- Stabilization of staff development
- Implement the beginning stages of digitizing the OSWW application process and permitting
- Collaborative work with other agencies regarding substandard housing issues
- Integrate EH within the FindHelp platform for community assistance

DENTAL HEALTH DEPARTMENT - 55

DEPARTMENT FUNCTION:

The goal of the Cabarrus Health Alliance Dental Program is to provide care to underserved county residents through targeted activities aimed at low income children and adults as well as urgent dental care for medically compromised adults and pregnant women. Dental services include direct patient care including diagnostic, preventive, restorative and surgical procedures and limited endodontic and periodontal procedures, kindergarten screenings with follow up, oral health education for community partners, and school based comprehensive care.

2022 DEPARTMENT ACCOMPLISHMENTS – July 2021 to current March 2022:

- Provided over 12,000 patient visits in the 12-chair fixed Concord dental clinic, 6-chair fixed Kannapolis dental clinic, and Portable dental unit(s) to over 8,000 individual patients
- Returned to community based programs with new model of on-site dental care without direct dentist supervision to 22 schools in Kannapolis City and Cabarrus County through two portable dental units with 2 chairs each. Adapted to continual COVID related access difficulties in school while still completing all kindergarten screenings.
- Collaborated with the Office of Rural Health by receiving a \$150,000 grant to increase dental services for uninsured and underinsured adults and children in our community. Established referral service for patients service by Cooperative Christian Ministries, El Punte and Atrium Parrish Nurses.
- Received a \$15,000 grant from the Cabarrus Partnership for Children to provide dental treatment for uninsured children ages 0-5. Strengthened partnership with potential expansion of grant services in FY2023.

2023 BUDGET NARRATIVE AND OBJECTIVES:

The Dental Program revenue is derived from patient fees for service as well as grant funding for direct care of targeted populations as described above. CHA bills Medicaid and private third-party insurance, when applicable. Dental services for individuals may also be provided on a sliding scale fee, as determined by financial eligibility. There are no state dollars or working relationships requiring adherence to state guidelines for the Dental Program.

The 2023 budget increased due to necessary capital investments in the Concord Dental Clinic as well as staff additions. A new position was created (Patient Navigator) to help address needs identified by patients and by staff. This position will serve to follow up with patients who miss appointments, help connect patients to specialists in the community, and provide resources for

transportation, nutrition, and housing. The increase in budgetary spending is estimated to be covered by revenue brought in by the dental program.

FY2023 Program Objectives:

- Develop internal and external practices, programs and policies that achieve equity
 - Ensure equitable access to services, programs, opportunities, and information
 - Portable dental unit(s); worksite wellness opportunities; tele-dental services and 21 NCAC 16.W.0101/.010 public health hygiene
 - Continue growth and rebound of portable dental program after COVID related closures and limitations.
- Build and sustain collaborative systems that address social determinants of health
 - Align and integrate public health programs to address social determinants of health
 - Value based care; Portable dental equipment
 - Collaborate with local and state partners to expand access
- Use data to improve health
 - Disaggregate public facing data repository to inform the community and enhance decision making
 - Live scorecard; value based care and dashboard metrics
 - Make strategic decisions and create work environments that foster the data integration, sharing, and analysis necessary to support better health outcomes
 - BMI, oral health status, and smoking status among medical leadership programs
- Transform agency capacity, culture and practices to achieve excellence
 - Engage employees in culture shift and emphasis on patient centric value based care models.
 - Expand CHA capacity to include alternative service delivery and outreach models that improve access to care
 - Tele-dental utilization, expanded public health hygiene utilization
 - New position of dental patient navigator will help improve access to care for the neediest of our patients

COVID Program (ELC and CDCVP)

The purpose of the COVID program is to keep the residents of Cabarrus County healthy and to utilize mitigation strategies and guidance to decrease community clusters and outbreaks. Case investigators perform interviews to gain knowledge for state reporting and to offer information pertaining to isolation and quarantine guidance. Our command staff navigate consistently changing toolkits related to school and daycare guidance. Engagement with community partners, such as, local elected officials, emergency management, hospital administrators, and school administrators, has been crucial to the response. In the second quarter of FY 2022 the department reorganized into different programs focusing on Core COVID Functions and Education/Outreach.

Program Accomplishments FY 2022

- Community case investigation
- Community contact tracing
- Surveillance/monitoring of community clusters (business and school)
- Surveillance/monitoring of congregate living facility outbreaks
- Outreach and education pertaining to vaccine hesitancy
- Roll out of multiple vaccine eligibility groups
- Vaccine strike teams at Cabarrus County Jail, Cabarrus Youth Development Center, and other organizations
- Vaccine clinics in the school setting
- Weekly CHA vaccine clinics
- Ensure capacity in the community related to testing

FY 2023 Program Initiatives/Objectives:

- Continue to conduct case investigation as directed from NCDHHS
- Continue surveillance/monitoring/mitigation of community clusters
- Continue surveillance/monitoring/mitigation of congregate living facility outbreaks
- Collaboration with community organizations to highlight outreach/education
- Focus on equity of services in the community pertaining to COVID
- Reorganization of vaccine efforts
- Support school nurses around efforts pertaining to COVID
- Support efforts in all CHA departments around COVID vaccination (clinic, dental, WIC)
- Collaborate with CHA CHW's around COVID efforts.
- Continue to work to "normalize" COVID function into established CHA programs

Department: Behavioral Health- 5877
COSSAP- 374

PROGRAM DESCRIPTION

Opioid Use Disorder (OUD) is a serious issue within Cabarrus County and across the nation. In 2019 CHA began to address the needs of women who were pregnant and receiving care at CHA through the Substance Use Network (SUN). The SUN clinic provides medication assisted treatment (MAT) in the form of Buprenorphine in conjunction with behavioral health counseling, recovery supports, certified peer support services and access to psychiatry within our high risk maternity clinic. The SUN clinic is part of a cross-sectional collaboration among various partners. Through providing these it became evident that many of these women had families and friends that could also benefit from an integrated, public health approach to OUD treatment with MAT. In order to address the specific needs of these individuals and others within our community who are unable to access services, CHA developed a plan to expand services to non-pregnant individuals referred through our syringe support program, the local emergency department, the Cabarrus County Detention Center and to the partners of our current SUN clients. This program, referred to as RISE, will be funded through a grant from The Department of Justice. Although awarded the budget has not yet been released; however it is anticipated within the month.

PROGRAM ACCOMPLISHMENTS- June 2021 to Current (March 2022):

- Required trainings in progress
- Education to community stakeholders has taken place
- MOU's with partner agencies- pending budget release
- Contract with pharmacy- pending budget release

FTE HISTORY

Job Title	Actual 2022	Budgeted 2023
Program Director	.15	.30
Clinician	.75	1
CPSS	1	1
Program Coordinator	0	,25

ARPA EXPENDITURES:

Cost Category	Actual 2022 (As of March 9, 2022)	Budgeted 2023
Salary & Fringe	\$0	\$220,744
Other Operational	\$0	\$79,256

FY 2023 PROGRAM OBJECTIVES:

- Continue to expand access to comprehensive MAT services to individuals with OUD
- Decrease number of fatal and non-fatal overdoses among participants
- Work with community partners to ensure seamless access into care
- Maintain program data utilizing EHR to track client outcomes to ensure clients receiving services are better off.
- Provide services to a minimum of 30 clients

CLINICAL SERVICES DEPARTMENT - 75

DEPARTMENT FUNCTION:

The Clinical Services Department represents the following programs: Maternal Health; High Risk Maternity; Family Planning; Child Health/Pediatrics; Integrated Behavioral Health; and, Breast and Cervical Cancer Control Program. All of these programs utilize the support services of Medical Records/Registration and Interpreting.

Maternal Health/High Risk Maternity:

This program provides routine and high-risk prenatal care and related services to pregnant women. Our OB/GYN oversees the care team consisting of a family practitioner, nurse practitioners, registered nurses, clinic office assistants, a Registered Dietitian, and a Licensed Clinical Social Worker.

Women who are pregnant and using substances are welcomed for prenatal care in the SUN Clinic, incorporated into the CHA High Risk Maternity Clinic. Here, they are treated sensitively and non-judgmentally, in an atmosphere that is caring and accommodating. Our physicians are able to prescribe Medication Assisted Therapy (MAT) in the HR clinic, preventing the need for multiple clinic visits and further increasing the likelihood for compliance and the success for a healthy pregnancy.

The Cabarrus Health Alliance is the county's only source of prenatal care available on sliding fee scale (~40% of clients).

In addition to comprehensive prenatal care, the wrap-around services offered within the Maternity Clinic include:

- Non-stress testing
- Nutrition counseling
- Lab services – by LabCorp
- Health/Behavioral Counseling
- Medication Assisted Therapy (MAT)
- Connections (a group for women with peripartum mood disorder)
- Ultrasound
- Interpreter services
- Case Management services

Family Planning:

The family planning program staff assists individuals – both men and women- in planning and spacing children according to their individual needs. Services within the scope of this program include: physical exams; lab testing; STI screening; cervical cancer and breast cancer screenings;

mental health screenings; counseling regarding lifestyle choices; education and counseling related to contraceptive method choices; prescribing or insertion of contraceptive method or devices. Again, we are the only Cabarrus County provider that offers family planning services on a sliding scale basis. For many women, we are their sole source of healthcare. Confidential care for family planning services is state mandated at the Cabarrus Health Alliance, regardless of age.

Pediatrics:

Our Pediatric Care Team consists of a Pediatrician, family practitioner, nurse practitioners, registered nurses, clinic office assistants, a full-time Licensed Clinical Social Worker, and a Registered Dietician.

The services encompass the state funded Child Health program, which provides funding for preventive well-child exams for children with no payer source, as well as a full-scope primary care pediatric clinic, where children aged 0-21 years are cared for. Mothers who give birth at Atrium-Cabarrus and have chosen CHA as their child's caregiver receive visits in the hospital within 24 hours, and before discharge. In addition, if a mother is receiving prenatal care at CHA, they have the opportunity to meet with a member of the pediatric team before giving birth. We accept a wide range of payer sources, and employ Spanish/English interpreters full-time.

Since evidence shows that the behavioral health component is as important to a child's growth and development as their physical health, CHA has integrated an LCSW into the pediatric clinic model of care. She accepts warm hand-offs, provides individual therapy, handles referrals to specialty agencies when needs are outside her scope of practice, and collaborates with other providers, such as school counselors, DHS, etc.

BCCCP:

Through funding from the Breast and Cervical Cancer Control Program (BCCCP) from the CDC and the NCDPH, women aged 40 and over who are uninsured or underinsured, or whose insurance co-pay prohibits breast or cervical cancer screenings, are eligible for free breast exams, screening mammograms, and cervical cancer screenings (PAP). Eligibility can be determined over the phone, may be self-declared, and no residency proof is required. Unfortunately, the demand for this program typically far exceeds the amount of funding provided. This is an area of tremendous health disparity within our county, and funding for outreach to women in African-American communities could be highly beneficial.

The Clinical Services budget is derived from multiple components and revenue sources. Both low and high risk Maternal Health programs receive some state dollars, which then constitutes a working relationship, requiring adherence to state guidelines. Family Planning dollars are also tied to both federal and state requirements, some of which inhibit collecting payments. Child Health money is made available from the state, and this enables children with no other payer source access to preventive health care. State funding for the women's health programs has remained stagnant, while the cost of providing care continues to rise annually. CHA also bills Medicaid and private third-party insurance, when applicable. All of these programs, with the exception of Pediatric Primary Care, are provided on a sliding scale fee, as determined by financial eligibility.

2022 DEPARTMENT ACCOMPLISHMENTS:

- Continued the work that was enabled with a grant from the Office of Rural Health. Because of this grant, behavioral health services rendered by a LCSW, and nutritional services rendered by a Registered Dietician, can be provided, as these would not normally be reimbursed by Medicaid or another payer source. This grant was successfully renewed for the upcoming year.
- A model of Lifestyle Medicine visits have begun in the Pediatric clinic, primarily employing a multi-disciplinary model of a physician, LCSW, and RD. These visits employ the six pillars of LM, and are tailored toward the needs of primarily low-income, Hispanic pediatric clients and their families.
- The SUN Clinic has continued to see success in treating pregnant women who use substances. To date, the SUN Clinic participants have had 26 full-term babies, 1 baby born at 36 weeks, and 2 babies born at 35+ weeks, and 1 baby born at 31 weeks.
- Purchased OB ultrasound equipment, upgraded our EHR storage system and entered into a contract with a local ultrasonography company in order to provide ultrasounds on site, up to two days per week, increasing access for both maternal health and family planning/GYN clients threefold.
- Hired a fulltime, experienced family physician. Dr. Megan Easterday has been working in all clinics since late December.

COMMUNICABLE DISEASE DEPARTMENT - 65

DEPARTMENT FUNCTION:

Communicable Disease Control is a state mandated program to control the spread of communicable disease in the community by detecting, investigating and monitoring the occurrence of new cases. With the onset of one of the most communicable disease we have seen in decades in 2020, it was quickly obvious that novel coronavirus 19 (COVID) was going to overwhelm the normal CD staff at CHA. So from March, 2020 forward, nearly all COVID operational function has been carried out by the designated COVID Department. The “traditional” CD functions remained the same throughout the entirety of the pandemic, carried out by the CD Department.

Reportable Disease Investigation and Control: There are ~ 90 reportable diseases which include: Hepatitis A, B, and C; Sexually transmitted diseases such as Syphilis and Gonorrhea; food borne diseases such as Salmonellosis and Shigellosis, which may require collaboration with the Environmental Health Department, depending on the circumstances of the infection and the capacity of the outbreak; and, vaccine-preventable illnesses, such as Mumps, Rubella, Pertussis, and bacterial meningitis. CD nurses receive reports of these diseases from various sources, including hospitals, doctor’s offices, laboratories, urgent cares, blood donation centers and through the NC EDSS. Clients who are suspected/diagnosed with these diseases must be contacted and interviewed. Often client contacts must be interviewed and sometimes treated prophylactically to prevent further spread of the disease. This involves telephone calls, home, hospital, or site visits, and office visits/interviews here in the agency. Guidelines set by the NC General Communicable Disease Control Branch and CDC are used. CD nurses often consult with the state Epidemiology Branch for specific guidance, as disease, treatment and isolation guidelines are not always clear.

NC Tuberculosis Program is a state mandated program which involves surveillance, assessment, diagnosis, and treatment of Tuberculosis (TB) disease and infection. Tuberculosis can be extremely contagious if found to be in an infectious stage. When a person is found to be infectious, treatment must be strictly based on CDC guidelines, overseen by a provider experienced in working with TB, and monitored by the CHA TB nurse. For a specified amount of time, medications must be taken while being directly observed, either outside or in the patient’s home. After a period of adherence, this observation can take place via video, or FaceTime, as therapy for infectious TB lasts approximately six to twelve months. In addition to working with infectious cases, CD nurses also: work with and monitor people who are experiencing latent tuberculosis, and are receiving drug therapy for the condition; provide skin

test and/or blood tests for contacts of active TB cases, as well as for persons requiring testing for employment or educational purposes; and, assist Employee Health and Safety Nurse with testing and data related to internal TB testing and Cabarrus county rates.

CHA contracts with a local infectious disease physician for medical consultation.

Immunization Program: The goal of the state mandated Immunization Program is to eliminate vaccine-preventable diseases by assuring that individuals are age-appropriately immunized, and by managing outbreaks of vaccine-preventable diseases. Upon the receipt of any suspected vaccine-preventable disease or condition, investigation of circumstances surrounding the occurrence of the disease or condition begins to determine authenticity of the report. The CD staff notifies the Immunization Branch, identifies persons for which control measures may be required, and follows the most current CDC guidelines and recommendations for the prevention of the vaccine-preventable disease.

Another key component of this program is the Immunization Cohort Tracking. CHA, as the public health provider, is held responsible for the immunization rate of Cabarrus County's two year olds and seventh graders. Each year, a consultant from NC DPH audits data from every health department to determine the level of compliance with the recommended immunization schedules for two year olds and seventh graders. Preparing for this audit is one responsibility of the primary CHA immunization nurse; however, since CHA participates in the Vaccines for Children (VFC) program (meaning that any child under 18 who has no payer source can receive all recommended immunizations free of charge at CHA) this standard is applicable.

Another component to the Immunization Program is the International Travel Vaccine Program. This particular program was on hiatus between March 2020 and August 2021, when the US State Department lifted all travel restrictions. An individual or group of individuals who are traveling overseas on business, pleasure and/or mission trips to areas where there are vaccine preventable diseases can schedule an appointment with CHA's International Travel (IT) clinic. Here, a nurse reviews the client's travel itinerary and provides destination specific education and recommended vaccines. Advice is also given on how clients can protect themselves from food-borne and mosquito borne-illnesses that may be endemic to the area of travel.

There is a fee for this service, which many insurance plans covers.

HIV/STD (Sexually Transmitted Disease) Program is a state-mandated program that provides screening, exams, testing, and treatment, if needed, for sexually transmitted infections to any person requesting those services, most at no cost to the client. In addition, CHA is responsible for ensuring follow-up treatment to positive results that have occurred in other settings (ER, urgent cares, MD offices) but those providers have been unable to contact. Many clients who utilize these services at CHA have no insurance and are unable to seek medical care on a regular basis. In addition, they may be at high risk for other reasons, such as multiple sexual partners, IVDU, etc., and view CHA as a trusted source of care.

CHA employs a nurse practitioner and PA, who see STD clients, performing full histories, physical exams, testing, and treatment as appropriate. In addition, specially trained enhanced role nurses are able to perform histories, exams, and treat specific STDs, under the guidance of standing orders. The enhanced role nurse follows up with all persons who have a lab-confirmed STD, either seen at CHA or at other providers, to ensure that proper treatment has been provided and partners have been referred for testing/treatment.

HIV and syphilis testing/counseling is offered daily on a walk-in basis. This requires only a blood draw, and not a physical exam. Clients receive counseling regarding the spread of HIV/AIDS and syphilis.

Pre-Exposure Prophylactic (PrEP) Treatment for HIV Clinic— the goal of this program is to provide prophylactic treatment to HIV negative individuals that engage in high risk behaviors in order to prevent new HIV infections. Every client who tests for HIV and or STD is educated regarding PrEP. Those who are at high risk for contracting HIV are encouraged to consider prophylactic medication. Potential participants are given a full physical by a nurse practitioner or PA; lab tests are done, along with a health and social history. Thanks to a 340B pharmacy program, as well as a grant through Mecklenburg County, payer source has not been an issue this past FY, either for the visits (typically ~ \$65, without insurance) or the medication.

These programs often overlap, and are not truly separate from each other, but rather work together to help ensure a healthier population. For example, increased reporting of Hepatitis A in a particular population in early 2021 led CD nurses to initiate vaccinating participants in the Syringe Care Center, as well as the Cabarrus County Detention Center, the highest risk populations.

2022 DEPARTMENT ACCOMPLISHMENTS:

- Launched a 340B pharmacy program within the PrEP project, enabling all males to receive DNA chlamydia testing for no cost
 - Received \$14,000 from Mecklenburg County for PrEP participants with no payer source, covering their office visits, labs
 - Collaborating with NC Central University to begin Lifestyle Medicine with PrEP program participants
 - Reinstated International Travel appointments, after a two-year hiatus, and received yellow fever vaccine after four years of shortage
 - Collaborated with Harm Reduction section to vaccinate high risk individuals in SSC during Hepatitis A outbreak
 - RN in SSC on Wellness Wednesdays, providing other immunizations (COVID, flu, TDap, etc.) harm reduction information education
-

CLINICAL SERVICES AND CABARRUS DETENTION CENTER HEALTH SERVICES

DEPARTMENT - 40

DEPARTMENT FUNCTION:

CHA entered into a contractual agreement with NC Department of Public Safety Juvenile Justice Division (DJJ) on Sept. 1, 2016 to begin providing comprehensive health services at Cabarrus Youth Development Center- CYDC (formerly Stonewall Jackson Youth Development Center). After a successful partnership for the past five years, CHA has been asked to submit a proposal to provide health services for the Cabarrus Compound to include Cabarrus Youth Development Center, Cabarrus McWhorter Detention, and Cabarrus Kirk Detention. CYDC is the largest juvenile residential facility in NC, housing between 115-125 boys ages 14-18 with the average age being 14. The youth have been adjudicated and committed to the YDC. This type of commitment is the most restrictive, intensive dispositional option available to the juvenile courts in North Carolina. The structure of the juvenile code limits this disposition to those juveniles who have been adjudicated for violent or serious offenses, or for those who have a lengthy delinquency history. ¹

Cabarrus Kirk is also one the largest juvenile detention centers in the state. Juvenile detention centers are secure, temporary facilities where a juvenile will stay while waiting to go to court or until a placement can be arranged. Juveniles are placed in detention by court order pending hearing, disposition, or placement. Prior to adjudication, statute requires that the court review the need for continued secure custody so juveniles have frequent court appearances where alternatives to detention are considered. Youth are typically housed in a detention center closest to their home county. The centers receive admissions through assigned regions or catchment areas. ²

CHA is the first public health entity to provide services within a DJJ facility in NC. The youth in CYDC, Cabarrus McWhorter, and Cabarrus Kirk are predominantly minorities and often come from low-income communities where people are more likely to be underserved. Based on our long-standing successful clinical services department, we were eager and willing to share our expertise in a similar environment to this population that is often forgotten and sometimes ignored. The proposal to expand health

services to the detention center will provide comprehensive health care and education across the entire Cabarrus Compound.

PROGRAM ACCOMPLISHMENTS- SEPTEMBER 2016- JANUARY 2022:

The NC Youth Development Centers provide clinical treatment/programming which includes medical, psychiatric, dental, nutritional, psychological, substance abuse, recreational, spiritual and case management services.¹

Since beginning services, CHA has been able to improve the quality of health services provided, better educate staff to be more aware of the juveniles' health issues and properly administer medications showing a decrease in medication administration errors. We have shown to a significant decrease of referrals to specialists, pharmacy costs, and Emergency Department visits through change in staff training, procedural changes, and utilization of strong nursing knowledge and clinical assessment skills by our staff nurses and a strong working relationship between our on-site medical providers (nurse practitioner and psychiatrist) and the nursing staff resulting in tremendous costs savings to DJJ.

Focus has been directed to developing processes and procedures to maximize manpower and hours on campus as well as develop an electronic nursing manual. A second focus has been directed at improving immunization compliance of the juveniles to ensure that they will not have any barrier to returning to their community schools upon release.

Worked with DJJ staff and contracted psychiatrist to assist in the successful trial implementation of telehealth services at CYDC.

CHA continues to provide urgent and emergent dental services on-site, as lack of preventative dental care was identified as one of the most common issues among incarcerated youth. We were also the first providers of health services in a correctional facility to ever be awarded a Give Kids a Smile grant from the American Dental Association Foundation in the United States. This allowed us to provide free preventative dental services to >70 juveniles.

As part of the COVID Pandemic response beginning in January of 2020, CHA has been committed to providing care to youth that includes on-site COVID rapid and PCR tests, management of COVID positive youth, and symptomatic youth. CHA also managed, tracked, and stored COVID supplies and resources for the entire facility from the NC State Distribution center. In addition, CHA nurses were able to offer one of the first COVID vaccination clinics for staff and youth upon availability to enhance the safety of the CYDC staff and residents.

In January 2022, CHA was instrumental in expanding psychiatric services to Cabarrus McWhorter Detention center youth via the contract with DJJ and Coastal Horizons. Youth who are referred by clinical services in the detention center can now receive telepsych services for any behavioral health issues and medication management.

The Juvenile Justice Section is committed to the reduction and prevention of juvenile delinquency by effectively intervening, educating and treating youth in order to strengthen families and increase public safety.¹ The nursing staff are working hard on developing educational sessions to teach all the juveniles how to better navigate the health care system, get their Medicaid unsuspended upon release, communicate effectively with medical providers and to get their questions answered, make their own medical appointments, get prescriptions filled, identify and access resources themselves, act as their

own advocates and to understand the value of a Medical Home and regular preventative care. As well as other health and nutritional information as part of the re-entry programming to promote a successful transition.

Justice-involved populations have very high rates of physical illness, mental illness, and substance use disorders. And their health problems have significant impacts on the communities from which they come and to which, in nearly all cases, they will return.²

The nursing care management services are being developed for those students identified chronic or mental health issues on proper management, decision making, and care. Helping to link them to the resources in their communities right away.

The nursing staff are working not only with the juveniles but the families, court counselors, social workers, youth counselors and others to provide quality public health services and training to help the juveniles return to their home communities, transition back to their community schools, become productive members of society and reduce the rate of recidivism.

FTE HISTORY

JOB TITLE	Actual 2017	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Budgeted 2022
NURSE SUPERVISOR	1	1	1	1	1	1
PHN III	4	4.5	4.5	4.5	4.5	4.5
NP	0.2	0.2				0.2
MOA	na	na	na	na	1	1

CYDC EXPENDITURES						
Cost Category	Actual 2017	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Budgeted 2022
Salary & Fringe	400,779	416,761	416,141	452,148	474,660	435,738

FY 2022 PROGRAM OBJECTIVES:

- Development additional educational sessions to promote healthy lifestyles and ease transition of care for chronic health issues upon re-entry into the community.
- Development discharge process to promote improved communication between CYDC health services team and community school nurses.
- To perfect the process of administering health services to youth in McWhorter Detention Center on the campus of Cabarrus YDC. Assistant Director to further develop the orientation process for nurses entering the YDCs for the first time.
- Continue to work with DJJ staff and contracted psychiatrist to improve implementation of telehealth services at SWJ by working to improve the communication and collaboration of the social workers and mental health counselors with the medical staff.

- Implement program to offer mobile vision services to all youth within the Cabarrus YDC and Detention Compound.

INFORMATION TECHNOLOGY DEPARTMENT

DEPARTMENT FUNCTION:

Information Technology is responsible for the automated systems that support clinical, community health, environmental health, and administrative services. This support includes system design and analysis; software and hardware; computer resource acquisition management and operations; internet, local area network (LAN), and wide area network (WAN) services; and computer training.

The IT budget is unique in that 40-60% of expenses each year are spent on systems: hardware, software, and services. Some of these systems support the entire agency, while others support specific departments. The budget can increase by as much as 20% in years when we replace major pieces of equipment.

The Division's primary mission is user support, another key function is to maintain highly available applications and services. Information Technology is divided into two functional groups: Services and Support; Application Support, Database Support, and Reporting.

ORGANIZATIONAL STRUCTURE:



INFORMATION TECHNOLOGY DEPARTMENT

2022 DEPARTMENT ACCOMPLISHMENTS:

- Installed and tested a generator at the Concord data center.
- Improved the resiliency of the phone system and successfully tested disaster recovery for several scenarios.
- Setup network, internet, and other resources needed to operate CHA's new location in Concord.
- Assisted departments in documenting and measuring social determinants of health, clinical quality measures, and disaggregating program performance measures by client race, ethnicity, age, location, and preferred language.
- Worked to procure and provision laptops and complete onboarding during an unprecedented level of hiring in the fall in response to surging COVID-19 cases.
- Assisted in the selection and deployment of a new imaging (PACS) system to support ultrasound services.
- Upgraded all school nurse computer equipment to facilitate mobility, better documentation, and additional places of service including COVID testing locations.
- Deployed new software phone technology for school health support personnel for use in school locations where additional phones were unavailable.
- Assisted in the selection of behavioral health electronic health record.
- Reconfigured software licensing and onboarding procedures to save approximately \$20,000 per year.

INFORMATION TECHNOLOGY: EXPENDITURES BY CHARACTER

COST CATEGORY	FY 2020 ACTUAL	FY 2021 ACTUAL	2022 BUDGET	2023 BUDGET	2022 % CHANGE
Salary & Fringe	\$553,120	\$596,994	\$612,139	\$701,346	15%
Operational Expense	\$307,599	\$354,090	\$418,350	\$516,350	23%
Capital Outlay	\$292,705	\$-	\$42,724	\$75,000	76%
Department Total	\$1,153,424	\$951,084	\$1,073,213	\$1,292,696	20%

INFORMATION TECHNOLOGY DEPARTMENT

2023 BUDGET NARRATIVE AND OBJECTIVES:

In FY2022, we received temporary funding which enabled us to enhance our resiliency and remote work capacity. A separate grant allowed us to add one IT staff member to help support additional CHA staff, additional school-based services, new programs, and the new facility. Both funding sources will continue into Fiscal Year 2023. The first is reflected in the 2023 IT budget and will be used to enhance our security posture and mitigate some of the risks posed by remote access as well as new and emerging security threats. The second funding source which supports one IT staff member will continue into FY2023, but it is not reflected in the IT budget.

Objectives:

- Improve CHA's security posture and mitigate the risk to the agency
- Support agency priority projects with IT resources
- Deploy integration technologies as needed to support centralized customer experience across CHA programs
- Adopt practices that improve equity in IT purchasing
- Engage in quality improvement within IT and support the QI work of other departments
- Contribute to CHA's Public Health 3.0 work, particularly in the areas of accreditation and access to data

TECHNOLOGY PROJECTS AND DATA SYSTEMS IN DEPARTMENTAL BUDGETS:

Increasingly, CHA departments are funding data and information technology projects within their departmental budgets. The level of IT support needed for these projects varies widely, from IT led implementations to minimal support. They are included here as part of our regular assessment of technology and information systems.

Performance Management

The performance management department including the epidemiology team uses a variety of systems to analyze and share population health data as well as CHA program data. We continue to improve our use of the Clear Impact scorecards to share population health indicator data and program performance data with the public and our partners. The epidemiology team uses ArcGIS to create maps that help us understand health issues geospatially. This past year, they also began building Tableau dashboards to help share information in a way that's easily understandable.

INFORMATION TECHNOLOGY DEPARTMENT

Environmental Health

The Environmental Health Department, specifically the On-Site program, is transforming its processes through IT automation. The septic system permitting process is part of the larger county building and permitting process. Environmental Health staff have worked with Cabarrus County IT to add septic system permitting functions to the Accela permitting system. This will bring value to property owners, and greater transparency to the citizens of the county. The new processes should be live early in Fiscal Year 2023

The department is also working to scan old septic permits. These should be available internally early in FY2023. A second phase of this project will be making those permits accessible to the public.

School Health

The school health team began using its SNAP Health EHR (Electronic Health Record) in FY2022. They will complete the transition to the new system in FY2023.

Behavioral Health

In FY2022, the new Behavioral Health Program solicited bids for a behavioral health EHR and chose the vendor Patagonia Health. As they expand the program, their use of the EHR will expand as well.

Dental Health

The Dental Health department is rolling out several technology enhancements available in their dental EHR, Dentrix. They are also automating form collection for students and new patients, and they are working with IT to enhance their data reporting capabilities.

Human Resources

CHA's HR and payroll teams currently employ multiple, siloed systems as well as paper processes. In fiscal year 2023, the department intends to transition to a single system solution to handle all HR and payroll functions.

Community Health

Community Health will be implementing the Apricot system to document the work done by community health workers and the lifestyle medicine team.

LiVe Well Counseling

Department: Behavioral Health- ARPA- 399

PROGRAM DESCRIPTION

During the last three Cabarrus County Community Needs Assessments Mental Health has been identified as a priority area. Six years ago county leadership convened an advisory board, and subsequently a task force to address the gaps in behavioral health services in our community and to develop strategies to impact change in the over-all mental wellness of Cabarrus County residents. The COVID pandemic further exacerbated the need for available, affordable quality behavioral health services. LiVe Well Counseling was developed as a strategy to assure such services are available for all residents of Cabarrus County, particularly our most vulnerable populations. LiVe Well Counseling is the division of the Behavioral Health department that provides community based behavioral health services that include: outpatient psychotherapy, mental wellness groups, support groups and behavioral health consultation to community partners serving vulnerable populations.

PROGRAM ACCOMPLISHMENTS- June 2021 to Current (March 2022):

- Behavioral Health Director in place
- Clinician on boarded
- Partnerships established with the District Attorney's office to serve victims of crime; Opportunity House to serve individuals experiencing homelessness or housing instability; El Puente to serve immigrant population; Department of Juvenile Justice to support caregivers of juveniles with justice involvement and the Cabarrus County Sheriff's office to serve individuals being released from detention.
- New location for services obtained and operational
- New electronic health record selected
- Policies and procedures for new program developed and implemented
- Began services to clients 2/23/22- 13 clients currently enrolled in services

FTE HISTORY

Job Title	Actual 2022	Budgeted 2023
Program Director	.5	.3
Therapists	3	3

ARPA EXPENDITURES:

Cost Category	Actual 2022 (As of March 9, 2022)	Budgeted 2023
Salary & Fringe	\$23,131.99	\$321603.70
Other Operational	\$18694.76	\$102,351.81

FY 2023 PROGRAM OBJECTIVES:

- Add a Spanish speaking therapist to our team.
- Contract with a psychiatric provider to provide consultation and medication management to BH clients.
- Maintain program data utilizing EHR to track client outcomes to show impact of therapeutic interventions.
- Expand and enhance community partnerships.
- Expand department to continue to address various Behavioral Health needs.

SCHOOL HEALTH DEPARTMENT - 40

DEPARTMENT FUNCTION:

The School Health Department provides school nurse services to Cabarrus County Schools and Kannapolis City Schools as well as consultation services for private and charter schools within Cabarrus County. The revenue sources for the school nurse program include Cabarrus County government, donations, a state grant – School Nurse Funding Initiative (SNFI), fees for service from Cabarrus County Schools for nursing oversight of Kids Plus before/after school programs and from Cabarrus County and Kannapolis City Schools for nursing coverage during summer sessions.

The mission of the School Health Nurse program mirrors that of CHA. It is to achieve the highest level of well-being, academic success and lifelong learning for school-aged students in our county. CHA employs 48 registered nurses who work within Cabarrus County Schools and Kannapolis City Schools. These nurses serve 45 traditional public schools, 1 preschool, 2 Early Colleges and 3 nontraditional/alternative schools (Performance Learning Center, the CCS Opportunity School, and the CCS Virtual Academy).

In each of these school settings, the school nurse collaborates with staff, students, parents or guardians, and medical providers to enable students to function at their highest level of health which directly impacts the ability to achieve optimal learning outcomes. School Nurse responsibilities include: the development of individualized health plans for emergency and daily management of chronic health conditions; health promotion, education, and counseling; assessment and treatment for acute illness and injury; referral to community resources; prevention and control of communicable diseases; administration of medications; provision of care for students with special health care needs; and care coordination for students with chronic health conditions.

2021-22 DEPARTMENT ACCOMPLISHMENTS:

- Continued to build the structure of the school health department to facilitate focused efforts on promoting health and wellness for all individuals within school communities. The new structure will allow for program development and additional support for nurses. The School Health Administrative team is now comprised of 1 Director, 2 Assistant Directors, and 3 Supervisors.
- Immunization compliancy was 99% after the state issued and extension to the 30 day deadline.
- 72% of students who were identified by the school nurse with health needs that needed to be evaluated by a health care provider and were subsequently referred for medical care actually secured care.

- 84% of students assessed by a school nurse were able to return to class and continue learning.
- Supported response to the COVID-19 pandemic through case investigation, contact tracing, vaccination clinics, COVID testing, and providing education.

COST CATEGORY	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ACTUAL as of 3/2022
Salary & Fringe	\$2,934,050	\$3,071,017	\$2,051,958	\$2,556,145
Operational Expense	\$60,371	\$46,654	\$30,607	\$98,890
Capital Outlay	0	0	0	0
Department Total	\$2,994,421	\$3,117,671	\$2,082,565	\$2,655,035

FTE HISTORY:

Fiscal Year end June 30	2019	2020	2021	2022	2023
Positions	39.7	41.04	48 school nurses	48 school nurses	50 school nurses

2022 BUDGET NARRATIVE AND OBJECTIVES:

Through the use of funds from a state grant, SH added 1 new supervisor at 1 FTE. SNFI grant funds partially support one school nurse position.

OBJECTIVES:

Recurring Objectives:

- To review all new student immunization records within 30 days of enrollment
- To perform community disease surveillance:
 - To identify communicable diseases and dismiss from school and re-admit after appropriate care
 - To aggregate data collected by school nurses in the field to compile the monthly health trend report to share with local providers and stakeholders
- To review all student medication orders prior to administration at school
- To ensure all students with special health care needs have an Emergency Plan and delegation of care to unlicensed personnel (teacher, secretary, etc.) as needed
- To identify students with chronic illnesses and provide intervention by school nurse as needed
- To teach health and wellness to the school community (students, staff, parents, siblings)

New Objectives:

- To provide training and support to nurses in the use of a new electronic medical record (SNAP)
- To utilize data obtained from SNAP to drive decisions for School Health metrics, performance, and future goals
- To focus efforts on workforce development and retention of school nurses

COMMUNITY HEALTH (SDOH) DEPARTMENT - 32

The Community Health & Social Determinants of Health (SDOH) Department, formally Family Care Coordination Department, is comprised of several programs supporting this foundational capability. Program include: Care Management for High Risk Pregnancy (CMHRP), Care Management for At-Risk Children (CMARC), Newborn Postpartum Home Visits (NBPP HV), Community Health Workers (CHW), Innovative Approaches (IA), Adolescent Parenting Program – Project M.O.R.E. (APP), Teen Pregnancy Prevention Initiative (TPPI), Elevate, and STOP School Violence Program. Each program must comply with organizational and operational mandates as established by federal and state law. The programs provide care management, referrals, support and education to families in Cabarrus County. CHA is partnering with Family Support Network of the Southern Piedmont to carry out Innovative Approaches initiative in Gaston and Union counties.

CMHRP & CMARC programs are reimbursed through a Medicaid PMPM rate on a monthly basis from five Prepaid Health Plans as well as state funds for clients ineligible for Medicaid. Medicaid eligible NBPP Home Visit claims are submitted electronically to the state system on a fee per visit basis. All other programs are grant funded for which funding is received from the NC Department of Health and Human Services, Center for Disease Control, Department of Justice, or the Office of Population Affairs.

PROGRAM DISCRIPTIONS/OBJECTIVES:

Care Management for High Risk Pregnancy (CMHRP)

Care Management for High Risk Pregnancy, previously Pregnancy Care Management (OBCM), is a statewide program in North Carolina to provide prenatal and postpartum care management services to women, who qualify for Medicaid coverage, who are at high risk for poor birth outcomes, including low birth weight babies and premature delivery. The overall goal of CMHRP services is to prevent adverse pregnancy outcomes and improve birth outcomes.

A NCDHHS grant provides services to uninsured, low income women ineligible for Medicaid to also receive these care management services.

Program Measures include:

- Percentage of members (patient given a case status and goal developed) engaged in CMHRP services who had a care plan signed within 15 days of the patient being engaged in a CMHRP episode: Benchmark of 85%

- Percentage of members referred for care management who had a completed care management encounter with the member within 7 days or 3 or more attempted encounters with the member within 7 business days of the current OB episode being open: Benchmark of 85%
- Percentage of women ages 14-44 that are in an OB episode with a completed encounter: Bench of 1.23%

Care Management for At-Risk Children (CMARC)

Care Management for At-Risk Children (CMARC), previously Care Coordination for Children (CC4C), is a statewide program in North Carolina which provides care management to children from birth to five years of age, who have long-term medical conditions, are in long-term stressful situations (been exposed to adverse childhood experiences or adversely affected by social determinants of health), children in foster care, and/or were in a Neonatal Intensive Care Unit and qualify for Medicaid coverage. Care Management is provided by a registered nurse and a social worker. The Care Manager, in collaboration with the child's family, coordinates the child's care to ensure they obtain appropriate medical care, social services and other supports.

A NCDHHS grant provides funding to assure care management services are provided to all non-Medicaid children in the CMARC target population.

Program Measures include:

- Percentage of members (patient given a case status and goal developed) engaged in CMARC services who had a care plan signed within 30 days of the patient being engaged in a CMARC episode: Benchmark of 85%
- Percentage of members referred for care management who had a completed care management encounter with the member within 7 days or 3 or more attempted encounters with the member within 7 business days of the current CMARC episode being open: Benchmark of 85%
- Percentage of members ages 0-5 that are in a CMARC episode with a completed encounter: Bench of 1.85%

Newborn Postpartum Home Visiting

Home visits by a registered nurse are made to mothers and newborns who are receiving Medicaid benefits or are receiving Pregnancy Care Management services. Visits are encouraged within seven to ten days following discharge from the hospital, but no later than 60 days after delivery.

**Teen Pregnancy Prevention Initiative (TPPI) –
TRAIL (Taking Responsible Actions in Life) Program**

Program Accomplishments:

- Implemented the evaluation component of the in-school curriculum *Making Proud Choices* to assess participant knowledge, beliefs and attitudes regarding sexual risk reduction
- School wide service learning project around mental health
- Continued to strengthen community partnerships through the Community Advisory Council (CAC)
- Partnership with The Boys & Girls Club of Cabarrus County to have participants in the summer program

Total estimated number of Program Participants: 110

Total Annual Program Budget: \$75,000.00

FTE History:

Job Title	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Actual
Program Manager	.61	.40	.00	.00	.06	.00	0.00	0.00	0.00
Program Coordinator II	1.00	1.00	1.00	1.00	.65	.00	0.00	0.00	0.00
Program Coordinator I	2.00	1.00	.00	.00	.00	1.00	1.00	1.00	1.00
Program Coordinator I – <i>Parent Coordinator</i>	.50	.50	.00	.00	.00	.00	0.00	0.00	0.00
Program Specialist	1.00	1.00	.00	.00	.00	.00	0.00	0.00	0.00
Health Educ Asst / Intern	-	-	-	.33	.67	0.25	.25	.25	.25

Job Title	2019 Actual	2020 Actual	2021 Actual	
Program Manager	0.00	0.00	0.00	
Program Coordinator II	0.00	0.00	0.00	
Program Coordinator I	1.00	1.00	1.00	
Program Coordinator I – <i>Parent Coordinator</i>	0.00	0.00	0.00	
Program Specialist	0.00	0.00	0.00	
Health Educ Asst / Intern	.25	.25	.25	

Program Objectives:

- Objective 1: Increase in knowledge that supports the prevention of pregnancy and/or STIs.
- Objective 2: Increase in attitudes and beliefs that support the delay of sexual activity for the prevention of pregnancy and/or STIs.

- Objective 3: Increase in attitudes and beliefs that support the use of condoms for the prevention of pregnancy and/or STIs.

Elevate Program

Program Accomplishments:

- Formal partnership secured with implementation site and school district and meeting on a monthly basis
- Recruitment, orientation, and training of college mentors
- Two EBI trainings conducted
- Formal partnership secured with Rowan County for the Learning Collaborative
- 100% of planning period deliverables met

Total estimated number of Program Participants:

9 th grade students	485
High school mentors	19
College mentors	8
Families/Parents of 9 th grade students	825
Program Facilitators	4
Learning Collaborative	22

Total Annual Program Budget: \$862,986

FTE History:

Job Title	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual
Program Director	0.20	0.40	0.20	0.20	0.20	N/A	.80
Program Manager	0.50	1.00	1.00	1.00	1.00	N/A	1.00
Program Coordinator	1.00	1.00	1.00	1.00	1.00	N/A	1.00
Program Coordinator	1.00	1.00	1.00	1.00	1.00	N/A	1.00
Program Coordinator	1.00	1.00	1.00	1.00	1.00	N/A	1.00
Program Specialist	0.50	0.50	0.50	0.00	0.00	N/A	0.00

Program Objectives:

- By Feb 2022, 100% of facilitators implementing Be Proud! Be Responsible! and Cuidate! will be trained by program certified trainers as measured by certificates of completion.
- By the end of each school semester, achieve a 75% attendance rate for participants in curricula as measured by attendance logs.
- By the end of each school semester, facilitate Be Proud! Be Responsible! and Cuidate! with 80% facilitator reported fidelity as measured by fidelity monitoring logs.
- By the end of each school semester, achieve high observer quality monitoring scores for Be Proud! Be Responsible! and Cuidate! as measured by the average of overall session score on the observer OPA monitoring tool.

- By the end of the project period, increased adolescents’ protective factors as part of their optimal health for the following positive youth development initiatives: high school mentor support, social norms marketing campaign, service learning, family-centered activities, racially-diverse learning tools distribution, and a targeted community-driven health education initiative.
- By June 2022, provide supportive services to increase adolescents’ protective factors as part of their optimal health as measured by implementation records for five positive youth development initiatives.
- By June 2022, systems-level partners participating in the learning collaborative will report an increase in knowledge and skills on equity and capacity to address disparities in adolescent optimal health in their community as measured by the post collaboration survey.
- By the end of equity training, participants (stakeholders, leaders, community members, and youth) will report an increase in knowledge on disparities and equity and strategies to address them to achieve optimal health for teens as measured by the post training survey.

Innovative Approaches

Program Accomplishments:

- Resource CAFE Website and Conference
- Connection with Regional IA Parents/Collaborative Partners
- Continued to increase awareness of health disparities experienced by children, youth and adults with special health care needs or disabilities
- Continued engagement of families with CYSHCN in advocacy and leadership training – including those utilizing birth to 5 services
- Advocacy and leadership training for youth with special health care needs or disabilities in the schools

Total Annual Program Budget:

\$168,950

FTE History:

Job Title	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Actual
Program Director	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Program Manager	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Program Coordinator II	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

Job Title	2019 Actual	2020 Actual	2021 Actual	
Program Director	0.00	0.00	0.00	
Program Manager	0.00	0.00	0.00	
Program Coordinator II	1.00	1.00	1.00	

Program Objectives:

- Families of children and youth with special health care needs will partner in decision making at all levels, and will be satisfied with the services they receive.
- All children and youth with special health care needs will receive coordinated, ongoing, comprehensive care within a medical home.
- All children will be screened early and continuously for special health care needs.
- Families of children with special health care needs have adequate health insurance and financing to pay for needed services.
- Services for children and youth with special health care needs and their families will be organized in ways that families can use them easily.
- All children and youth with special health care needs will receive the services necessary to make appropriate transitions.

**Adolescent Parenting Program (APP) –
Project MORE (Making Opportunities for Responsible Parenting and Education)**

Program Accomplishments:

- Trained in Parents as Teachers
- Continued to strengthen community partnerships through the Community Advisory Council (CAC)
- Building adequate case load
- Establishing strong partnerships with the school health department and community health department. Working with school nurses and pregnancy care managers on referral process

Total estimated number of Program Participants: 15

Total Annual Program Budget: \$100,000

FTE History:

Job Title	2019 Actual	2020 Actual	2021 Actual	
Program Manager	0.00	0.00	0.00	
Program Coordinator I	1.00	1.00	1.00	

Program Objectives:

- Increase the self-sufficiency outcomes for APP participants by:
 - Increasing the delay of a subsequent pregnancy;
 - Increasing graduation from high school with diploma or completion of GED;
- Improve child welfare and school readiness outcomes for the children of APP participants by:
 - Increasing incidence of positive parenting among APP participants to support their child’s cognitive development and mental health;
 - Increasing incidence of child’s physical well-being by establishing the child’s medical home and creating a safe home environment.

STOP School Violence Program

Program Accomplishments:

- Sub-recipient agreements finalized
 - Dr. Turner-Program Evaluator
 - Resources for Resilience-Reconnect for Resilience Training vendor
 - Nashville STARS-Restorative Practices, Restorative Circles and Conferencing Training vendor
- Completed Educator trainings – Reconnect for Resilience
- Built and fostered partnerships with both Cabarrus County and Kannapolis City Schools
- Worked diligently with DOJ-BJA and partners to complete deliverables even with a significant delay in funding from the feds

Total estimated number of Program Participants: 32 (school personnel)

Total Annual Program Budget: \$281,184

FTE History:

Job Title	2021 Actual	
Program Manager	0.20	
Program Coordinator I	1.00	

Program Objectives:

- By September 30, 2023, 90% of targeted educators from 100% of targeted schools will have been trained in Reconnect for Resilience, as evidenced by training logs.
- By September 30, 2023, 80% of targeted educators from 100% of targeted schools will have been trained in restorative practices (days 1&2), as evidenced by training logs.
- By September 30, 2023, 135 educators (total) from 100% of targeted schools will have been trained in restorative practices (days 3&4), as evidenced by training logs.
- At training post-test, 80% of educators trained in Reconnect for Resilience will have increased their knowledge of practices shown to increase student resiliency, and have indicated an intention to implement those practices.
- By September 30, 2023, 80% of targeted educators trained in restorative practices (days 3&4) training will have implemented restorative conferencing techniques with students.
- By September 30, 2023, rates of middle school bullying, harassment, and victimization will have decreased 20% from baseline, as measured by school data collection instruments.
- By September 30, 2023, the annual number of middle school office referrals for violence will have decreased 20% from baseline, as measured by school data collection instruments.

WIC DEPARTMENT - 80

DEPARTMENT FUNCTION:

The Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) is a federally funded program that serves low and moderate income pregnant, breastfeeding, and postpartum women, infants, and children up to age 5 who have a nutrition-related health problem. Applicants are referred to WIC from CHA clinics, private physicians, social service agencies, or by the applicants themselves. A review of the medical data, identification, residence and income is conducted to determine eligibility. If the applicant is eligible, he/she will receive benefits for supplemental foods that can be purchased at local grocery stores and/or pharmacies. During the summer months, the Cabarrus Health Alliance WIC Program provides some of our age eligible children and women fruit and vegetable coupons to use at a local Farmer's Market. The WIC Program provides a combination of nutrition education, supplemental foods, breastfeeding promotion and support, and referrals to health care and community agencies. The Breastfeeding Peer Counselor Program at the CHA was initiated in 2010 to promote and support our breastfeeding mothers.

Pregnant, breastfeeding, or postpartum women, infants, or children under five years of age that have a medical or nutritional risk and meet the income guidelines are eligible for this program. The state assigned caseload for the Cabarrus Health Alliance WIC program was 3,284 people. Due to significant increases in WIC participation in response to the COVID-19 pandemic, the base caseload was increased in January 2022 to 3,552 people. Through nutrition education and supplemental foods, WIC participants and their families are a captive audience to hear these important health messages. National studies have shown a decrease in infant mortality, morbidity, and low birth weight and a decrease in the prevalence of anemia. The WIC Program also provides an economic benefit to the community with about 2.6 million dollars' worth of WIC food benefits redeemed annually at WIC's 37 vendors in Cabarrus County.

2021-22 DEPARTMENT ACCOMPLISHMENTS:

- Continuation of work from home opportunities for staff with the ongoing Federal Waivers due to COVID-19. Specifically, waiving the requirement for physical presence and measurements.
- Low-risk participants continue to utilize the WICHealth.org website for nutrition education. Families call our office after the completion of their lesson and benefits can be issued to their account remotely.
- Participated in the Summer Farmer's Market Nutrition Program.
- The Breastfeeding Peer Counselor program is currently serving approximately 240 pregnant and parenting women. We are now staffed with two full-time Breastfeeding Peer Counselors, one of which is bilingual.
- We started a third year of Smart Start grant funding through the Cabarrus Partnership for Children to expand our Breastfeeding Peer Counselor services.
- We switched to a new online appointment scheduling system. Allowing families to book their appointments any time of day.

- We continue to use an educational text messaging program about breastfeeding for pregnant women and new moms. This text message platform also allows us to complete required contacts within the Breastfeeding Peer Counselor program.
- Provided an internship opportunity for 1 Nutrition student during the summer.

WIC DEPARTMENT EXPENDITURES:

COST CATEGORY	2021 ACTUAL	2021 BUDGET	2022 ACTUAL As of 1/22	2022 BUDGET	2023 BUDGET	2023 % CHANGE
Salary & Fringe	\$ 587,852	\$ 613,071	\$ 375,395	\$ 645,711	\$ 724,359	+12.2%
Operational Expense	\$118,251	\$ 32,805	\$ 42,095	\$ 57,210	\$ 55,888	-2.3%
Capital Outlay	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0%
Department Total	\$ 706,103	\$645,876	\$ 417,490	\$ 702,921	\$ 780,247	+11.0%

FTE HISTORY:

Fiscal Year end June 30	2017	2018	2019	2020	2021	2022
Positions	12.1	11.4	10.1	9.5	9.6	10.2

2023 BUDGET NARRATIVE AND OBJECTIVES:

The CHA WIC Program receives \$16.60 per participant per month. Our assigned caseload for 2022-2023 is 3,552. We agree to maintain 97% of our caseload which is 3,445 participants.

OBJECTIVES:

- Meet or exceed the processing standards for WIC applicants (10 days for pregnant women & infants less than 6 months old).
- Meet or exceed customer satisfaction ratings of 96% (very good/excellent) for WIC services.
- Maintain expenses at or below approved budget and maintain or exceed revenue projections of approved budget.
- Show rate average of 90% or greater.
- Maintain/reduce employee turnover rate of 17% or less for WIC personnel.
- Nutritionists will meet 95% of their assigned productivity level each month.

Regional Infection Prevention Support Team Communicable Disease - 50545

PROGRAM FUNCTION:

As part of the "Coronavirus Aid, Relief, and Economic Security Act" or the "CARES Act" of 2020, the Centers for Disease Control and Prevention's (CDC's) Epidemiology and Laboratory Capacity (ELC) CARES cooperative agreement awarded a total of nearly \$631 million to our recipient base in a program-initiated component funding under the Emerging Issues (E) Project of CK19-1904, henceforth "ELC CARES." The intention of this funding is to rapidly establish and monitor key activities related to COVID-19 in the areas of epidemiology, laboratory, and informatics. Monitoring the indicators associated with these activities are intended to assist State, local, and territorial governments in making data-driven policy decisions regarding testing, mitigation, and prevention efforts.

In a high-risk setting like a COVID-19 outbreak, Long Term Care Facilities (LTCFs) must have very strong infection prevention policies and procedures to prevent the spread of disease. This initiative created Regional Infection Prevention Support (RIPS) Teams in each of North Carolina's 10 public health regions to provide on-site infection prevention and control training and consultation to all types of LTCFs and behavioral health facilities. The goal of the RIPS Teams is to reduce the introduction of disease through on-site training and consultation with facility staff in the use of evidence-based infection control procedures consistent with applicable CDC, CMS and HHS guidance. This initiative is particularly important for residential facilities that do not typically have health care professionals on staff.

Cabarrus Health Alliance serves as the headquarters for the Region 4 RIPS Team, providing oversight to 11 counties (Alexander, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, and Union). The RIPS Team includes a Program Manager and 6 Regional Health Educators. Training for RIPS members is provided by the Division of Public Health in collaboration with the University of North Carolina's Statewide Program for Infection Control and Epidemiology (UNC SPICE).

2022-23 PROGRAM ACCOMPLISHMENTS:

- RIPS Team has completed initial and second outreach attempts to all 257 long term care facilities in Region 4.
 - Conducted visits to over 45% of the Region (out of 757 facilities)
- RIPS Team has made initial contact (via mail, phone and email) to all 500 behavioral health facilities and organizations within our region.
- RIPS Team has provided education sessions in person and virtually to almost 40% of the Region; topics have included PPE, hand hygiene, general infection prevention standards and practices, COVID-19 vaccine, fit testing, COVID-19 and other infectious diseases.

- RIPS Team has provided support and assistance for long-term care facilities (Nursing Homes, Assisted Living, Adult Care and Behavioral Health) through weekly communication efforts on Covid-19, general infection prevention, PPE, hand hygiene, testing and vaccine resources.
- Established collaboration between RIPS and the Metrolina Healthcare and Preparedness Coalition (MHPC), which includes biweekly meetings, communication regarding facility needs and conducting site visits together.
- Collaborated with NC SPICE and North Carolina Division of Public Health (NC DPH) to conduct joint infection prevention assessments and educational visits to provide enhanced infection prevention knowledge and practices.
- Established relationships and collaborations with key point of contacts within each county's health department.
- Kept less than 10% of facilities out of COVID-19 outbreak for more than three months out of the year.
- Maintained 100% feedback from customer satisfaction survey ratings all year.

RIPS EXPENDITURES:

COST CATEGORY	2021 BUDGET	2022 BUDGET
Salary & Fringe	\$150,428	\$536,156
Operational Expense	\$56,264	\$59,902
Capital Outlay	0	0
Department Total	\$206,692	\$598,058

FTE HISTORY:

Fiscal Year end June 30	2018	2019	2020	2021	2022	2023
Positions	-	-	8	7	6	7

2023 BUDGET NARRATIVE AND OBJECTIVES:

The RIPS Team agrees to maintain a workload of 757 nursing, assisted living, and behavioral health facilities in Region 4 and utilize all funds allocated by the state.

PROGRAM OBJECTIVES:

- Meet or exceed outreach and visits to 257 facilities (adult care homes and nursing facilities); which includes 2nd ICAR Assessments, outbreak and follow-up visits as needed.
- Meet or exceed outreach and visits to 500 behavioral health facilities.
- Collaborate with NC SPICE and MHPC, when applicable, in order to perform site assessments and provide recommendations to facilities.
- Conduct educational sessions for at least 75% of skilled nursing facilities, adult care homes, family care homes, and behavioral health facilities' staff based on gaps identified during site visits to these facility types in our region.
- Provide outbreak assistance and response as required by Division of Public Health.

- Continue to utilize guidance on evidence-based infection control procedures consistent with applicable, CDC, CMS, and NCDHHS guidance to bolster infection prevention knowledge and practices.
- Meet or exceed customer satisfaction ratings of 95% (reports provided by RIPS Program Manager with the state on a quarterly basis).
- Maintain expenses at or below approved budget.
- Retain employees for RIPS Team.

BE IT ORDAINED by the Executive Board of the Cabarrus Health Alliance of Cabarrus County, North Carolina:

Section I. Cabarrus Health Alliance Revenues

A. It is estimated that the following revenues will be available in the Cabarrus Health Alliance for fiscal year beginning July 01, 2022, and ending June 30, 2023:

Environmental Health	337,636
Information Technology Services	188,000
General Administration	1,273,713
Family Care Coordination	1,619,631
School Health	2,229,048
Public Health Solutions	3,104,302
Dental Public Health	5,659,593
Vital Records	-
Communicable Disease	6,145,610
Clinical Services	3,849,603
Behavioral Health	878,956
Women, Infants, & Children	769,928
Cabarrus County Contribution	10,119,709
Fund Balance Appropriated	-
TOTAL REVENUES	<u>36,175,729</u>

B. The following appropriations are made in the Cabarrus Health Alliance for its operation and activities for the fiscal year beginning July 01, 2022, and ending June 30, 2023:

Environmental Health	1,729,645
Information Technology Services	1,292,696
General Administration	4,046,654
Family Care Coordination	1,619,631
School Health	6,751,584
Public Health Solutions	3,281,272
Dental Public Health	4,596,355
Vital Records	72,743
Communicable Disease	7,086,662
Clinical Services	4,049,603
Behavioral Health	878,956
Women, Infants, & Children	769,928
TOTAL EXPENDITURES	<u>36,175,729</u>

Section II.

A.

The total requested contribution from Cabarrus County is \$10,119,709.

Section III.

A. The Health Director is hereby authorized to transfer appropriations within a fund as contained herein under the following conditions:

1. The Health Director may transfer amounts between objects of expenditures and revenues within a department without limitation.
2. The Health Director may transfer amounts up to \$25,000 between departments of the same fund.
3. The Health Director may not transfer any amounts between funds nor from any contingency appropriation within any fund without action of the Cabarrus Health Alliance Board.
4. Additional authority is granted to the Health Director to transfer amounts within and between funds for the sole purpose of funding salary and benefits adjustments consistent with the Cabarrus Health Alliance Personnel Ordinance.
5. The Health Director may award and execute contracts which are not required to be bid or which G.S. 143-131 allows to be let on informal bids so long as the annual budget contains sufficient appropriated but unencumbered funds for such purposes.
6. The Health Director may increase or decrease the number of positions in the Cabarrus Health Alliance depending on market demand for services. The Health Director may also adjust compensation levels in order to ensure competitiveness. Additional positions may only be established under this subsection if revenues are available to offset the expenditures. Following such actions where a budget amendment is required; it will be submitted for approval at the next regular meeting of the Cabarrus Health Alliance Board.

Section IV.

A. This ordinance and the budget documents shall be the basis for the financial plan for the Cabarrus Health Alliance for the 2022-2023 Fiscal Year. The Health Director shall administer the budget. The Health Director shall establish and maintain all records which are in concurrence with this budget and Budget Ordinance and the appropriate Statutes of the State of North Carolina.

Adopted this 14th day of June, 2022.

Dr. Laura Pons, Chairman

Dr. Bonnie Coyle, Health Director



CABARRUS
HEALTH
ALLIANCE

Cabarrus Health Alliance Board Meeting Agenda Form

Meeting Date: June 14, 2022

Name of Item: Annual Finance Policy Review

Submitted by: Sue Yates

Expected Length of Presentation: 5 minutes

Brief Summary:

Policies are reviewed at least annually for accreditation purposes and revisions are made when necessary.

Requested Action:

To approve the following reviewed and revised policies:

- Public Health & Primary Care Services Fee Policy (reviewed, revised)
- Public Health & Primary Care Services Eligibility Policy (reviewed, revised)
- Contract & Procurement Policy (reviewed, revised/overhauled)

Previous Action/Discussion on this item? If yes, explain

Yes - The reviewed/revised policies were discussed & approved at a prior Board Meeting(s).

Items reviewed by:

Sue Yates, Chief Finance Officer
Pam Simpson, AR Program Manager
Keilin Zayas, Contract & Procurement Specialist

SUBJECT: PUBLIC HEALTH & PRIMARY CARE SERVICES
FEE POLICY

EFFECTIVE DATE: July, 1999

REVISION DATE(S): June, 2000; September 2002; January 2004; August 2006;
November 13, 2007; June 17, 2008; July 26, 2010; December 20,
2011; September 27, 2013; September 26, 2014; May 9, 2017;
October 26, 2017; August 1, 2018; September 29, 2021; [May 31,
2022](#)

DATE OF LAST REVIEW: June, 2000; September 2002; January 2004; August 2006;
November 13, 2007; June 17, 2008; July 30, 2009; July 26, 2010;
December 20, 2011; January 14, 2013; September 27, 2013;
September 26, 2014; December 30, 2015; December 30, 2016;
May 9, 2017; October 26, 2017; August 1, 2018; August 1, 2019;
July 30, 2020; July 26, 2021; September 29, 2021; [May 31, 2022](#)

POLICY STATEMENT: This policy is being written to define and implement charges for public health and primary care services rendered by the Public Health Authority of Cabarrus County dba Cabarrus Health Alliance (CHA). This policy does not include dental services. This policy may be revised at any time if necessary and will be reviewed at least annually.

Fees for the CHA services are authorized in accordance with a plan recommended by the CHA Board of Directors when they are not otherwise prohibited by law.

FEES

A master list of charges for all services rendered will be updated as needed and no less than annually. The Board can request to review these charges at any time according to board policy. (1)

Fees will be determined by studying the cost of providing the service and also a Geographic Adjustment Factor (GAF) and/or Customized Fee Analyzer may be used to determine charges.

SLIDING FEE SCALES

Sliding fee scales received from the state will be utilized for the public health programs supported by state/federal dollars. Assessment of family size and income (according to guidelines from the CHA Eligibility Policy) will be applied to determine individual's charges. Primary care services not covered by state and/or federal grant funds will have fees and copays assessed.

PRIMARY CARE

For non-mandated services, flat rate fees will be established.

PROGRAM SERVICES

When a client has been assessed according to eligibility guidelines for public health program services, the following NC Administrative Code requirements will be followed:

(1) See CHA Corporate Resolution, Section No. Admin. 015, Subject: Fee Policy, change approved by CHA Board 05/16/00.

- a. No one will be denied services based solely on the **inability** to pay. (2)
- b. Patient charges must be assessed upon family size and income (use of a sliding fee scale), if state/federal dollars are budgeted to support the program.
- c. Clients whose documented income is at or below 100% of the Federal Poverty level are not charged for services, neither are they denied services nor subject to variation in services due to the inability to pay if state/federal dollars are budgeted to support the program.
- d. There shall be no minimum fee requirement or surcharge that is indiscriminately applied to all patients.
- e. Donations can be accepted from any patient regardless of income status as long as they are voluntary. There cannot be any “schedule of donations”, bills for donations or implied or overt coercion. Approved policy billing requirements are not waived because of client donations.
- f. CHA must continue to use an acceptable accounts receivable system which reflects total charge, adjustment, balance, and amount collected. The system of choice must balance.
- g. According to General Statutes, there cannot be a charge imposed on the patient for Communicable Disease activity.
- h. Esuperbills will be created in the Electric Medical Record system by providers at the time of a visit for the services received for that day. In the event a procedure was omitted that was performed, the appropriate party will be billed.
- i. Title X funds may be used to provide non-title X patient services (i.e., thyroid test) as long as adequate title X funds are available to provide contraceptive care, if approved by the Clinical Director.

Account collections and bad debt write-off activities are addressed in the CHA Debt Management Policy.

340B

Programs utilizing 340B purchased medication at CHA include, Family Planning (Title X), STD, and Tuberculosis.

IUDs, Nexplanons, and Depo that are billed through the Family Planning Clinic process must bill Medicaid the actual (or acquisition) cost which was paid for the method/device, and no dispensing fee is allowed.

Other Family Planning contraceptives that are dispensed and billed through the Family Planning Clinic process (health departments that fill contraceptive prescriptions only for clients seen at CHA) must bill Medicaid the actual (or acquisition) cost which was paid for the method/device and no dispensing fee is allowed.

Utilizing the UD-modifier when billing Medicaid for family planning methods and devices purchased at the 340B rate will let Medicaid know this method did not qualify for the rebate process. This modifier does not alert Medicaid to the actual (acquisition) cost that you paid to purchase the device. Note that the FP-modifier must be used in addition to the UD-modifier for the claim in order for Be Smart and Regular Medicaid to cover the method/device.

(2) The inability to pay is defined as a 0% assessed eligible client with no third party payer.

Fees for drugs and devices billed to private insurance or billed to self-pay patients can be based on usual and customary charges.

OPIOID/MAT CLINIC

Individuals seeking treatment for Opioid Use Disorder through Maternal Health Clinic with pending Medicaid status will be charged for visits, but will be allowed to defer payments until after the 50th day. If the individuals Medicaid application is still pending or they have not yet applied they will be responsible for paying the estimated charge at the time of the visit. They will also be required at that time to start making payments on their prior balance.

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Cabarrus Health Alliance Board Chairman

Date

**SUBJECT: PUBLIC HEALTH & PRIMARY CARE SERVICES
ELIGIBILITY POLICY**

EFFECTIVE DATE: July 1999

REVISION DATE(S): June 2000; September 2002; January 2004; August 2006;
November 13, 2007; June 17, 2008; July 30, 2009; July 26, 2010;
December 20, 2011; January 30, 2013; June 10, 2013; September 27,
2013; September 26, 2014; April 6, 2016; May 9, 2017; April 18, 2018;
March 11, 2019; April 30, 2020; November 8, 2021; May 31, 2022

DATE OF LAST REVIEW: June 2000; September 2002; January 2004; August 2006; November 13,
2007; June 17, 2008; July 30, 2009; July 26, 2010; December 20, 2011;
January 30, 2013; June 10, 2013; September 27, 2013; September 26,
2014; December 30, 2015; April 6, 2016; May 9, 2017; April 18, 2018;
March 11, 2019; April 30, 2020; March 24, 2021; November 8, 2021; May
31, 2022

POLICY STATEMENT: The purpose of this policy is to determine the financial and residency requirements for patients requesting services from the Public Health Authority of Cabarrus County dba Cabarrus Health Alliance (CHA). This policy covers all public health services, pediatric primary care services and extensive maternal health services. The guidelines for the NC Department of Health & Human Services Purchase of Medical Care Services Payment Programs **are not** part of this policy. Those guidelines can be found online at <https://publichealth.nc.gov/lhd/pomcs.htm>. The WIC program has specific eligibility guidelines, which are partially incorporated in this policy. The complete WIC eligibility guidelines are documented in the NC WIC Interim Program Manual, which can be found online at <http://www.nutritionnc.com/wic/crossroads.htm>. Eligibility guidelines for dental health services are not part of this policy.

CHA shall assure that no person, on the grounds of race, color, age, religion, sex, marital status, immigration status, national origin or otherwise qualified handicapped individual, solely by reason of his/her handicap (unless otherwise medically indicated), be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity.

1. FINANCIAL REQUIREMENTS:

The following public health programs: Family Planning, Maternal Health and Child Health, are mandated to see patients at 100% of poverty and below, and Medicaid patients. Primary care services not covered by state and/or federal grant funds will have fees and copays assessed.

CHA will see patients for all public health services, regardless of income status, except for WIC.(1)

(1) Patients who have HMO and/or PPO insurance will be encouraged, but cannot be required, to see their primary care physician for public health services.

Applicants are eligible for WIC if their gross family income is no more than 185% of the Federal Poverty Income Guidelines. The income scales for public health services will be updated according to state guidelines (usually annually) per program, and patients will be placed on the sliding scale according to their income and family size. The Family Planning, Child Health, and Pediatric Primary Programs utilizes the 101-250% sliding fee scale. The Maternal Health ~~and Child Health~~ Programs utilizes the 100-200% sliding fee scale. The Breast and Cervical Cancer Program utilizes the recommended program's poverty level scale. Charges for Adult Primary Care services **will not** be adjusted on a sliding scale. Patients who receive only adult primary care services, regardless of income, will be charged in full; therefore, income will not be assessed. Patients who have an HMO or PPO insurance plan listing another agency as their primary care provider and are requesting primary care services from CHA will be referred to their primary care physician for services.

2. RESIDENCY REQUIREMENTS:

Public Health:

Due to Federal/State program rules, patients who apply for Family Planning, STD, and Immunization public health program services must be seen regardless of income or residency status. Only NC residents may apply for the NC WIC program. Persons requesting program services are not required to apply for Medicaid.

Maternity services will be available for individuals who choose CHA. CHA will give priority to Cabarrus County or Kannapolis City residents and the Clinic Director or designee can deny or restrict services to out of county residents based on demand for services, capacity and caseload of clinic. The Clinic Director or designee must approve any exceptions for clients requesting services in the Maternal Health Clinic. Patients may be seen in the Maternal Health Clinic if they have current Carolina Access III from a county with a Carolina Access contract (Rowan, Stanly, Mecklenburg) (this does not include Presumptive Medicaid). Members with one of our contracted health plans can be seen in Maternal Health regardless of county due to contract guidelines.

Child Health and Pediatric Primary Care services will be available for individuals who choose CHA from birth to age 21. CHA will give priority to Cabarrus County or Kannapolis City residents and the Clinic Director or designee can deny or restrict services to out of county residents at any time based on demand for services, capacity and caseload of clinic. The Clinic Director or designee must approve any exceptions for clients requesting services. Patients will be seen for Child Health or Pediatric Primary Care if they have current Carolina Access III from a county with a Carolina Access contract (Rowan, Stanly, Mecklenburg) (this does not include Presumptive Medicaid). Members with one of our contracted health plans will be seen regardless of county due to contract guidelines. Established Child Health patients no longer residing in county will be seen regardless of payor source if they choose.

Proof of Residency:

Proof of residency (with patient's name, parent or guardian if minor) will be required at time of eligibility process for Child Health and/or Maternal Health services. Patients and or additional family members may be requested to provide proof of residency. The following sources may be used:

- Current utility bill (current – within past two months) with their name and address (bills printed off the internet are not acceptable); or

- Driver's license; or
- Official ID issued by NCDMV; or
- Current rent receipt or rental agreement on official company form with address (current – within past two months); or
- Official Cabarrus County school enrollment/registration form with child(ren)'s address; or
- Matricula Consular may be used for proof of address
- DSS correspondence

3. ASSESSMENT OF FAMILY SIZE & INCOME:

Determining family size (economic unit):

To use the Poverty Income Guidelines, the family size must be calculated. A family is defined as a group of related or non-related individuals who are living together as one economic unit. Individuals are considered members of a single family or economic unit when their production of income and consumption of goods are related.

A key rule to apply to all participants, including minors, is that an economic unit must have its own source of income. For example, a pregnant teenager with no income must be considered part of a larger economic unit that provides her support. Also, groups of individuals living in the same house with other individuals may be considered a separate economic unit. For example, two sisters and their respective children who live in the same house are separate economic units if each sister supports herself and her children.

If an unemancipated minor, (2) requesting Family Planning services, does not request confidential contact, the parents' income and insurance information should be taken if a parent is available to provide this information. If a parent is not available, the patient is considered a family of one and only her income is assessed.

Any participant requesting confidential services should be treated as a "family of one" and considered on the basis of the patient's resources alone.

A pregnant woman is counted as two in determining family size for the maternal health program. This increased family size may be used to certify her or any other categorically eligible family members. If multiple births are expected, family size should be increased by the number of expected births. Proof of multiple births is not required.

In some cases, counting a fetus in determining family size conflicts with the client's cultural, religious, or personal beliefs. In these situations, this policy can be waived and the family size would not be increased.

Other examples of economic units are:

- a foster child assigned by DSS is a family of one with income considered to be that paid to the foster parent for support of the child. A foster child cannot confer adjunct income eligibility on family members.

(2) Unemancipated minor – A minor, (under the age of 18), who *is* under a parent or guardian's care and responsibility. A minor, who is married and living with his/her spouse, is not an unemancipated minor.

- a student maintaining a separate residence and receiving most of her/his support from her/his parents or guardians may be counted as a dependent of the family or be considered a family of one according to the income of the student for the family planning program because this group is extremely high-risk for unintended pregnancy. A self-supporting student maintaining a separate residence would be a separate economic unit.
- an individual or family in an institution is considered a separate economic unit. For example, if a mother and her children were staying in a shelter for battered women, the income of the other residents is not included.

Determining Income:

In determining income, it is important to remember that a person's income must be counted if he/she is counted as a family member.

Income information reported during the financial eligibility screening for one program can be used for other programs offered in the agency, rather than to re-verify income or rely solely on the client's self-report.

When necessary to determine income, telephone confirmation of past employment termination dates may be required for clients stating they are no longer employed or recent job termination. The Employment Security Commission and other databases may be used to verify income of applicants or members of their household unit. We reserve the right to verify by telephone any information needed to help in determining eligibility such as employment, verification of household members and income information without compromising confidentiality for those that seek confidential services. Medical release and assignment of benefits form will be given to patients to sign when presenting for services.

Documentation of Income:

Documentation of income will not be required for mandated services such as Sexually Transmitted Diseases, Tuberculosis, Communicable Diseases and Immunizations.

Documentation of income is required for all sliding fee scale services except for Family planning services. Family Planning clients must be informed of the need to bring income information at time of appointment. If a Family Planning client's income cannot be verified after reasonable attempts to do so, eligibility for sliding fee will be based on the client's self-reported income. . Gross income shall be used in fee determinations and shall be defined as the combined cash income received by the economic unit (all members in household contributing to the family unit) from the following sources listed in this section.

An applicant will be required and told to bring income/address information on the date of service or they will be certified at 100% on the sliding scale fee and expected to pay at time of services with the exception of Family Planning services.(3) Applicants have the option to be rescheduled if not able to bring in proof of income. Eligibility will not be retroactive if income information is brought in at a later date for all programs. All patients must present their health insurance or Medicaid card at each visit and those who receive Medicaid may be exempt from income eligibility determinations for some services.

(3) If a patient refuses to be certified or does not bring appropriate information to complete certification, this will be noted in our patient management system for documentation of refusal/lack of appropriate information.

SOURCES OF INCOME:

Income from the following sources should be counted:

- Salaries, wages, overtime pay, commissions, fees, tips
- Earnings from self-employment
- Interest earned on investments
- Periodic trust fund payments
- Public assistance money
- Unemployment compensation
- Alimony payments
- Child support payments (cannot consider as income for Family Planning)
- Military allotments
- Social Security benefits
- Veteran's Administration benefits
- Retirement and pension payments
- Worker's Compensation
- Educational stipends in excess of the cost of tuition and books
- Income tax refunds (annual – not quarterly)
- Allowances paid for basic living expenses
- Regular contributions from individuals not living in the household
- All other sources of cash income except those specifically excluded
- Supplementary Security Income (SSI) benefits
- Prize winnings
- Bank statements (only use for SSI benefits)
- Cash earnings, contributions received
- Disability
- Dividends

Income from the following should not be counted:

- Irregular income that a child earns from babysitting, lawn mowing, or other tasks
- Proceeds from the sale of an asset
- Withdrawals from a bank account
- Gifts
- Inheritances
- Life insurance proceeds or one time settlements
- Military housing benefits (on base or off)
- Payments under the Low Income Energy Assistance Act
- Assistance to child or families for Free Lunch and Food Stamps
- Payments received under the Job Training Partnership Act
- Payments to volunteers under Title I (VISTA) and Title II (RSVP, foster grandparents and others) of the Domestic Volunteer Service Act of 1973

TIME FRAME:

To determine gross income, agency staff should consider the income of the family for the past 12 months, the family's current income or the family's income from the past six months; whichever best reflects the family's status. Current income is defined as the income received by the household during the month (4.3 weeks) prior to application. The six month formula must be used to determine eligibility of unemployed persons. Income will be determined six months back and six months forward to total 12 months. There may be other sources of income to consider from the prior months (e.g., unemployment compensation, and child support) in determining income.

Following are some examples in which annual income must be used rather than the six month formula:

- self-employed persons, including any business or seasonally employed persons whose income fluctuates throughout the year.
- patients that provide services or goods for cash would be considered self-employed and would need to provide proof of current taxes.
- a family member on temporary leave of absence (maternal, paternal, family leave, or extended vacation).
- teachers paid on a 10-month basis, who are temporarily on leave during the summer months.

COMPUTING INCOME:

To determine annual or monthly income when you have hourly wages, weekly wages, or bi-weekly wages, use the following approach.

(hourly wage)	x	(hours worked/ weekly)	x	(52)	=	(Annual Income)
(hourly wage)	x	(hours worked/ biweekly)	x	(26)	=	(Annual Income)
(hourly wage)	x	(hours worked/ bimonthly)	x	(24)	=	(Annual Income)
(hourly wage)	x	(hours worked/ weekly)	x	(4.3)	=	(Average Monthly Income)
(hourly wage)	x	(hours worked/ biweekly)	x	(2.15)	=	(Average Monthly Income)
(hourly wage)	x	(hours worked/ bimonthly)	x	(2)	=	(Average Monthly Income)

To convert net income to gross income multiply by 1.25. Multiply gross income by .25 and deduct amount to obtain net income.

When computing income, amounts will not be rounded until data is entered in the computer system.

ZERO INCOME:

If the applicant reports zero or very little income, the application must include an explanation of what the family is actually living on. In most cases, a statement of zero income would be acceptable only when the applicant lives on income from sources not counted (see Source of Income List).

Applicant's reporting no income must have a Third-Party Confirmation Letter completed by a reliable third party knowledgeable of the applicant's family income. Reliable third parties are limited to staff of a social service agency, church, relief organization, shelter, legal aid society, school counselor or nurse. Relatives of the applicant or members of the economic unit or CHA employees cannot be third party verifiers. The Third-Party Confirmation Letter must be signed, dated, include a telephone number and on official letterhead. This letter will be scanned into the patient management system. If a Family Planning client who is reporting no income, is unable to provide a Third-Party Confirmation Letter at the time of their appointment, a statement of their income will be accepted.

When necessary to determine income, telephone confirmation of past employment termination dates may be required for clients stating no employment or recent job termination.

INSURANCE:

The patient management system should include the following information about the patient's health insurance coverage:

- Insurance company name
- Policy number
- Insurance company address and telephone number
- Whether or not the patient is covered by the policy
- Whether or not the coverage is an HMO or prepaid plan
- Any known waiting period requirements or benefits exclusions
- Whether or not there are any out-of-network benefits with their HMO plan

The accompanying parent/guardian of an unemancipated minor or a patient requesting confidential services with appropriate insurance benefits for requested public health services would be given the opportunity to choose whether or not to have the insurance filed. This is to avoid breaching the patient's confidentiality in the home via notification from insurance company (EOB) of services received at CHA. The insured party may not be aware of the patient's request for services.

Patients who receive public health services, will be certified and placed on the sliding scale fee and charged accordingly for services not covered by their insurance with the exception of any applicable copays. Copays are the patients' responsibility and will not be placed on the sliding scale fee. (4)(5) Family Planning clients who have insurance that is being filed, will not be charged more than their sliding fee discount.

Patients who have an HMO or PPO insurance plan listing another agency as their primary care provider and are requesting primary care services from CHA will be referred to their assigned primary care physician for services.

VERIFICATION OF INCOME:

An applicant's reported income can be verified several ways by looking at the applicant's:

- W-2 Form (if represents total income)
- Income Tax Form (If annual income is used they must be validated by a stamp of the tax preparer or an email confirmation for an on-line verification if prepared electronically.)
- Earnings Statement (pay stub)

An applicant's income will be reported in our patient management system for public health services.

(4) Patients who request public health services and have an HMO or PPO insurance plan listing another agency as their primary care provider will be encouraged, but cannot be required, to see their primary care provider for services. The patient will be given the opportunity to choose to have their income assessed to determine charges or to see their primary care physician; however the patient will not be refused services. Patients are responsible for any visit copays.

(5) All charges (deductible, denied amounts, etc.) will be billed to the client at their eligibility percentage rate for that program service.

An Income Statement should be completed at the annual income screening, or whenever a change has occurred in the income status of the family/household unit. This statement also includes an authorization giving CHA the right to verify this information. The eligibility screening will be good for one year unless there has been a change in the income status and confirmation will be required at each visit.

Since program services are based upon current federal poverty income guidelines anyone found giving false information will be recertified for services and changes noted on eligibility worksheet. If the eligibility is completed electronically, then the patient will sign the income statement at the time eligibility is completed or at their first appointment. If the eligibility is completed in person, then the income statement will be signed at the time of the eligibility appointment. This will be signed by the interviewer as well. The Income Statement will become part of the patient record in our patient management system.

Cabarrus Health Alliance Board Chairman

Date



Contract & Procurement Policy

Public Health Authority *of* Cabarrus County

dba Cabarrus Health Alliance

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SECTION I:
INTRODUCTION

EFFECTIVE DATE: July 1, 2022

REVISION DATE(S): June 1, 2022

DATE OF LAST REVIEW:

.....

A. Policy Statement & Purpose

It is the policy of the Public Health Authority of Cabarrus County dba Cabarrus Health Alliance (hereinafter referred to as “CHA”) to obtain goods and services through fair and open competition at the best price and in compliance with applicable laws, regulations and other requirements. The purpose of this policy is to establish guidelines for employees of CHA that meet or exceed the procurement requirements for the purchases of goods, services, and/or construction or repair projects.

The policies and procedures stated herein can only be successful if individuals involved in the procurement process familiarize themselves with the contents and put forth every effort to comply accordingly. Optimally, the policy should be reviewed by all employees involved in the procurement process. New personnel should examine the policy prior to any participation in the procurement process.

CHA receives funds from a variety of sources, some of which may require different levels of compliance, including but not limited to Federal UG requirements. Due to this, CHA employees shall refer to CHA’s Contract & Procurement Standard Operating Procedure (SOP) for guidance related to specific procurement procedures.

B. Application

This policy applies to contracts and procurements for goods, services, and/or construction or repair work. Where federal funds are being used for a procurement, the requirements of this policy also apply to any sub-recipient of the funds.

C. Responsibilities

As with all procurement responsibilities, Purchasing Officers, Purchasing Agents, Approvers, and Requisitioners are expected to make purchases using good judgment, and acting in accordance with all rules, policies, codes, North Carolina General Statutes, Federal Statutes, and procedures that govern public purchasing practices. Purchasing Officers, Agents, Approvers, and Requisitioners will be held accountable for unauthorized purchases and improper purchasing practices.

D. Approval & Modification

The procedures contained in this Policy are administrative and may be changed as necessary at the employee level to comply with state and federal law.

E. Definitions

These are the definitions for terms used in this policy. CHA recognizes that different definitions for these terms may be found in other state or federal statutes or regulations that apply more specifically to particular programs or activities. For the purposes of this policy, the following definitions apply:

- **Micro-Purchase:** the acquisition of goods or services, the aggregate dollar amount of which does not exceed the *micro-purchase threshold*
- **Micro-Purchase Threshold:** (a) when using state/other funds, the micro-purchase threshold is established to be \$30,000; (b) when using federal funds, the micro-purchase threshold is established to be \$10,000
- **NC IPS:** the North Carolina State Interactive Purchasing System website
- **UG or Federal UG:** Uniform Guidance or Federal Uniform Guidance
- **Responsible Party:** CHA employee who submits requests and supporting documentation for contracts, purchase orders, etc.; the requesting department's/end user's project representative
- **Confirming P.O.:** this occurs when a purchase is initiated by an employee without first obtaining an approved CHA P.O.; the employee then seeks payment for the purchased materials or services through a P.O. in order to encumber funds
- **Blanket P.O.:** (also known as a Standing P.O.) a P.O. that outlines and establishes an ongoing agreement arranged between an organization/customer and a vendor/supplier to deliver goods/services at a predetermined price and on a recurring basis for a specified time period
- **Brand-Specific (procurement):** Brand-specific purchases are those that require the use of the manufacturer's name and product description in the solicitation; items offered in response to the solicitation must be the exact manufacturer, model and type specified. (Competition must be sought whenever possible since brand-specific products may be available from multiple sources of supply.)
- **Sole Source (procurement):** When a needed product or service is only available from one source of supply
- **Goods:** apparatus, supplies, materials, or equipment
- **Services:** tasks/activities performed by a vendor/supplier/contractor to accomplish routine, continuing, and necessary functions as set forth in a corresponding contract or statement/scope of work (SOW)

SECTION II:

GENERAL

A. Contract Required

A formal contract is required when the purchase (a) results from a formal competitive bid; (b) is for services of \$90,000 or more; (c) when there are *significant* risks or liability concerns for CHA. Someone with the appropriate authority must sign any contract entered into on behalf of the CHA.

B. Contract Signature Authority

A contract is not valid or enforceable unless signed by someone with the appropriate signature authority. CHA contract signature authority is determined by the following:

Signature Authority	Approved Thresholds
Chairman of CHA Board	\$90,000.00 and above
CEO/Designee	up to \$89,999.99
CFO	all contracts allocating CHA funds (regardless of amount)

C. General Procurement Requirements

1) Formal Bidding

Formal bidding is hereby understood to be the formal and public advertisement/posting of a project or business opportunity. CHA policy requires employees authorized to conduct formal competitive bidding on behalf of CHA to follow the bidding procedures as outlined in the applicable general statutes and regulations below.

(a) Procurements Using Federal Funds

All federal grants and sub-grants are subject to the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Rules), codified at 2 C.F.R. Part 200. This includes the standards for procurement under grants, which applies to contracts for services, procurement of goods (i.e., supplies, equipment, etc.), and construction or repair.

The following formal bidding thresholds apply when using federal funds:

Contract Type	Threshold	Statute(s)/Procedure(s)
Construction or Repair	\$250,000 or more	2 C.F.R. §200.320(b)
Goods	\$90,000 or more	NC G.S. §143-129
Services	\$250,000 or more	2 C.F.R. §200.320(b)
Architect/Engineer/Surveyor	\$250,000 or more	2 C.F.R. §200.320(b)(2)(iv); NC G.S. 143 Article 3D

(b) Procurements Using State/Other Funds

State law procurement requirements apply when state or local funds are used, and still apply even when federal funds are used except to the extent that state law is inconsistent with federal law. Most procurement requirements applicable to local governments are provided for under Article 8 of Chapter 143 of the NC General Statutes.

The following formal bidding thresholds apply when using state/other funds:

Contract Type	Threshold	Statute(s)/Procedure(s)
Construction or Repair	\$500,000 or more	NC G.S. §143-129
Goods	\$90,000 or more	NC G.S. §143-129
Services	*N/A	*N/A
Architect/Engineer/Surveyor	Qualification Based Selection (QBS)	NC G.S. 143 Article 3D
Information Technology (IT)	\$90,000 or more	**NC G.S. §143-129.8

**Regardless of cost, service contracts are not subject to state competitive bidding requirements.*

***The IT procedure under NC G.S. §143-129.8 is not required.*

2) Informal Bidding

Statute does not specify a specific method for securing informal bids; therefore, any otherwise legal method is acceptable. While the law does not specify a minimum number of informal quotes to be solicited, the CHA policy requires authorized employees to obtain at least two (2) informal quotes in writing.

CHA policy requires employees authorized to conduct informal competitive bidding on behalf of CHA according to the thresholds below and their applicable statutes, regulations, and/or procedures.

(a) Procurements Using Federal Funds

All federal grants and sub-grants are subject to the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Rules), codified at 2 C.F.R. Part 200. This includes the standards for procurement under grants, which applies to contracts for services, procurement of goods (i.e., supplies, equipment, etc.), and construction or repair.

The following informal bidding thresholds apply when using federal funds:

Contract Type	Threshold	Statute(s)/Procedure(s)
Construction or Repair	\$10,000 to \$89,999	2 C.F.R. §200.320(a)(2)
Goods	\$10,000 to \$89,999	2 C.F.R. §200.320(a)(2)
Services	\$10,000 to \$89,999	2 C.F.R. §200.320(a)(2)

(b) Procurements Using State/Other Funds

State law procurement requirements apply when state or local funds are used, and still apply even when federal funds are used except to the extent that state law is inconsistent with federal law. Most procurement requirements applicable to local governments are provided for under Article 8 of Chapter 143 of the NC General Statutes.

The following informal bidding thresholds apply when using state/other funds:

Contract Type	Threshold	Statute(s)/Procedure(s)
Construction or Repair	\$30,000 to \$89,999	NC G.S. §143-131
Goods	\$30,000 to \$89,999	NC G.S. §143-131
Services	*N/A	*N/A

**Regardless of cost, service contracts are not subject to state competitive bidding requirements.*

3) Information Technology (IT)

Regardless of the dollar value, the Information Technology Services (ITS) department must approve IT purchases (goods/services) prior to purchase.

4) Services

Statutory requirements related to formal and informal bidding do not apply to the purchase of non-construction services at any dollar threshold, although competition is still encouraged. These statutory requirements pertain mainly to North Carolina State entities and/or the use of North Carolina State funds—and therefore are not entirely comprehensive for CHA’s purposes. See SOP.

5) Predominant Aspect Rule

When the purchase includes both goods *and* services, the element constituting the larger portion of the procurement is the predominant aspect. The predominant aspect must be identified in order to determine the required procurement method.

6) Micro-Purchases

The statutory requirements related to formal and informal bidding—neither of the State of NC or of Federal UG—do not apply to micro-purchases (see the definition of *micro-purchase* in [3](#)). However, CHA policy requires multiple quotes for expenditures with an aggregate value of \$7,500 or more.

7) Grant Purchases

All grant purchases must adhere to procurement requirements and guidelines issued by the funding agency. CHA employees shall refer to CHA’s Standard Operating Procedure (SOP) for Purchasing/Procurement as well as to the grant terms, conditions and restrictions for further requirements and limitations.

8) Conflict of Interest – Employee

CHA employees cannot and shall not receive any direct, personal benefit from CHA contracts. Employees violating this policy will be subject to discipline up to and including termination.

9) Conflict of Interest – Contractor

Designers, suppliers, and contractors that assist in the development or drafting or specifications, requirements, statements of work, invitation for bids, or requests for proposals shall be excluded from competing for such requirements. Contractors violating this policy will result in termination of the contract and potential disqualification from future contract awards.

10) Confidential Information

It is unethical and unlawful for any employee or former employee to knowingly use confidential information for actual or anticipated personal gain, or for the actual or anticipated personal gain of any other person in regards to procurement.

11) Gifts & Favors

It is a misdemeanor to give or receive gifts and/or favors in the context of contracting. This applies to any officer or employee who prepares plans, specifications, awards, or administers contracts. No employee shall engage in any transaction incompatible with the proper discharge of their duties or that would impair independent judgment or action in the performance of duties. Additionally, no employee shall engage in any transaction that even appears incompatible with the proper discharge of their duties or that would even appear to impair independent judgment or action in the performance of duties.

CHA prohibits officers, employees, and agents from accepting or soliciting gifts, gratuities, favors, or anything of monetary value from contractors, suppliers, or parties to subcontracts. Items of nominal value such as promotional items, honorariums for participation in meetings, etc. may be accepted.

CHA employees found in violation of this policy will be subject to discipline up to and including termination. Contractors found in violation of this policy will result in termination of the contract and potential disqualification from future contract awards.

12) Compliance with Federal Law

All procurement activities involving the expenditure of federal funds must be conducted in compliance with the Procurement Standards codified in 2 C.F.R. §200.317 through §200.326 unless otherwise directed in writing by the federal agency or state pass-through agency that awarded the funds. CHA will follow all applicable local, state, and federal procurement requirements when expending federal funds.

Should CHA have stricter requirements, the most restrictive requirement shall apply so long as it is consistent with state and federal law.

All contracts paid for in whole or in part with federal funds shall be in writing and must include all applicable federal provisions. The written contract must include or incorporate by reference the provisions required under 2 C.F.R. §200.326 and as provided for under 2 C.F.R. Part 200, Appendix II.

13) Pre-Audit Requirement

All written contracts obligating CHA funds regardless of funding source must include the following statement, signed and certified by CHA’s Chief Financial Officer (CFO): *This contract has been pre-audited in the manner required by the Local Government Budget and Fiscal Control Act.*

14) Contract Award

With the exception of Qualifications-Based Selection, all contracts shall be awarded only to the lowest responsive, responsible bidder possessing the ability to perform successfully under the specifications, terms, and conditions of the contract.

15) No Evasion

No contract may be divided to bring the cost under bid thresholds or to evade any requirement under this Policy or state or federal law.

16) Encumbrances

To set aside money appropriated by P.O. for future obligation. All goods must be received and /or services rendered by June 30th of each fiscal year. All P.O.s are voided on June 30th of each fiscal year. Any goods not received or services not rendered by June 30th will need to be re-appropriated in the next fiscal year.

D. Specific Procurement Procedures

A. Service Contracts (except for A/E professional services) and Purchase Contracts:

- a. **Costing less than \$10,000** shall be procured using the Uniform Guidance “micro-purchase” procedure established by 2 C.F.R. §200.320(a).
- b. **Costing \$10,000 up to \$90,000** shall be procured using the UG “small purchase” procedure established by 2 C.F.R. §200.320(b).
- c. **Costing \$90,000 and above** shall be procured using state “formal bidding” procedures established by NC G.S. §143-129.

B. Construction & Repair Contracts:

- a. **Costing less than \$10,000** shall be procured using the UG “micro-purchase” procedure established by 2 C.F.R. §200.320(a).
- b. **Costing \$10,000 up to \$250,000** shall be procured using the UG “small purchase” procedure established by 2 C.F.R. §200.320(b).

- c. **Costing \$250,000 up to \$500,000** shall be procured using the UG “sealed bid” procedure established by 2. C.F.R. §200.320(c).
- d. **Costing \$500,000 and above** shall be procured using a combination of the most restrictive requirements of the UG “sealed bid” procedure established by 2. C.F.R. §200.320(c) and state formal bidding procedures established by G.S. §143-129.

C. Construction or Repair Contracts Involving a Building:

- a. **Costing \$300,000 and above must comply with the following additional requirements under state law:**
 - Formal HUB (historically underutilized business) participation required under G.S. §143-128.2, including local government outreach efforts and bidder good faith efforts, shall apply.
 - Separate specifications shall be drawn for the HVAC, electrical, plumbing, and general construction work as required under G.S. §143-128(a).
 - The project shall be bid using a statutorily authorized bidding method (separate-prime, single-prime, or dual bidding) as required under G.S. 143-129(a).

D. Contracts for Architectural & Engineering Services:

- a. **Costing under \$250,000** shall be procured using the procedure established by the state *Mini-Brooks Act* requirements established by NC G.S. §143-64.31.
- b. **Costing \$250,000 or more** shall be procured using the UG *competitive proposal* procedure established by 2. C.F.R. §200.320(d)(5).

E. Purchase Order

Serves as authorization to the vendor/supplier to furnish a product or service to CHA. It is CHA’s policy that no P.O. is issued without the Finance Department first receiving a requisition from the Requesting Program/Department. CHA policy requires a purchase order (P.O.) for expenditures totaling \$1,000 or more.

Confirming P.O.s will not be issued to suppliers once an order has been placed by a department without proper authorization. The CEO, CFO, or designee, must authorize all P.O.s. Confirming P.O.s will only be issued in emergency situations.

- A. The P.O. is prepared by the Purchasing Agent.
- B. The P.O. is signed and pre-audited by the CFO.
- C. The Purchasing Agent will send the P.O. to the chosen or awarded vendor/supplier.

F. Blanket Purchase Order

A blanket P.O. may be issued to provide an additional purchasing tool for obtaining purchases when the administrative burden involved makes it impractical or impossible to use the regular purchase order procedure.

The Purchasing Agent and Responsible Party of the concerned department shall work together to use this procedure when it appears to be in CHA's best interest.

The criteria for determining when this procedure is considered practical and employable are as follows, and should only be used for evaluation *after* it has been determined that the appropriate procurement procedures have been followed for the selection of the vendor/supplier of concern:

- The requesting department must be responsible for maintenance or repairs
- The vendor/supplier in concern must be willing to cooperate with the terms of the blanket P.O.

Examples of items which might come under this procedure are equipment maintenance and repairs, electrical supplies, annual service contracts for routine maintenance, etc.

G. Emergency Purchase Order

“Emergency” is defined as “a situation in which the department cannot continue to operate and/or public safety is compromised” without an emergency P.O. being issued.

- A. Procurement cards may be used in an emergency when deemed appropriate by the CFO.
- B. The department must submit a written requisition marked “EMERGENCY” and an explanation of the emergency purchase to the Purchasing Agent. All required documentation (i.e., bids, approvals, etc.) should accompany the requisition.
- C. After the Purchasing Agent reviews the purchase requisition, the Requesting Program/Department will be notified and given a purchase order number as quickly as possible.

H. Purchase of Capital Outlay Not Included in Budget

Prior authorization must be obtained by the CEO and/or CFO before any capital outlay purchase that is not in current budget.

- A. Submit request to CEO and/or CFO.
- B. Upon approval, submit a budget revision for approval.
- C. If approved, follow the purchasing procedures required based on the amount/type of purchase.

I. General Procurement Standards & Procedures

1) Necessity

Purchases must be necessary to perform the scope of work and must avoid acquisition of unnecessary or duplicative items. The Purchasing Agent should check with the state and federal surplus property agencies prior to buying new items when feasible and less expensive. Strategic sourcing should be considered with other departments and/or programs who have similar needs to consolidate procurements and services to obtain better pricing.

2) Clear Specifications

All solicitations must incorporate a clear and accurate description of the technical requirements for the materials, products, or services to be procured, and shall include all other factors to be used in evaluating bids or proposals. Technical requirements must not contain features that restrict competition.

3) Notice of Funding

All bid solicitations must acknowledge the funding source for the contract. In addition, all prospective bidders or offerors must acknowledge that funding is contingent upon compliance with all terms and conditions of the funding award.

4) Compliance by Contractors

All solicitations shall inform prospective contractors that they must comply with all applicable laws, regulations, executive orders, and terms and conditions of the funding award.

5) Fixed Price

Solicitations must state that bidders shall submit bids on a fixed price basis unless otherwise provided for in this Policy. Cost plus percentage of cost contracts are prohibited. Time and materials contracts are prohibited in most circumstances but may be used unless no other form of contract is suitable and the contract includes a *not-to-exceed* amount. Time and materials contracts shall not be awarded without express written permission of the federal agency or state pass-through agency that awarded the funds.

6) Use of Brand Names

When possible, performance or functional specifications are preferred to allow for more competition leaving the determination of how to reach the required result to the contractor. Brand names may be used only when it is impractical or uneconomical to write a clear and accurate description of the requirement(s). When a brand name is listed, it is used as a reference only, and “or equal” must be included in the description.

7) Lease vs. Purchase

Under certain circumstances, it may be necessary to perform an analysis of lease versus purchase alternatives to determine the most economical approach. If a lease is determined to be the most appropriate and feasible solution, the CFO be made aware and must approve in advance of requesting a P.O.

8) Minority, Women & Small Business Enterprises (MWSBE)

CHA is committed to promoting equal opportunities for all. CHA departments are encouraged to seek out MWSBE firms for participation in procurement of goods and services, even if not specifically required by statute.

9) Dividing Contract for MWSBE Participation

If economically feasible, procurements may be divided into smaller components to allow maximum participation of small and minority businesses and women business enterprises. The procurement cannot be divided to bring the cost under bid thresholds or to evade any requirements under this Policy.

10) Equal Opportunity

It is CHA policy to:

- i. Provide minorities equal opportunity to participate in all aspects of CHA contracting and purchasing, including but not limited to, participation in procurement contracts, professional and other service contracts, and construction contracts;
- ii. Prohibit discrimination against any person or business in pursuit of these opportunities on the basis of race, color, sex, religion, disability, or national origin;
- iii. Conduct contracting and purchasing in a manner that prevents any discrimination and resolves any claims of such discrimination.

11) Documentation

Documentation must be maintained by the Purchasing Agent detailing the history of all procurements. The documentation should include the procurement method used, contract type, basis for contractor selection, price, sources solicited, public notices, cost analysis, bid documents, addenda, amendments, contractor's responsiveness, notice of award, copies of notices to unsuccessful bidders or offerors, record of protests or disputes, bond documents, notice to proceed, purchase order, and contract. All documentation relating to the award of any contract must be made available to the granting agency upon request.

12) Cost Estimate

For all procurements costing \$150,000 or more, the Purchasing Agent and/or Responsible Party shall together develop an estimate of the cost of procurement prior to soliciting bids. Cost estimates may be developed by reviewing prior contract costs, online review of similar products or services, or other means by which a good faith cost estimate may be obtained. Cost estimates for construction and repair contracts may be developed by the project designer.

13) Contract Requirements

The Contract Administrator must prepare a written contract incorporating the provisions referenced in various sections of this Policy.

14) Debarment

No CHA funds, regardless of funding source, shall be awarded to or spent with a contractor included on the state or federal debarred vendors list. No contract shall be awarded to a contractor included on the state or federal debarred vendors list.

15) Debarment & Suspension of Funding

CHA shall have the discretion to exclude from participation in its procurement transactions and activities any contractor who appears on any suspended, excluded, or debarment list issued by any agency of any federal, state, or local government.

16) Contractor Oversight

The Requesting Program/Department must maintain oversight of the contract to ensure the vendor/contractor is performing in accordance with the contract terms, conditions, and specifications. This is completed by the Responsible Party.

17) Open Competition

Solicitations shall be prepared in a way to be fair and provide open competition. The procurement process shall not restrict competition by imposing unreasonable requirements on bidders, including but not limited to unnecessary supplier experience, excessive or unnecessary bonding, specifying a brand name without allowing for “or equal” products, or other unnecessary requirements that have the effect of restricting competition.

18) Buy Local – Geographical Preference

CHA has no authority to establish preferences of any kind where informal and formal bidding statutes apply. In all other instances, it is CHA’s goal to contract with vendors residing in Cabarrus County where feasible, but no contract shall be awarded on the basis of geographical preference.

J. Sale of Surplus Personal Property

To establish certain guidelines for the disposal of any obsolete, surplus, or other equipment CHA may offer for sale to the public.

- All property will normally be disposed of in one of the following ways:
 - (i) Transferred for use in another department/government entity
 - (ii) Sold immediately by sealed bid
 - (iii) Held for sale at public auction, held either by CHA or GovDeals.com
 - (iv) Destroyed due to no salvage value
 - (v) Sold to individuals, if value is less than \$5,000.00, at the discretion of the Purchasing Agent and CFO and with authorization from the CEO
- Surplus equipment such as automobiles, trucks, furniture, and other equipment are usually sold by public auction.

- All sales are made in accordance with the N.C. General Statutes that govern disposal of surplus property.
- All bidding shall be open to the general public.
- All sales by public auction and sealed bids are submitted to the CHA board for approval and are publicly advertised.
- The Finance Department collects all proceeds from all sales.

K. Purchase of Used Equipment

The purchase of used equipment is exempt from the bidding statutes. CHA may purchase used equipment at a private auction or may purchase by any means it deems appropriate. This exception does not include re-manufactured or re-furnished items, re-fabricated materials, or demonstration equipment.

L. Exceptions to Competition

Non-competitive contracts are allowed *only* under the following conditions and with the written approval of the CFO, federal agency or state pass-through agency that awarded the funds:

A. Sole Source

A contract may be awarded without competitive bidding when the item or service is available from only one source. The Contract Administrator and/or Purchasing Agent shall document the justification for and lack of available competition for the item or service. A sole source contract must be approved by the CHA Board.

B. Public Exigency

A contract may be awarded without competitive bidding when there is a public exigency. A public exigency exists when there is an imminent or actual threat to public health, safety, and welfare, and the need for the item or service will not permit the delay resulting from a competitive bidding.

C. Inadequate Competition

A contract may be awarded without competitive bidding when competition bidding is determined to be inadequate after attempts to solicit bids from a number of sources as required under this Policy does not result in a qualified winning bidder.

D. Federal Contract

A contract may be awarded without competitive bidding when the purchase is made from a federal contract available on the U.S. General Services Administration schedules of contracts if the source of funds is federal.

E. Awarding Agency Approval

A contract may be awarded without competitive bidding with the express written authorization of the federal agency or state pass-through agency that awarded the

federal funds so long as awarding the contract without competition is consistent with state law.

F. N.C. State Contract

Authorized CHA employees may utilize the State Term Contracts established by the State of North Carolina Department of Administration—Purchase and Contract Division (NC DOA—P&C) whenever possible.

When using federal funds, this option provides another resource for qualified vendors/contractors for a variety of procurement needs. Please note that when using federal funds, federal procurement laws still apply and must be regarded.

When using state/other funds, this option expedites the purchase of goods/services, offers pricing compatible with quotes received from formal and informal bids, and satisfies North Carolina General Statutes. Goods/services available do not need to be competed again when using state/other funds—they have already satisfied the competition requirements under state law. The Contract Administrator should be contacted with any questions about which goods/services may be available through State Term Contract(s).

M. Sole Source or Brand-Specific Purchases

To establish a method for *state-funded* procurements requiring a single-source purchase to meet current needs. To ensure the substantiation of such needs while adhering to state laws regulating fair bidding competition.

In the event there is only one vendor capable of providing a particular good or service, the competitive pricing procedures outlined in this policy for *state-funded* procurements may be waived by the Purchasing Agent.

**This is not applicable to procurements that use federal funds of any kind.*

- *Purchase Requisition Forms* submitted for procurements costing more than \$30,000 that designate only one vendor/supplier, brand, or model as being capable of fulfilling the requesting department's needs must be accompanied by a *Waiver of Competition Form*.
- The submitted *Waiver of Competition Form* must include a thorough justification statement within the space provided or as a separate attachment with “See Attached” indicated in the space provided.
- The justification statement must explain in detail the reason(s) why the designated source or product is solely able to meet the current need, and why no other source or product can do so.

The normal competitive pricing procedure may be waived in the following circumstances:

- A) For micro-purchases (less than \$10,000 if *federally* funded; less than \$30,000 if *state* funded). Individuals authorized to use the micro-purchase procedure must still search for best-value products before expending CHA funds.
- B) Where performance or price competition is not available.
- C) Where the needed product or service is available only from one source.
- D) Where emergency action is indicated. (Justification Statement should include details about the emergent danger to personnel or property requiring immediate action.)
- E) Where competition has been solicited but no satisfactory offer(s) received.
- F) Where standardization or compatibility is the overriding consideration, and it can only be achieved through the purchase of a unique product.
- G) Where a donation predicates the source of supply.
- H) Where personal or particular professional services are required.
- I) Where a particular medical product, service, or prosthetic appliance is needed.
- J) Where a product or service is needed for the blind or severely disabled and there are overriding considerations for its use.
- K) Where additional products or services are needed to complete an ongoing job or task.
- L) Where products are bought for “over the counter” resale.
- M) Where a particular product or service is desired for educational, training, experimental, developmental, or research work (must explain why other products/services do not meet the requesting department’s needs).
- N) Where equipment is already installed, connected, and in service, and it is determined advantageous to purchase it.
- O) Where items are subject to rapid price fluctuation or immediate acceptance.
- P) Where there is evidence of resale, price maintenance or other control price, lawful or unlawful, or collusion on the part of companies, which thwarts normal competitive procedures.
- Q) Where the amount of the purchase is too small to justify soliciting competition or where a purchase is being made and a satisfactory price is available from a previous contract.
- R) Where the requirement is for an authorized cooperative project with another governmental unit(s) or a charitable organization non-profit organization(s).
- S) Where a used item(s) is available on short notice and subject to prior sale.

N. Federal Drug Pricing Program

Establishes a method for purchasing items available under Federal Drug Pricing Program 340B under Sec. 1001 Public Health Services Act (42 USCS §300).

It is CHA’s policy to code all eligible orders purchased with 340B pricing so that managers can identify them as such. Items purchased via 340B pricing are provided only to clients served by the Title X Family Planning Program.

*This space has been intentionally left blank.
Appendices to this document begin on the following page.*

Appendix A

Purchasing Requirements Reference Chart

Federally Funded Procurements

Procurement Type	Competition Required	Contract Required?	P.O. Required?
Goods/Services			
Less than \$500	None	No	No
\$500 to \$9,999.99	None	No	Yes
\$10,000 to \$249,999.00	(2 ⁺) Quotes Required	No	Yes
\$250,000 or more	Formal Bids	No	Yes
Construction & Repair			
Less than \$500	None	No	No
\$500 to \$9,999.99	None	No	Yes
\$10,000 to \$249,999	(2 ⁺) Quotes Required	No, unless significant risk. ²	Yes
\$250,000 to \$499,999.99	Formal Bids	Yes	Yes
\$500,000 or more	Formal + Sealed Bids	Yes	Yes
Exceptions			
Cooperative Purchasing ³	None	No, unless significant risk. ²	Yes
Piggybacking ⁴	None	No, unless significant risk. ²	Yes

² Execute a contract if there are significant risks or liability concerns for CHA.

³ When using federal funds, Cooperative Purchasing programs may not be used for purchases above \$10,000.

⁴ When using federal funds, Piggybacking may not be used for purchases above \$10,000.

Appendix B

Purchasing Requirements Reference Chart

State/Other Funded Procurements

Procurement Type	Competition Required	Contract Required?	P.O. Required?
Goods			
Less than \$500	None	No	No
\$500 to \$29,999.99	None	No	Yes
\$30,000 to \$89,999.99	(2 ⁺) Quotes Required	No	Yes
\$90,000 or more	Formal Bids	No	Yes
Services			
Less than \$500	None	No	No
\$500 or more	None	No	Yes
Construction & Repair			
Less than \$500	None	No	No
\$500 to \$29,999.99	None	No	Yes
\$30,000 to \$499,999	(2 ⁺) Quotes Required	No, unless significant risk. ²	Yes
\$500,000 or more	Formal Bids	Yes	Yes
Exceptions			
Cooperative Purchasing	None	No, unless significant risk. ²	Yes
North Carolina State Contract	None	No, unless significant risk. ²	Yes
Piggybacking	None	No, unless significant risk. ²	Yes
Sole Source	None	No, unless significant risk. ²	Yes

² Execute a contract if there are significant risks or liability concerns for CHA.

³ When using federal funds, Cooperative Purchasing programs may not be used for purchases above \$10,000.

⁴ When using federal funds, Piggybacking may not be used for purchases above \$10,000.



CABARRUS
HEALTH
ALLIANCE

Cabarrus Health Alliance Board Meeting Agenda Form

Meeting Date: 06/14/2022

Name of Item: Personnel Policy Update

Submitted by: Steve Cathcart

Expected Length of Presentation: 5 minutes or less

Brief Summary:
Discuss personnel policy updates.

Requested Action:
Approval

Previous Action/Discussion on this item? If yes, explain
Yes, board approval required yearly.

Items reviewed by:
Steve Cathcart Jamie Newman Pat Kelly

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Policy Development**

Section No. Admn. 001
Page 1 of 1

Effective Date: July 1, 1997
 Revised: June 17, 2008
 Reviewed: May 12, 2009
 Reviewed: June 1, 2010
 Reviewed: June 14, 2011
 Reviewed: February 11, 2014
 Reviewed: May 12, 2015
 Reviewed: May 10, 2016
 Reviewed: August 8, 2017
 Reviewed: August 14, 2018
 Reviewed: August 13, 2019
 Reviewed: August 3, 2020
 Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish methods and guidelines to be followed by the Board and staff in the formulation and establishment of Authority Board policies.
Policy:	It is the policy of the Board to require the Chief Executive Officer to present all matters requiring policy guidance by the Board in written form. The primary responsibility for initiating policy actions rests with the Board members and the Chief Executive Officer. The guidelines identified in this policy will be followed by the Board and staff in the development of Authority Board policy.
Policy Guidelines:	<p>The following procedures will be followed by the Board in carrying out its responsibility for policy planning:</p> <ol style="list-style-type: none"> 1. All potential issues, problems, concerns (whatever the source) likely to require policy determination will be referred to the Chief Executive Officer. 2. The Chief Executive Officer will make an initial determination of whatever applicable policy exists; whether current policy is ambiguous; whether current policy is incomplete or absent. 3. The Chief Executive Officer will consider whether the issue, problem, or concern warrants policy determination at the present time. 4. The Board may request policy guidance and refer to the Chief Executive Officer to develop draft policy alternatives as well as his/her recommended policy. 5. Except in a case of an emergency the Board will follow the following steps in approving policy: <ol style="list-style-type: none"> a. Draft policy presented in written format as a consideration item at a Board meeting. b. At the next scheduled Board meeting the draft policy is presented as an action item for the Board. 6. The Chief Executive Officer is responsible for implementing the policies of the Board. 7. The Board shall review and update each administrative policy at least every four (4) years. 8. The Board has final responsibility for the establishment of Authority Policy.

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Chief Executive Officer**

Section No. Admn. 002
Page 1 of 2

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Reviewed: May 12, 2009

Reviewed: February 9, 2010

Revised: June 1, 2010

Reviewed: June 14, 2011

Reviewed: January 8, 2013

Reviewed: February 11, 2014

Reviewed: May 12, 2015

Reviewed: May 10, 2016

Reviewed: August 8, 2017

Reviewed: August 14, 2018

Reviewed: August 13, 2019

Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To state general policies which will guide the Authority in its use of a Chief Executive Officer.
Policy:	<p>It is the Board's policy:</p> <ol style="list-style-type: none"> 1. To employ a Chief Executive Officer and delegate to him/her the authority and responsibility for the overall management of the affairs of the Authority in accordance with written Board policies. In the absence of written policies, the Chief Executive Officer is guided by an application of Board intent as established in other policies and counseled where appropriate by the officers of the Board. 2. To establish a job description for the position of Chief Executive Officer, including appropriate qualifications of education, experience, personal factors, and skills. The Chief Executive Officer shall guide his/her activities by the content and spirit of the job description. 3. That the Chief Executive Officer must administer the Authority within conformance of a reasonable interpretation of North Carolina General Statutes. 4. That any agreement involving commitment or implicit intent of commitment of credit and good faith beyond a fiscal year is subject to specific prior approval of the Board. 5. That the responsibilities of the Chief Executive officer include: <ol style="list-style-type: none"> a. The implementation of programs, policies, fiscal plans. b. Performance of management functions which will assure that program services will be available, accessible, acceptable, coordinated to promote continuity of care and meeting appropriate standards. c. Delegation of authority and accountability for program functions to Authority staff who are assigned managerial responsibilities. d. Coordination of information with other governmental and private groups concerned with the planning and delivery of health and social services for which clients of the area are eligible.

CORPORATE RESOLUTION

	<ul style="list-style-type: none"> e. Performance of administrative functions which will provide accountability for funds received and expended and assure that all regulations and requirements are satisfied. Performance of these duties may be delegated to Finance Director. f. Management of Authority staff addressing such functions as recruitment, staff development, job descriptions, evaluation, termination, grievance procedures, pension and related employee benefits. g. Use of statistical and other relevant information for determining needs, planning services, monitoring staff and program activity, and evaluating the attainment of objectives. h. To present to the Board issues which may require Board policy statements. i. To approve contracts for services for amounts approved by the Board in the budget ordinance or revision. j. To approve the purchase of capital equipment approved by the Board in the budget ordinance or revision. k. To develop the organizational structure for the Authority, prepare current organizational charts, and establish lines of communication. <p>6. To evaluate the Chief Executive Officer on an annual basis. Such evaluation should be done by a committee appointed by the Chairman and this report may be added in Executive Session, if needed. The Board will establish criteria upon which such an evaluation will be necessary for a merit raise consideration.</p>
<p>Responsibility:</p>	<p>It is the responsibility of the Board to hire and terminate, if necessary, the Chief Executive Officer. It is the responsibility of the Board to at least every three years review and approve a job description for the Chief Executive Officer.</p>

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Annual Fiscal Year**

Section No. Admn. 003
Page 1 of 2

- Effective Date: July 1, 1997
- Issue Date: July 1, 1997
- Revised: June 21, 2005
July 17, 2008
- Reviewed: May 12, 2009
- Reviewed: June 1, 2010
- Reviewed: July 14, 2011
- Reviewed: January 8, 2013
- Reviewed: February 11, 2014
- Reviewed: May 10, 2016
- Reviewed: August 8, 2017
- Reviewed: August 14, 2018
- Reviewed: August 13, 2019
- Reviewed: August 3, 2020
- Reviewed: June 14, 2022

Approved: _____

Signed: _____

Background:	The Local Government Budget and Fiscal Control Act requires that the Board approve a budget ordinance prior to the start of a new fiscal year (July 1).
Purpose:	To establish methods and guidelines to be followed by the Board and Chief Executive Officer in the formulation, approval and execution for the annual fiscal plan.
Policy:	<p>It is the policy of the Authority Board that:</p> <ol style="list-style-type: none"> 1. The Chief Executive Officer shall submit to the Authority Board a proposed annual fiscal plan no later than May preceding the start of the fiscal year. The proposed plan shall delineate the types of services contracted, the vendors of service, the amount of service contracted for and the amount of funds allocated to each contract. The Board shall review and approve any contracts as outlined in the approved budget ordinance. 2. In preparing the fiscal plan the Chief Executive Officer shall ensure: <ol style="list-style-type: none"> a. expenses do not exceed revenues; b. revenue projections are conservative; c. any fund balance budgeted is clearly explained; d. any new services proposed shall correspond to the Board priorities; 3. A public hearing on the annual fiscal plan will be held prior to the plan's adoption at the June Board meeting. 4. The Authority Board will adopt a budget ordinance for the annual fiscal plan at the June Board meeting preceding the start of the fiscal year. This budget adoption shall be in conformance with the Local Governmental Budget and Fiscal Control Act.

CORPORATE RESOLUTION

Implementing the Annual Fiscal Plan

1. Following the adoption of the annual fiscal plan by the Authority Board, the Chief Executive Officer is authorized to execute contracts with vendors approved in the fiscal plan.
2. The Chief Executive Officer shall ensure that there is a positive cash flow during the fiscal year.
3. The Chief Executive Officer may expend 2% of the budget for capital equipment before needing Board approval.
4. The Chief Executive Officer shall make every effort to ensure the annual fiscal plan is administered to end with a surplus.

Revising the Fiscal Plan

1. The Authority Board delegates authority to the Chief Executive Officer to make budget revisions as needed during the year.
2. The Board may consider any other revision to the fiscal plan at any Board meeting.

Monitoring

The Board shall engage the service of a CPA auditing firm to conduct an annual fiscal and compliance audit. Such auditor shall be chosen from a bid process every three years, with an option to extend the term of award without bid process if desired.

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Fiscal Management**

Section No. Admn. 004
Page 1 of 2

Effective Date: July 1, 1997
 Issue Date: July 1, 1997
 Revised: June 17, 2008
 Reviewed: May 12, 2009
 Revised: June 1, 2010
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 Reviewed: May 12, 2015
 Reviewed: May 10, 2016
 Reviewed: August 8, 2017
 Reviewed: August 14, 2018
 Reviewed: August 13, 2019
 Reviewed: August 3, 2020
 Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To assure the development of a financial management system and to delegate authority and responsibility for the Authority's fiscal management systems.
Policy:	<p>It is the Authority's policy that a financial management system be established and that it shall be based on sound fiscal procedures. The Authority's financial management system shall incorporate:</p> <p>Accounting system:</p> <ol style="list-style-type: none"> 1. An accounting system which provides for reporting all revenue and expenditures by fund. 2. A system of maintaining financial records to allow for the determination of costs by program and service. 3. A system of providing adequate accounting reports to allow for the preparation of the Authority's financial reports. 4. A system to ensure proper administration and accounting controls over the Authority's cash disbursements. The opening of bank accounts shall be authorized by resolution of the Authority and checks shall always require two signatures by persons approved by the Authority. The Board Chairman, Board Vice-Chairman, Chief Executive Officer, and Fiscal Officer are all authorized to sign checks for the Authority. Authority checks must be counter-signed by at least two (2) of the above officials. <p>Audit:</p> <p>The Authority shall contract with a certified public accountant for an annual fiscal and compliance audit.</p>

CORPORATE RESOLUTION

	<p>Regulations: Staff must conform to all accounting rules and regulations promulgated by the Division of Health Services, the OMB Common Rule, General Accepted Accounting Principles (GAAP) and the Local Government Budget and Fiscal Control Act.</p> <p>Capital Assets:</p> <ol style="list-style-type: none"> 1. The Authority shall establish or be covered by a perpetual basis detailed inventory record system for capital equipment as defined. 2. The Authority shall take a physical inventory of equipment, as defined, on or before June 30 of each fiscal year, or, in the case of a project, grant with other than a June 30 ending date, on or before the last day of a project/grant. The results of the physical count shall be compared to the perpetual records. 3. It shall also be the policy of the Authority to investigate any loss, damage or theft of property. 4. Adequate preventive maintenance procedures shall be performed and related records documenting such maintenance shall be maintained. Any major repairs will also be documented noting mileage/utility factors at the time of repair, cost of repair, and detailed description of the repair. <p>Purchasing: It shall be the Authority's policy to place all purchase orders on the basis of the Authority Purchasing Policy.</p> <p>Record Retention: It is the Authority's policy that a record retention schedule be established in compliance with the OMB Common Rule, General Statutes and Division Regulations.</p>
Policy Guidelines:	<p><u>Authority:</u> The Authority shall be responsible for engaging a certified public accountant to annually review the Authority's financial management system and reporting such a review to the Authority.</p> <p><u>Director:</u> The Chief Executive Officer shall assure the implementation of the Authority's financial management system including its compliance with all applicable laws, rules, and regulations. The Chief Executive Officer shall ensure that the capital asset and purchasing policy is adhered to.</p> <p><u>Program Managers:</u> It shall be the responsibility of the supervisor of the program producing the records/documents to ensure that the retention schedule is adhered to.</p>

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Public Relations and Information**

Section No. Admn. 005
Page 1 of 1

Effective Date: July 1, 1997
 Issue Date: July 1, 1997
 Reviewed: May 12, 2009
 Revised: June 1, 2010
 Reviewed: June 14, 2011
 Reviewed: January 8, 2013
 Reviewed: February 11, 2014
 Reviewed: May 10, 2016
 Reviewed: August 8, 2017
 Reviewed: August 14, 2018
 Reviewed: August 13, 2019
 Reviewed: August 3, 2020
 Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish guidelines for informing the public of the functions and activities of the Authority and to enhance public understanding of the Authority.
Policy:	<p>It is the Board's policy</p> <ol style="list-style-type: none"> 1. To keep residents and individuals employed in the service area regularly and thoroughly informed about the Authority through all possible channels of communication. Information about Authority services and how to acquire them and about regular and special activities of the Board will be provided to local and county-wide media both directly and through cooperation with the Health Alliance Board of Commissioners. 2. To protect information gathered from Authority clients to the maximum extent provided for under the law. 3. To prohibit representatives of the news media to photograph clients unless the client or guardian gives written consent. 4. In instances when there is some type of emergency, i.e. client injury or death, damage to property, etc., only the Chairman of the Board or Chief Executive Officer is the official spokesman of the Authority.
Responsibilities:	<p><u>Board:</u></p> <p>The Board shall be responsible for the following:</p> <ol style="list-style-type: none"> 1. Providing leadership for and support to all efforts to provide information to the community. 2. Delegating responsibility to the Chief Executive Officer for assuring adequate information flow to the community. <p>Chief Executive Officer:</p> <p>The Chief Executive Officer shall be responsible for providing information to the community under the direction of this policy.</p>

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: NOTIFICATION OF PUBLIC HEALTH AUTHORITY BOARD OF COMMISSIONERS IN THE EVENT OF A PUBLIC HEALTH EMERGENCY

Section No. Admn. 005a
Page 1 of 1

- Effective Date: July 1, 2009
- Issue Date: June 9, 2009
- Reviewed: June 1, 2010
- Reviewed: June 14, 2011
- Reviewed: January 8, 2013
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- Reviewed: May 12, 2015
- Reviewed: May 10, 2016
- Reviewed: August 8, 2017
- Reviewed: August 14, 2018
- Reviewed: August 13, 2019
- Reviewed: August 3, 2020
- Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	The Cabarrus Health Alliance plays a major role in all aspects of communication involving a public health emergency through its Health Alert Network, Risk Communication, and other public health information dissemination mechanisms. Communication to the members of the Cabarrus Health Alliance Board regarding public health emergency is another vital element of the communication plan.
Policy:	<p>The CEO/Public Health Director of the Cabarrus Health Alliance or his designee will speak with the Board Chair to determine what and when information needs to go out to the Board members and how best to communicate that information depending on the event/situation.</p> <p>The CEO/Public Health Director or designee may communicate with Cabarrus County Public Health Authority Board of Commissioners members by phone or e-mail, as appropriate to the situation. The Cabarrus County Public Health Authority Board of Commissioners group e-mail will be utilized to keep Board members notified/updated during events. These updates will be short, concise bulleted points as to the situation and what Cabarrus Health Alliance is doing in response.</p> <p>The Cabarrus County Public Health Authority Board of Commissioners will receive press releases in the event of a public health emergency prior to, or at the time they are released to the public.</p>
Responsibilities:	<p>Cabarrus County Public Health Authority Board of Commissioners members are free to speak to media, as long as they make it known they are not speaking as an official representative of Cabarrus Health Alliance, but as a public citizen.</p> <p>The exception would be if a Cabarrus Health Alliance Board member is officially delegated to speak on behalf of Cabarrus Health Alliance by the CEO/Public Health Director.</p>

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Conflict of Interest**

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Reviewed: May 12, 2009

Revised: June 1, 2010

Reviewed: June 14, 2011

Reviewed: September 13, 2011

Reviewed: January 8, 2013

Reviewed: February 11, 2014

Reviewed: May 12, 2015

Reviewed: May 10, 2016

Reviewed: August 8, 2017

Reviewed: August 14, 2018

Reviewed: August 13, 2019

Reviewed: August 3, 2020

Reviewed: June 14, 2022

Section No. Admn. 006
Page 1 of 1

Approved: _____

Signed: _____

Purpose:	To delineate instances where staff and/or Cabarrus County Public Health Authority Board of Commissioners members may have a conflict of interest.
Policy:	<p>It is the policy of the Board:</p> <ol style="list-style-type: none"> 1. No paid staff members of the Cabarrus Health Alliance shall serve as a member of the Cabarrus County Public Health Authority Board of Commissioners. 2. No paid staff member of the Board shall be on the Board of any incorporated affiliate agency*. 3. No paid staff member of any affiliate agency may serve on the Board of another affiliate agency without prior approval of the Board. 4. Any Board member who is on the Board of an affiliate agency must abstain from any voting on any funding allocation to the particular affiliate agency. 5. No paid staff member of the Board may place Board business with a financial entity in which the staff member has a financial interest. 6. No member of the Board shall violate the provision of North Carolina General Statute 14-234** or any other law or regulation prohibiting conflict of interest. <p>* Affiliate Agency - An Organization/agency that is related to another organization/agency through some type of control or ownership or structural relationship with each other.</p> <p>**NC General Statute in Policy #6 should reference 131E-21 which applies to a hospital authority, in addition to NCGS 14-234.</p>

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Fund Management**

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Revised: June 17, 2008

Reviewed: May 12, 2009

Reviewed: June 1, 2010

Reviewed: June 14, 2011

Reviewed: January 8, 2013

Revised: February 11, 2014

Reviewed: May 12, 2015

Reviewed: May 10, 2016

Reviewed: August 8, 2017

Reviewed: August 14, 2018

Reviewed: August 13, 2019

Reviewed: August 3, 2020

Reviewed: June 14, 2022

Section No. Admn. 007
Page 1 of 1

Approved: _____

Signed: _____

Purpose:	To assume the development of a fund management system and to delegate authority for the Authority's financial management system.
Policy:	<p>It is the Authority's policy that a fund management system be established and that it shall be based on sound fund management procedures. The Authority's financial management system shall incorporate:</p> <ul style="list-style-type: none"> A. All surplus funds (funds in excess of current operating expenses) shall be deposited in the North Carolina Capital Management Trust. This is a money market mutual fund offered exclusively to local governmental units in North Carolina. This trust has been certified by the North Carolina Local Government Commission as a legal investment for temporarily available cash. B. Current operating funds (those expected to be utilized in 90 days or less) may be deposited in short term collateralized Certificate of Deposit accounts (which are approved by the Local Government Commission) and in commercial paper graded at least A1P1.
Responsibility:	The Chief Executive Officer shall be responsible for insuring compliance with the fund management policy of the Authority.

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Compensation for Board Members**

Section No. Admn. 008

Page 1 of 1

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Reviewed: May 12, 2009

Reviewed: June 1, 2010

Reviewed: June 14, 2011

Reviewed: January 8, 2013

Reviewed: February 11, 2014

Reviewed: May 12, 2015

Reviewed: May 10, 2016

Reviewed: August 8, 2017

Reviewed: August 14, 2018

Reviewed: August 13, 2019

Reviewed: June 14, 2022

Approved: _____

Signed: _____

Background:	<ol style="list-style-type: none">1. Board members may receive as compensation for their services per diem and subsistence allowance for each day during which they engaged in the official business of the Board and they shall not exceed those rates authorized for Authority employees.2. Board members may be reimbursed for all necessary travel expenses and registration fees in amounts set by the Board.
Policy:	<ol style="list-style-type: none">1. Due to the frequent, ongoing requests of the Board Chairman to travel to Cabarrus Health Alliance in order to execute required documents to ensure timely processing and state requirements for deadlines, the Board Chairman may request a stipend of \$100/month to cover time and travel. <p>*Effective May 10, 2016</p>

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Board Attorney**

Section No. Admn. 009
Page 1 of 1

Effective Date: July 1, 1997
 Issue Date: July 1, 1997
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 Reviewed: May 12, 2015
 Reviewed: May 10, 2016
 Reviewed: August 8, 2017
 Reviewed: August 14, 2018
 Reviewed: August 13, 2019
 Reviewed: August 3, 2020
 Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish the Board's guidelines for the use of an attorney and the management of legal issues.
Policy:	<p>It is the policy of the Board to retain the services of an attorney to provide advice and services to both Board and staff.</p> <p>The following are the responsibilities of the Board attorney:</p> <ol style="list-style-type: none"> 1. Advise the Board on all legal issues presented to the Board. 2. Initiate any legal action authorized by the Board. 3. Review and approve all prototype* contracts used by the Authority to contract for services and provide advice regarding the execution of each contract when needed. 4. Review and approve contracts relating to insurance, fringe benefits, preferred provider status and any other major business contracts of the Authority. 5. Advise staff on legal issues surrounding client care. 6. Other duties as required by the Board. <p>*prototype contracts are purchase of service and total cost contracts that are used with multiple affiliate agencies.</p>

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Board Governance Philosophy**

Section No. Admn. 010

Page 1 of 1

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Reviewed: May 12, 2009

Reviewed: June 1, 2010

Reviewed: June 14, 2011

Reviewed: January 8, 2013

Reviewed: February 11, 2014

Reviewed: May 12, 2015

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Reviewed: August 8, 2017

Reviewed: August 13, 2019

Reviewed: August 3, 2020

Reviewed: June 14, 2022

Approved: _____

Signed: _____

Board Policy on Governance Philosophy

The Authority fully realizes that it is responsible for how it governs the organization. The Board is responsible for meeting attendance, the agenda, and the capability to envision the future.

This Board will approach its task of governing the organization in a manner which emphasizes strategic leadership more than administrative details, clear distinction of Board and staff roles, future rather than past or present, and productivity rather than reactivity. In this spirit, the Board will:

1. Keep its major focus and involvement on the long term impact of the organization, not with the administrative or programmatic means of attaining these impacts.
2. Direct, control, and inspire the organization through the careful deliberation and establishment of policies. Policies will be statements of values or approaches which address:
 - a) The services to be offered;
 - b) Administrative constraints on staff;
 - c) Board roles and responsibilities;
 - d) The Board/staff relationship
3. Enhance upon itself whatever discipline is needed to govern with excellence. Discipline will apply to attendance, policy making, respect of clarified roles, speaking with one voice, and self-policing of Board tendencies to stray from rigorous governance.
4. Be accountable to the general public and the County Commissioners for competent, conscientious, and effective accomplishment of its obligations as a body. It will allow no officer, individual, or Committee to usurp the role of the Board.
5. Be an initiator of policy and responsible for its own performance.
6. Evaluate the performance of the Chief Executive Officer on an annual basis.
7. Monitor its approved policies.
8. Issues presented to the Board should be discussed in the following content:
 - a) What policies are represented here?
 - b) How do these proposed actions relate to previous policies adopted by the Board?

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Payroll Administration**

Section No. Admn. 011

Page 1 of 1

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Reviewed: May 12, 2009

Reviewed: June 1, 2010

Reviewed: June 14, 2011

Reviewed: January 8, 2013

Reviewed: February 11, 2014

Reviewed: May 12, 2015

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Reviewed: August 8, 2017

Reviewed: August 14 2018

Reviewed: August 13, 2019

Reviewed: August 3, 2020

Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish a policy to be followed in the administration of the payroll system.
Policy:	It is the policy of the Authority to pay all employee payroll checks through direct deposit.
Policy Guidelines:	The following procedures will be followed in carrying out the payroll policy. <ol style="list-style-type: none">1. All employees will be paid every two weeks.2. All employees will be paid by direct deposit through the bank of their choice.

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Solicitation Policy**

Section No. Admn. 012
Page 1 of 1

Effective Date: July 1, 1997
 Issue Date: July 1, 1997
 Reviewed: May 12, 2009
 Revised: June 1, 2010
 Revised: January 8, 2013
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 Reviewed: May 12, 2015
 Reviewed: May 10, 2016
 Reviewed: August 8, 2017
 Reviewed: August 14 2018
 Reviewed: August 13, 2019
 Revised: August 13, 2019
 Revised: August 3, 2020
 Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish a policy to be followed regarding solicitation.
Policy:	Soliciting to sell, actual sales or requests for donations, is prohibited on Cabarrus Health Alliance property unless otherwise approved by the Chief Executive Officer.
Policy Guidelines:	<p>The Cabarrus Health Alliance does recognize the importance of voluntary support of charitable non-profit organizations within the community and will consider approving their fund-raising activities as exemptions to this general policy. This includes:</p> <ol style="list-style-type: none"> 1. Individual employee solicitations such as school fundraisers and club/organizational fundraisers may be exempt. In these cases, employees cannot solicit, distribute, be solicited or receive goods during normal working hours. Such approved activities may be conducted in non-public areas after normal working hours or during authorized meal and break periods. A designated non-public area within the Alliance office may be used to display/post announcements for employees. 2. The Chief Executive Officer may approve such exemptions under the above guidelines. A list of currently exempted organizations, activities, and funds will be maintained within the Administrative Office. 3. Sale flyers, restaurant menus and other like sales materials may be posted in the designated non-public area within the Alliance office (see #2 above). 4. There will be no posting of commercial advertisements on Cabarrus Health Alliance property. Exemptions may be approved by the Chief Executive Office (see #4 above).

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Incurred But Not Reported (IBNR) Expenses**

Section No. Admn. 013

Page 1 of 1

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Reviewed: May 12, 2009

Reviewed: June 1, 2010

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Reviewed: August 8, 2017

Reviewed: August 14 2018

Reviewed: August 13, 2019

Reviewed: August 3, 2020

Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish a policy to be followed to allow for reimbursement for incurred but not reported expenses.
Policy:	The Alliance recognizes and appreciates the fact that staff sometimes uses their own cash resources to pay for expenses on behalf of the Alliance. In the spirit of integrity and honesty it is the Alliance policy to reimburse these expenses as soon as possible.
Policy Guidelines:	<p>To insure that funds will be available to reimburse these expenses as part of the ongoing budget process it is <u>required</u> that employees request reimbursement no later than 30 days after incurring an expense, with proper documentation. Failure to adhere to this policy may result in a decision to deny reimbursement.</p> <p>Responsibility for implementation:</p> <ol style="list-style-type: none"> 1. Staff person 2. Supervisor 3. Chief Financial Officer

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Fleet Policy**

Section No. Admn. 014
Page 1 of 1

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Revised: June 17, 2008

Reviewed: May 12, 2009

Revised: June 1, 2010

Reviewed: June 14, 2011

Reviewed: January 8, 2013

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Reviewed: May 12, 2015

Reviewed: May 10, 2016

Reviewed: August 8, 2017

Reviewed: August 14 2018

Reviewed: August 13, 2019

Revised: August 13, 2019

Revised: August 3, 2020

Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish a policy to clearly define standard operating procedures for use, care, and maintenance of Health Alliance owned vehicles.
Policy Guidelines:	<p>The following guidelines are established to regulate the use of Health Alliance vehicles in the performance of their duties.</p> <p><u>Use of Alliance Owned Vehicles</u></p> <p>A. Permitted Uses</p> <ol style="list-style-type: none"> 1. Only Alliance employees or drivers authorized by departments may drive or operate Alliance vehicles and equipment. 2. Alliance owned vehicles shall be used for official Health Alliance business only. 3. No passengers will be permitted unless they are on official Health Alliance business. <p>B. Driver Requirements</p> <ol style="list-style-type: none"> 1. Each driver of any Alliance owned vehicle must have a valid North Carolina operator's license. Alliance employees who are drivers of vehicles weighing more than 26,000 pounds or a vehicle carrying sixteen or more passengers, must have a valid Commercial Class B license with a passenger endorsement. 2. Employees will be responsible for any vehicle or equipment assigned to them. 3. Employees driving Alliance vehicles are required to obey all traffic laws including wearing seat belts in compliance with seat belt laws. 4. Cabarrus Health Alliance will not pay traffic tickets or parking fines of employees driving Alliance owned vehicles, nor will the Alliance pay if the employee is authorized to use their personal vehicle on Alliance business. Employees found guilty of a moving violation may be subject to disciplinary action by their supervisor.

CORPORATE RESOLUTION

5. Employee driving record must meet the safe driver requirements of the Cabarrus Health Alliance auto liability carrier.

C. Vehicle Assignment

1. Alliance vehicles are normally assigned to an individual at the start of their work period and are the employee's responsibility until the completion of the assigned work period.
2. An Alliance vehicle may be assigned to an individual employee who regularly requires vehicular transportation in the performance of his assigned duties and responsibilities and requires the use of the vehicle during off duty time. The assignment may be of a permanent nature or for a specified time period, such as a week of on-call duty.
3. During vacation periods or leaves of absences, an employee who is assigned a vehicle on a permanent basis, will turn the vehicle into their department or Fleet Manager.

D. Personal Use of Alliance Vehicles

1. No employee may use the vehicle assigned to him or her for personal business.
2. When the vehicle is not being used for Alliance business purposes, it is to be kept on the premises of Cabarrus Health Alliance except as specifically exempted by the Chief Executive Officer.
3. No Alliance vehicle will be allowed to be driven to an employee's home unless the employee is subject to frequent and emergency duty after normal working hours. Exceptions to this policy will be made with the approval of the Chief Executive Officer.
4. An employee's title or position will not be regarded as justification for taking an Alliance vehicle home; rather, justification is to be based on the above criteria without regard to official capacity.

Accident Policy

Regardless of the situation, the following procedures must be followed in the event of an accident:

1. Immediate notification of proper law enforcement agency for accident investigation and report.
2. Notification of Fleet Manager within same business day.
3. Immediate notification of the Chief Executive Officer and/or delegate of the Alliance and immediate supervisor.
4. It is necessary to prepare a Cabarrus Health Alliance Accident Report. The Alliance Accident Report Forms are located in the glove box of each vehicle. This report must be completed legibly or the information called into the Human Resources Department. This report along with one copy of the law enforcement agency report, should be submitted to Human Resources.
5. Complete an Occurrence Report, if there were any personal injuries, and submit to Human Resources.
6. The above forms are required to be filed within 3 business days of an accident. Failure to file the proper reports can result in loss of vehicle driving privileges, suspension, demotion or dismissal.
7. The Fleet Manager will secure damage repairs estimates and submit to Human Resources within 72 hours of the accident.

CORPORATE RESOLUTION

Operation and Care of Health Alliance Vehicles

A. Cleaning of Vehicles

1. Vehicles must be kept clean at all times. It is the assigned driver's obligation and responsibility to maintain the vehicle in clean condition.
2. Car washes and other appearance conditions are the responsibility of the driver assigned a car on a permanent basis. Fleet Manager will be responsible for periodic washes of cars assigned to fleet pool.

B. Maintenance of Vehicles

1. A vehicle number will be assigned by the Fleet Manager and affixed to the left rear window.
2. Each employee assigned an Alliance owned vehicle is responsible for making an appointment and insuring periodic maintenance of the vehicle. The driver is obligated to schedule the appointment when the vehicle mileage is within 500 miles of the next service, which is indicated on the red bordered sticker on the inside of the driver's door.
3. Repairs other than scheduled maintenance which are non-safety or non-essential must be submitted on a maintenance request form and require approval of Environmental Health Director or Fleet Manager.
4. Emergency repairs during normal working hours will be completed by an approved garage /service center.
5. For afterhours repairs, call Fleet Manager.
6. Necessary action will be taken (wrecker called, etc.) as Fleet Manager Requests.
7. Gas cards for fuel sites are issued to each vehicle by Fleet Manager. Gas cards are to stay with the vehicle, not with the driver.
8. Special equipment installed on the vehicle, such as fire extinguisher, flashlights, gas cards, and first aid kits, must stay within that vehicle at all times. Drivers are responsible for security of these items.
9. Fleet Manager will arrange the installation of snow tires and chains, as needed or required, by request of CEO.
10. The following items are the responsibility of the driver, if permanently assigned a car, to be replaced or repaired by outside services, unless otherwise specified by the Fleet Manager. Dealers which offer the State Contract price for tires will be used, if applicable.
 - a. Replacement tires
11. The Fleet Manager will schedule other outside work unless specified otherwise (i.e. suspension alignment, upholstery repair, warranty work, exhaust system repair, etc.). It is the driver's responsibility, if permanently assigned a car, to have the vehicle at the contracted service at the designated time and to also pick up the vehicle when finished.
12. The Cabarrus Health Alliance is not responsible for personal items which are lost or stolen when the vehicle is serviced.
13. Warranty booklet, tag registration cards, state inspection certificate and owner's manuals must remain in the vehicle's glove compartment at all times.

CORPORATE RESOLUTION

	<p>14. No employee is authorized to alter any <u>equipment installed in a vehicle</u>.</p> <p>C. Vehicle Replacement</p> <ol style="list-style-type: none">1. Vehicles may be replaced at 100,000 miles, or at Fleet Manager's request.2. Mileage for trucks will not be used, only vehicle mechanical condition will warrant replacement, or as Fleet Manager requests. <p>During the annual budget process, the Fleet Manager will determine if a vehicle is to be removed from service. The Fleet Manager will send a written recommendation to the Chief Operating Officer with a copy to the Chief Financial Officer when it is determined to remove vehicles from service.</p>
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CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Provision of Agency Vehicles**

Section No. Admn. 015

Page 1 of 1

Effective Date: March 1, 2000

Issue Date: March 1, 2000

Revised: June 17, 2008

Reviewed: May 12, 2009

Revised: June 1, 2010

Reviewed: June 14, 2011

Reviewed: January 8, 2013

Reviewed: January 8, 2013

Reviewed: February 11, 2014

Reviewed: May 12, 2015

Reviewed: May 10, 2016

Reviewed: August 8, 2017

Reviewed: August 14 2018

Reviewed: August 13, 2019

Reviewed: August 3, 2020

Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish guidelines for the purchase and provision of agency vehicles.
Policy:	<p>To establish guidelines for the purchase and provision of agency vehicles.</p> <p>It is the policy of this board to provide a mid-sized vehicle (or the equivalent dollar amount in a monthly car allowance for the Chief Executive Officer, and other employees, who travel more than 1,000 miles per month or require an agency vehicle for official business.</p> <p>The Chief Executive Officer must follow these principles in implementing this policy:</p> <ol style="list-style-type: none"> 1. Vehicle must be no larger than a mid-sized vehicle as defined by the State of North Carolina purchasing contracts. 2. If the Chief Executive Officer or other appointed employee elects a monthly travel allowance, the allowance must be based on an annual cost of a mid-sized vehicle. The real cost is to be determined by the Chief Financial Officer. 3. Purchased vehicles may be considered for trade or provided as motor pool vehicles after 100,000 miles. 4. The Chief Executive Officer shall report to the Board every June under this policy if provided a vehicle.

CORPORATE RESOLUTION

Public Health Authority of Cabarrus County

Subject: **Fee Policy**

Section No. Admn. 016
Page 1 of 1

Effective Date: July 1, 1997

Issue Date: July 1, 1997

Revised: May 16, 2000
June 17, 2008

Reviewed: May 12, 2009

Revised: June 1, 2010

Reviewed: June 14, 2011

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Reviewed: February 11, 2014

Reviewed: May 12, 2015

Reviewed: May 10, 2016

Reviewed: August 8, 2017

Reviewed: August 14 2018

Reviewed: August 13, 2019

Reviewed: August 3, 2020

Reviewed: June 14, 2022

Approved: _____

Signed: _____

Purpose:	To establish a methodology to be followed by the Alliance Board and the Chief Executive Officer in the formulation, approval, and execution of establishing new fees for new services, and the establishment of new fees for existing services.
Policy Guidelines:	<ol style="list-style-type: none"> 1. New fees for new or existing services can be set at any time. The fees will be determined by studying the cost of providing the service current UCR (usual, customary, reasonable) rates, Medicare and Medicaid rates, market rates, and insurance carrier reimbursement rates. The fees will be effective the date the service is provided. The Alliance Board does not have to review new fees; however, the Alliance Board can review all fees at any given time and also a Geographic Adjustment Factor (GAF) and/or Customized Fee Analyzer may be used to determine charges. 2. Fee increases/decreases are to be in place by October 1 of any given year. 3. The Chief Executive Officer, as delegated to the Chief Financial Officer, has the authority to deviate from this standard. Should this occur, a cost analysis of the given fee(s) in question must be available 4. The Alliance Board may review and change this policy from time to time. The Board of Commissioners does not have to approve Alliance fees.
Responsibility:	Responsibility for this policy is given to the Chief Executive Officer who may delegate it to the Chief Financial Officer.

CABARRUS HEALTH ALLIANCE

SUBJECT: Cabarrus County Public Health Authority Board of
Commissioners Operating Procedures

EFFECTIVE DATE: April 8, 2008

DATE OF LAST REVIEW: February 14, 2012; January 8, 2013, February 11, 2014, May 12, 2015,
May 10, 2016, August 8, 2017, August 14, 2018, February 11, 2020,
June 14, 2022

REVISIONS: February 14, 2012; January 8, 2013, June 14, 2022

Name and Office

The name of this organization is the Cabarrus County Public Health Authority and the governing body is the Cabarrus County Public Health Authority Board of Commissioners (hereinafter 'Board'). The principal office of the Board is located at 300 Mooresville Road, Kannapolis, North Carolina 28081.

Officers

- a. Chair
- b. Vice-Chair

The Board members shall elect a Chair and Vice-Chair by majority vote each year at the June meeting.

Secretary

The local health director shall serve as Secretary to the Board, but the director is not a member of the Board. The local health director may delegate the duties of the Secretary that are set forth in these operating procedures to an appropriate local health department employee (Clerk to the Board).

Meetings

c. Regular Meetings

The Board shall hold regular meetings at least six times per year. Regular meetings shall be held on Tuesday evenings, and shall be held in the Board Room of Cabarrus Health Alliance, 300 Mooresville Road, Kannapolis, North Carolina, and shall begin at 5:30 p.m.

d. Agenda

The Clerk to the Board shall prepare an agenda for each meeting. Any board member who wishes to place an item of business on the agenda shall submit a request to the Clerk at least ten working days before the meeting. For regular meetings, the Board may add items to the agenda or subtract items from the agenda by a majority vote. The agenda for a special or emergency meeting may be altered only if permitted by and in accordance with the North Carolina open meetings laws.

Any person may request that an item be placed on the Board agenda by submitting a written request to the Clerk at least ten working days before the meeting.

e. Presiding Officer

The Chairman of the Board shall preside at Board meetings if he or she is present. If the chair is absent, the vice-chair shall preside.

Quorum

A majority of the actual membership of the Board, excluding vacant seats, shall constitute a quorum. A member who has withdrawn from a meeting without being excused by a majority vote of the remaining members shall be counted as present for purposes of determining whether or not a quorum is present.

f. Voting

Each Board member shall be permitted to abstain from voting, by so indicating when the vote is taken. A member must abstain from voting in cases involving conflicts of interest as defined by North Carolina law. If a member has withdrawn from a meeting without being excused by a majority vote of the remaining members, the member's vote shall be recorded as an abstention.

g. Minutes

The Clerk to the Board shall prepare minutes of each Board meeting. Copies of the minutes shall be made available to each Board member before the next regular Board meeting. At each regular meeting, the Board shall review the minutes of the previous regular meeting as well as any special or emergency meetings that have occurred since the previous regular meeting, make any necessary revisions, and approve the minutes as originally drafted or as revised. The public may obtain copies of Cabarrus County Public Health Authority Board of Commissioners meeting minutes from the Board Clerk at 300 Mooresville Road, Kannapolis North Carolina, once they are approved by the Board.

Amendments to Operating Procedures

These operating procedures may be amended at any regular meeting or at any properly called special meeting that includes amendment of the operating procedures as one of the stated purposes of the meeting. A quorum must be present at the meeting at which amendments are discussed and approved, and any amendments must be approved by a majority of the members present at the meeting.

1. Other Procedural Matters

The Board shall refer to the current edition of *Robert's Rules of Order Newly Revised* to answer procedural questions not addressed in this document, so long as the procedures prescribed in *Robert's Rules of Order Newly Revised* do not conflict with North Carolina law.

2. Compliance with North Carolina Law

In conducting its business, the Board shall comply with all applicable North Carolina laws, including but not limited to open meetings laws, public records laws, and the laws setting forth the powers and duties of local boards of health. To assist the Board in compliance, the local health director shall maintain a current copy of relevant North Carolina General Statutes and make them available to Board members on request.

Adopted by the Cabarrus County Public Health Authority Board on April 8, 2008, and reviewed and adopted by the Board on June 14, 2022.

Lara J. Pons, MD, Chairperson
Cabarrus County Public Health Authority
Board of Commissioners

Raquesha B. Franklin, Clerk
Cabarrus County Public Health Authority
Board of Commissioners

Cabarrus Health Alliance Growth

- The number of CHA staff has grown by 21% since January 2020 (pre-pandemic)
- The growth required leadership to secure temporary, additional space for staff
- Creamery Location secured in April 2022
 - First Floor
 - Community Health Workers
 - Case Managers
 - Community focused grant programs
 - Second Floor
 - Behavioral Health
- Leases are for three (3) years ending January 2025



Locations		# of Staff	
		2020	Current
	CHA Kannapolis	156	155
	Dream Center: Dental & WIC	30	30
	Youth Development Center (Stonewall Jackson)	5	7
	Creamery – Community Health (1 st floor)	0	32
	Creamery – Behavioral Health (2 nd floor)	0	5
	School Health – at 44 sites across the county	42	48
	Contracted staff (non school health)		5
Total		233	282

**THE OLD CREAMERY
AT CHURCH AND PEACHTREE**

LEASE

THIS LEASE AGREEMENT (this “Lease” or “Agreement”), made and entered as of May __, 2022 (the “Effective Date”) by and between **THE CREAMERY CONCORD, LLC**, a North Carolina limited liability company, d/b/a THE OLD CREAMERY (the “Landlord”) and **PUBLIC HEALTH AUTHORITY OF CABARRUS COUNTY** d/b/a Cabarrus Health Alliance (the “Tenant”).

Landlord and Tenant intending to be legally bound, hereby agree as follows:

ARTICLE ONE. PREMISES

1.1 Subject to the terms and conditions hereinafter set forth, Landlord hereby leases to Tenant, and Tenant hereby rents from Landlord Suite #240, as shown on the diagram in Exhibit A hereto (the “Demised Premises”), along with joint use with other tenants of the Shared Break, the Shared Reception & Data Closet, and the Shared Conference (collectively, the “Shared Space”) also shown in the diagram on Exhibit A, located in THE OLD CREAMERY, a retail and office development located at 363 Church Street North in Concord, Cabarrus County, North Carolina (“The Old Creamery” or “Building”). The Demised Premises contain approximately 1,594 Rentable Square Feet, inclusive of its share of Common Area and Shared Space (as hereinafter defined).

1.2 The Tenant, its agents, customers, employees and invitees shall have the joint right of use with the Landlord and other tenants of The Old Creamery to the Common Area, as defined in Article Five, as well as the “Shared Space”, but subject to the terms and conditions hereof and of any reasonable rules and regulations promulgated by Landlord.

ARTICLE TWO. TERM

2.1 The original term of this Lease (the “Term”) shall begin on the Effective Date of this Lease (the “Commencement Date”) and shall expire at midnight on January 31, 2025 (the “Expiration Date”), unless sooner terminated as provided in this Lease. The Rent Commencement Date shall be June 1, 2022.

2.2 Possession of the Demised Premises shall be delivered to Tenant on the Commencement Date, and Tenant’s occupancy of the Demised Premises shall be deemed presumptively to establish that the Demised Premises and The Old Creamery are in good and satisfactory condition and suitable for Tenant’s Permitted Use, as of the Commencement Date, unless otherwise agreed in writing.

2.3. As used in this Lease and unless otherwise required or permitted by context, “Term” shall mean the original Term as extended by any Extension in accordance with this Lease.

ARTICLE THREE. ANNUAL RENT

3.1 Beginning on the Rent Commencement Date and continuing throughout the Term of this Lease, Tenant will pay to Landlord, as rent for the Demised Premises, the Annual Rent. The payment of Annual Rent shall commence on the Rent Commencement Date in the amount of \$38,400 annually, payable in monthly installments of \$3,200 (the "Monthly Rent"). Beginning on the first anniversary of the Rent Commencement Date, the Annual Rent shall escalate by the greater of 1) three percent (3%) or 2) the percentage increase (but not any decrease) in the numerical index of the "Consumer Price Index for All Urban Consumers" (1982-1984 = 100) published by the Bureau of Labor Statistics of the United States Department of Labor ("CPI") for the immediately preceding twelve (12) month period over the amount then payable hereunder.

3.2 The Annual Rent shall be paid in equal monthly installments due and payable to Landlord in advance on the first day of each month at 805 Trade Street NW Suite 102, Concord, NC 28027, or at such other place as the Landlord may direct in writing. Annual Rent for any partial month shall be prorated on a daily basis, and if the Rent Commencement Date occurs on other than the first day of a month, rent for the partial, first month shall be due on the Rent Commencement Date.

3.3 Late Charges. If Landlord fails to receive full rental payment within ten (10) days after it becomes due, Tenant shall pay Landlord, as additional rental, a late charge equal to \$50.00 or five percent (5%) of the overdue amount, whichever is greater, for each month or partial month that the full payment has not been received by Landlord, plus any actual bank fees incurred for dishonored payments. The parties agree that such a late charge represents a fair and reasonable estimate of the cost Landlord will incur by reason of such late payment.

3.4 Advanced Rent. Intentionally deleted.

3.5 Security Deposit. Tenant, contemporaneously with the execution of this Lease, will deposit with Landlord the sum of \$3,200, as a security deposit, pursuant to Article Twenty-Four (the "Security" or "Security Deposit").

ARTICLE FOUR. TAXES

4.1 Real Estate Taxes. Landlord shall pay, in a timely manner, all real estate taxes, which shall include any and all ad valorem property taxes and assessments, both general and special, recurring and non-recurring, levied or assessed by any taxing authority having jurisdiction over The Old Creamery, against the land, buildings and all other improvements now or subsequently on and within The Old Creamery, together with any and all expenses incurred by Landlord, in negotiating, appealing or contesting such taxes and assessments.

4.2 Personal Property Taxes and Fees. Tenant shall pay, in a timely manner, all operating license fees for the conduct of its business and ad valorem and other taxes levied upon its trade fixtures, personal property, inventory and stock of merchandise. If such taxes are unpaid and are a lien upon the Demised Premises, said obligation of Tenant shall survive any termination

or expiration of this Lease and shall continue until the applicable taxing authority removes such lien.

4.3 In the event that Tenant's unpaid taxes become a lien upon the Demised Premises, Landlord shall have the right, but not the obligation, to make payment on behalf of Tenant, and such payment shall be deemed to be Additional Rent due for the month in which the taxes are paid, and shall become due and payable upon ten (10) days written notice to Tenant evidencing such payment by Landlord.

ARTICLE FIVE. COMMON AREA

5.1 Common Area. The term Common Area means all areas and facilities outside the Demised Premises and within The Old Creamery exterior boundaries, as more particularly illustrated by the hatched area in Exhibit B. The Common Area is provided and designated by Landlord from time-to-time for the general use and convenience of Tenant and of other tenants of The Old Creamery and their respective authorized representatives, invitees, agents, guests and customers. Landlord provides and designates the following spaces as Common Area: pedestrian walkways, landscaped areas, sidewalks, service corridors, restrooms located on and accessed by common corridors, decorative walls, through-ways, building stairwells, elevator, loading areas, parking areas, roads and accesses, which are located within the Building in which the Demised Premises are located or adjacent to and necessary for the convenient use of the Demised Premises and the premises occupied by other tenants. The Common Area specifically excludes the open courtyard, which Landlord will maintain and use at its discretion and may, from time to time, use or lease for private functions. The Common Area is provided as an accommodation, and Landlord reserves the right to change, reconfigure, rent or close any portion of the Common Area in its sole discretion, provided that Tenant's access to the Demised Premises is not substantially adversely affected. Tenant shall not use the Common Area in any manner which might cause a nuisance to or impede the use of the Common Area by other tenants or the business invitees to The Old Creamery, nor in any way which is a violation of the rules and regulations regarding the Common Areas which Landlord may promulgate from time to time.

5.2 Landlord will be responsible for maintaining the Common Areas in good condition, clean, free of debris, unobstructed, well-lighted, attractive and professional in appearance, and in good working order. Such responsibilities include, but are not limited to, lawn and parking lot maintenance; exterior site and building lighting; paying Common Area water, sewer, and storm-water charges; janitorial service for Common Area restrooms outside of the Demised Premises; elevator maintenance; maintenance of heating, cooling and mechanical equipment in the Common Area corridors; building security and access systems; and Common Area trash receptacles.

ARTICLE SIX. UTILITIES

6.1 Tenant agrees to pay all charges for telephone and internet. Tenant will contract directly with the utility companies providing these services. Electricity used by the Tenant within the Demised Premises will be on a single, shared meter, and will be billed back to the Tenant based on its pro-rata share of the square footage, currently calculated to be 36% of the total area. (This

ratio is calculated by dividing Rentable Square Footage of the Premises, or 1,594, by total Rentable Square Footage of Suites 240, 245 and 250, or 4,441.)

6.2 Landlord shall pay for water and sanitary sewer service serving the Demised Premises. Landlord agrees to pay for water and sanitary sewer service furnished to the Common Areas, including, without limitation, Common Area restrooms or used in the maintenance of the Common Areas.

6.3 Intentionally Deleted.

6.4 If Landlord determines in its reasonable judgment that Tenant's use of water in the Demised Premises is excessive, Landlord shall have the right, in its sole discretion, to have a separate meter installed at Tenant's expense and to require Tenant to pay Landlord directly pursuant to the meter, or to contract directly with the applicable utility provider.

ARTICLE SEVEN. TENANT'S REPAIRS

7.1 Upon Landlord's delivery and Tenant's acceptance of the Demised Premises, except for the roof and all structural portions of the Building (which are the responsibility of Landlord under Article Eight) and other repairs which are the responsibility of Landlord hereunder, Tenant agrees to keep the Demised Premises in good condition and repair, including but not limited to (a) the interior of the Demised Premises, (b) the heating, ventilation, and air conditioning (HVAC) equipment which serves the Demised Premises by cooperating with the routine maintenance program established with Landlord's HVAC contractor and Landlord will bill back the Tenant accordingly for Tenant's pro rata share, (c) doors, windows, and glass, except exterior painting, of the Demised Premises, and (d) electrical and plumbing systems within the Demised Premises, without cost or obligation to the Landlord. Provided that Tenant shall have obtained Landlord's prior written approval of the contractor and the repair or replacement expenses for HVAC equipment, Tenant shall not be liable for more than \$1,500 (per unit per occurrence) or \$3,000 (per unit annually), and Landlord shall reimburse Tenant for the amount in excess of the stated amount upon the written request of Tenant, provided that Landlord shall have first approved such repair and the cost thereof, and further provided that the damage necessitating the repair or replacement was not caused by the negligent or intentional act of Tenant or breach of any provision of this Lease by Tenant. Upon expiration of the Term of this Lease, Tenant agrees to surrender the Demised Premises in substantially the same condition existing upon Tenant's acceptance thereof, ordinary wear and depreciation excepted.

7.2 Tenant, at its cost and expense, will comply with requirements, including changes and alterations to the interior of the Demised Premises, of (i) the insurance companies providing coverage on The Old Creamery, (ii) the fire department, and (iii) applicable codes, laws, ordinances, and regulations, to the extent that the requirements are as a direct result of Tenant's Permitted Use of the Demised Premises.

ARTICLE EIGHT. CONSTRUCTION AND REPAIRS

Landlord will deliver the Demised Premises in “as-is” condition after paint touch up is performed, with all systems, including the HVAC, electrical and plumbing, in good working order.

8.2 Intentionally deleted.

8.3 The Landlord, at its cost and expenses, shall keep the roof, exterior, structural portions and Common Areas of the Building and The Old Creamery, except windows, glass and doors of the Demised Premises, which are the responsibility of the Tenant, in a good state of repair and upkeep.

ARTICLE NINE. INDEMNIFICATION

9.1 The Tenant shall indemnify and hold harmless the Landlord against all liabilities, damages, and other expenses, including reasonable attorneys’ fees, which may be imposed upon, incurred by, threatened or asserted against Landlord or any other tenant by reason of or related to any of the following occurring during the Term of this Lease: (a) any use of the Demised Premises or Common Area or any part thereof by Tenant, or its agents, contractors, licensees, or invitees; (b) any negligence on the part of the Tenant or its agents, contractors, licensees, or invitees; or (c) any personal injury or property damage occurring on the Demised Premises or Common Area; or (d) any failure on the part of the Tenant to perform or comply with any covenant required to be performed or complied with by the Tenant hereunder or under the rules and regulations. However, Tenant shall not be required to indemnify Landlord for any such liabilities, damages, or other expenses, if the same are caused primarily by the gross negligence or intentional act of Landlord.

9.2 The Landlord shall indemnify and hold harmless the Tenant against all liabilities, damages, and other expenses, including reasonable attorneys’ fees, which may be imposed upon, incurred by, or asserted against the Tenant by reason of any of the following occurring during the term of this Lease: (a) any use of the Common Area or any part thereof by Landlord, or its agents, contractors, licensees, or invitees; (b) any negligence on the part of the Landlord or its agents, contractors, licensees, or invitees; (c) any personal injury or property damage occurring on the Common Areas; or (d) any failure on the part of the Landlord to perform or comply with any covenant required to be performed or complied with by the Landlord hereunder. However, Landlord shall not be required to indemnify Tenant for any such liabilities, damages, or other expenses, if the same are caused primarily by the gross negligence or intentional act of Tenant.

ARTICLE TEN. DAMAGE AND DESTRUCTION

10.1 In the event that the Demised Premises or The Old Creamery shall be damaged or destroyed by fire or other casualty to the extent of 50% or more of the replacement value of the Demised Premises or The Old Creamery, materially damaged by any uninsured casualty (despite the existence of insurance policies as required pursuant to this Lease) or materially damaged in any amount during the final year of the Term or extended Term (unless Tenant has an option to extend the Term and exercises such option within thirty days of such damage or destruction), the Landlord or Tenant shall have the option of declaring this Lease terminated by giving written notice thereof to the other within ninety (90) days of the date of damage or destruction.

10.2 If Landlord and Tenant do not have the right of termination pursuant to Section 10.1 or if neither of them exercises its right of termination, the Landlord will repair any damage to the Demised Premises and The Old Creamery with due diligence and within a reasonable time. Landlord shall have the right to make modifications to The Old Creamery in connection with the restoration thereof, so long as such modifications do not have a materially adverse effect upon the Demised Premises or the Permitted Use. During restoration, the rental shall abate to the extent that the Demised Premises cannot reasonably be used for the Permitted Use.

ARTICLE ELEVEN. INSURANCE

11.1 Landlord, at its cost and expense, will carry and maintain or cause to be maintained property insurance upon The Old Creamery, including the Demised Premises, insuring against loss by fire and other casualties, with extended coverage endorsements, in an amount sufficient to prevent the Landlord from becoming a co-insurer with respect to any loss covered by such insurance. If during the Term of this Lease, the Demised Premises shall be used for any purpose or in any manner which causes an increase in premiums for such coverage, other than the Permitted Uses, Tenant shall pay to Landlord, upon demand, as Additional Rent, the additional premium caused by such use. Notwithstanding language to the contrary, Tenant shall have no rights in said policy(s) maintained by Landlord and shall not, by reason of reimbursement, be entitled to be named an additional insured thereunder.

11.2 Tenant, at its sole cost and expense, shall maintain insurance covering its personal property within the Demised Premises, including, without limitation, furnishings, trade fixtures, and inventory, against loss by fire and other casualties, and shall provide a copy of the same to Landlord. LANDLORD MAINTAINS NO INSURANCE COVERING TENANT'S PERSONAL PROPERTY WITHIN OR OUTSIDE OF THE DEMISED PREMISES AND SHALL NOT BE RESPONSIBLE FOR ANY DAMAGE OR DESTRUCTION THERETO FOR ANY REASON WHATSOEVER, EVEN IF DUE TO THE NEGLIGENCE OR OTHER FAULT OF LANDLORD. Tenant, at Tenant's expense, shall maintain in effect bodily injury and property damage liability insurance coverage on the Demised Premises with coverage limits of not less than One Million Dollars (\$1,000,000.00) per accident or occurrence, with a two-million dollar (\$2,000,000.00) general aggregate limit, naming Landlord as additional insured. Prior to the Commencement Date, Tenant shall provide Landlord with a certificate of such coverage from the insurer; such coverage shall provide for thirty (30) days' notice to Landlord prior to cancellation, termination, or reduction of limits of liability shall be furnished to Landlord. Upon extension of this Lease by Tenant, Landlord may require Tenant to increase the coverage limits to an amount that the Landlord in the exercise of Landlord's sound business judgment deems reasonable and adequate under the circumstances then existing.

11.3 Landlord and Tenant agree to release each other from and against any and all loss or damage to property arising out of or incident to any peril required to be insured against in this Lease. The effect of such release is not limited to the amount of insurance actually carried or required to be carried, to the actual proceeds received after a loss or to any deductibles applicable thereto. All policies of insurance maintained by Landlord or Tenant relating to the Demised

Premises shall contain waiver of subrogation endorsements in favor of the other party and copies of the same shall be delivered to the other party upon request.

ARTICLE TWELVE. ASSIGNMENT AND USE OF THE DEMISED PREMISES

12.1 The Tenant shall have the right to use the Demised Premises for the following purposes only (the "Permitted Use): general office and ancillary uses. Tenant may not use the Demised Premises for any other purpose without the prior written consent of Landlord.

12.2 Intentionally Deleted.

12.3 The Tenant shall not permit any nuisance to exist or any unlawful activity to be conducted on the Demised Premises or in the Common Area and agrees to comply with all laws, ordinances, and rules and regulations applicable to the Demised Premises and the Common Area and to the use thereof by the Tenant. Landlord shall be the sole and final judge of whether anything or activity constitutes a nuisance.

12.4 The Tenant will not use the Demised Premises for or permit upon the Demised Premises the storage of hazardous or toxic waste or materials, other than as associated with the Permitted Use, and Tenant will comply with all environmental laws and regulations of the federal, state and local governments and the agencies thereof.

12.5 Tenant may not assign this Lease or sublet the Demised Premises without the prior written consent of the Landlord. It is further understood, however, that the Tenant shall not be relieved of its obligations and responsibilities under this Lease notwithstanding the approval of any assignment or sublease by Landlord. Notwithstanding the foregoing, Tenant may, without Landlord's consent, assign this Lease, or sublet all or any portion of the Demised Premises, to any entity which controls, is controlled by or is under common control with Tenant, or to any entity which succeeds Tenant by merger or consolidation, or to any entity which Tenant is converted into, or to any entity which acquires the goodwill and substantially all of the other assets of Tenant.

12.6 Landlord agrees to keep The Old Creamery open for access to the Demised Premises and to keep lighted the Common Areas, including, without limitation, the interior walkways and other interior common areas, and during hours of darkness, the parking lot and exterior pedestrian walkways, from 7:30 A.M. to 6:30 P.M.

ARTICLE THIRTEEN. ALTERATIONS

13.1 Tenant may not move or add walls or make any structural or any other major alterations or changes to the Demised Premises or any changes to the exterior of the Demised Premises without the prior written consent of the Landlord. Tenant shall not change locks without Landlord's consent and shall provide copies of all keys and key codes to Landlord. All improvements and fixtures installed by the Tenant upon the Demised Premises shall become a part of the Demised Premises and shall be the property of the Landlord, and the same may not be

removed upon the termination of this Lease without the consent of the Landlord. Upon expiration of this Lease, Tenant may remove its trade fixtures, and, upon request by Landlord, will remove any additions or alterations to the Demised Premises made without the Landlord's written consent; however, any damage to the Demised Premises caused by such removal shall be repaired by the Tenant.

ARTICLE FOURTEEN. SIGNS

14.1 A comprehensive signage program for The Old Creamery ("signage policy"), which is set forth on Exhibit C, has been professionally designed, submitted and approved by the city of Concord. The designs are in keeping with the historic nature of the property. If the Demised Premises have a designated location for exterior signage at the Demised Premises, Tenant, at its sole cost and expense, may, upon Landlord's prior approval, purchase and have installed a sign on the exterior of the building at the Demised Premises. Such signage must be consistent with The Old Creamery's signage policy. The signage structure, materials and graphics on tenant signage shall be subject to Landlord approval, which shall not be unreasonably withheld. Prior to fabrication, Tenant shall furnish Landlord with colored, scaled drawings of the Tenant's sign. Tenant will be responsible for maintaining its sign in good condition.

14.2 Landlord will permit Tenant to place Tenant's name upon an identification panel on The Old Creamery monument sign, if a panel is available at the time of Lease execution. The monument sign will be visible from North Church St, and the letters of Tenant's sign panel shall be consistent with The Old Creamery's signage policy. Tenant shall be responsible for all costs and expenses of fabrication, installation and maintenance of its sign panel.

14.3 Tenant will be permitted to display its name upon an individualized door plaque and also on any building directories that may be located at the entrances to the Common Area providing access to the Demised Premises. Such plaques are supplied by the Landlord consistent with The Old Creamery signage policy, and Tenant shall be responsible for all associated plaque costs and name application.

14.4 A sign permit will be required by the city of Concord for exterior signage. Design assistance is available from the Landlord at a nominal cost.

ARTICLE FIFTEEN. APPEARANCE, MAINTENANCE, and PARKING

15.1 The Tenant shall keep the Demised Premises in a clean, sanitary, neat, and attractive appearance and condition so that the Tenant's operation of the Demised Premises will be attractive to the public and will project an appropriate image for The Old Creamery.

15.2 Tenant shall be responsible for the disposal of Tenant's trash and refuse in a dumpster provided by Landlord. Tenant shall properly dispose of its trash and refuse in the dumpster.

15.3 To the extent that Tenant has medical or bio-hazardous waste, Tenant shall dispose of this waste in accordance with all Federal, State and Local regulations.

(b) The Tenant fails to pay any amounts due to Landlord hereunder, other than a monthly installment of Annual Rent, within thirty (30) days after written demand for payment;

(c) The Tenant violates any of the terms and conditions of this Lease or the rules and regulations promulgated by Landlord from time to time, (other than the payment of Annual Rent, or other sums payable to Landlord hereunder), and Tenant fails to correct the same within thirty (30) days after written notice thereof, or if such violation is such that it cannot be fully corrected within thirty (30) days, Tenant fails to begin correction within thirty (30) days of such notice and fails to diligently prosecute such correction to completion; or

(d) If Tenant (i) is adjudged bankrupt or insolvent by any federal or state court of competent jurisdiction, (ii) petitions for relief under any of the provisions of the federal bankruptcy laws or under similar state laws, or (iii) makes an assignment for the benefit of creditors.

18.2 Upon any such event of default, the Landlord, at its option, may (a) terminate this Lease and/or (b) reenter the Demised Premises by self-help, change locks and expel Tenant and remove all personal property therefrom and relet the Demised Premises, without the necessity of legal action and without being required to mitigate its damages. The Tenant shall be liable to the Landlord for all damages, costs, and expenses incurred by the Landlord, resulting from the breach, including but not limited to costs and expenses of obtaining possession of and/or reletting the Demised Premises, (including the costs of repairs to the Demised Premises necessary for such reletting and for brokerage fees), loss of rent, the unamortized portion of any tenant upfit allowance or free rent period provided by Landlord, and reasonable attorneys' fees, court costs and costs of collection incurred by Landlord as a result such default or in connection with the collection of any damages or deficiencies. All amounts owed to Landlord for more than ninety (90) days shall incur interest at the rate of 18% per annum until paid in full.

18.3 All rights and remedies of the Landlord under this Lease shall be cumulative and none shall exclude any other right or remedy at law or in equity. Such rights and remedies may be exercised and enforced concurrently and whenever and as often as occasion therefor arises. No waiver of a default shall be effective unless in writing. The Landlord's (a) failure to give notice of any default, (b) waiver of any event of default, (c) or failure to exercise any right or remedy hereunder, shall not be deemed a waiver of such default or the right to exercise such right or remedy on any subsequent occasion. Notwithstanding the foregoing or any provision in this Lease to the contrary, Landlord shall use commercially reasonable efforts to mitigate its damages.

ARTICLE NINETEEN. SUBORDINATION, NON DISTURBANCE, and QUIET ENJOYMENT

19.1 This Lease shall be subordinate to the lien of any present or future mortgage or deed of trust upon Landlord's interest in the Demised Premises. Upon Landlord's request, from time to time, Tenant shall (a) confirm in writing and in recordable form that this Lease is subordinate to the lien of any mortgage or deed of trust and (b) execute an instrument making this Lease so subordinate to the lien of any mortgage or deed of trust and setting forth the agreements and understandings of Tenant as described in Section 19.2 and/or 19.4 below, in such form as may be required by the holder of such mortgage or deed of trust; provided, that said instrument shall

not impair or diminish any rights, privileges and benefits conferred by this Lease to Tenant or the Demised Premises.

19.2 If the Demised Premises are encumbered by a mortgage or deed of trust and such mortgage or deed of trust is foreclosed, or if the Demised Premises are sold pursuant to such foreclosure or by reason of a default under said mortgage or deed of trust, then notwithstanding such foreclosure, such sale, or such default (i) Tenant shall not disaffirm this Lease or any of its obligations hereunder, and (ii) at the request of the holder of the mortgage or deed of trust or purchaser at such foreclosure or sale, Tenant shall attorn to the holder of such mortgage or deed of trust or purchaser and, upon request, execute a new lease for the Demised Premises setting forth all of the provisions of this Lease for the balance of the Term, provided that said instrument shall not impair, diminish or alter any rights, privileges and benefits conferred by this Lease to Tenant or the Demised Premises.

19.3 Landlord covenants that if Tenant pays the rent and all other charges provided for herein, performs all of its obligations provided for hereunder, and observes all of the other provisions hereof, Tenant shall at all times during the Term peaceably and quietly have, hold and enjoy the Demised Premises, without any interruption or disturbance from Landlord, subject to the terms hereof. Landlord covenants that so long as Tenant fully performs each of its obligations under Lease, no foreclosure, deed in lieu of foreclosure, or sale pursuant to the terms of any mortgage or lien shall affect the Tenant's rights under this Lease.

19.4 At any time within ten (10) days after request by Landlord, by written estoppel letter, duly executed and acknowledged by Tenant, Tenant shall certify to Landlord, any holder of a mortgage or deed of trust, any purchaser, or any other person, specified by Landlord, to the effect (a) whether or not Tenant is in possession of the Demised Premises; (b) whether or not this Lease is unmodified and in full force and effect (or if there has been modification, that the same is in full force and effect as modified and setting forth such modification); (c) whether or not there are then existing set-offs or defenses against the enforcement or any right or remedy of Landlord, or any duty or obligation of Tenant (and if so, specifying the same); (d) the dates, if any, to which any rent or other charges have been paid in advance; and (e) such other facts as may be true with regard to the Tenant and the Lease as may reasonably be requested by Landlord.

ARTICLE TWENTY. ACCESS TO THE DEMISED PREMISES

20.1 The Landlord and its representatives may enter the Demised Premises, at any reasonable time during standard business hours and after twenty-four (24) hours' written notice, for the purpose of inspecting the Demised Premises, performing any work which the Landlord elects to undertake or made necessary by reason of the Tenant's default under the terms of this Lease, or exhibiting the Demised Premises for sale, lease or mortgage financing.

ARTICLE TWENTY-ONE. LIENS NOT PERMITTED

21.1 Tenant shall not permit to be created or to remain undischarged any lien, encumbrance or charge arising out of any work of any contractor, mechanic, laborer, or materialman which might be or become a lien or encumbrance upon the Demised Premises. If any

lien or notice of lien on account of an alleged debt of Tenant shall be filed against the Demised Premises, Tenant shall, within twenty (20) days after notice of the filing thereof cause the same to be discharged of record by payment, deposit, bond or by a court of competent jurisdiction or otherwise.

ARTICLE TWENTY-TWO. CONDEMNATION

22.1 As used in this Article, the following words have the following meanings:

(a) Award: means the award for or proceeds of any Taking, less all expenses in connection therewith, including reasonable attorney's fees.

(b) Taking: means the taking of or damage to the Demised Premises or The Old Creamery or any portion thereof, as the case may be, as the result of the exercise of any power of eminent domain, condemnation, or purchase under threat thereof or in lieu thereof.

(c) Taking Date: means, with respect to any Taking, the date on which the condemning authority shall have the right to possession of the Demised Premises or The Old Creamery or any portion thereof, as the case may be.

22.2 In the event of (i) a Taking of any portion of the Demised Premises, or (ii) a Taking of any portion of The Old Creamery such that following restoration, there will be a materially adverse effect upon The Old Creamery, Landlord may terminate this Lease by giving notice to Tenant within one (1) month of the Taking Date. In the event of a Taking of a portion of the Demised Premises such that following restoration, there will be a materially adverse effect upon the conduct of Tenant's business upon the Demised Premises, Tenant may, at its option, terminate this Lease by giving notice to Landlord within one (1) month of the Taking Date.

22.3 In the event of a Taking of a portion of the Demised Premises, other than a Taking for temporary use, this Lease shall continue in full force and effect unless and until terminated under the provisions of Section 22.2 hereof, and Annual Rent shall be reduced in the proportion that the area so Taken bears to the entire area contained within the Demised Premises. In such event Landlord shall restore the remaining portion of the Demised Premises to the extent practical to render same reasonably suitable for the Permitted Uses. Landlord shall not be obligated to expend in such restoration any sums greater than the Award paid to Landlord.

22.4 If there is a Taking of the Demised Premises for temporary use, this Lease shall continue in full force and effect, and, so long as such Taking does not materially impair Tenant's normal business operations, Tenant shall continue to comply with all of the provisions thereof, except as such compliance shall be rendered impossible or impracticable by reason of such Taking.

22.5 All Awards arising from a total or partial Taking of the Demised Premises or of Tenant's leasehold interest shall belong to and be the property of Landlord without any participation by Tenant. However, Tenant shall be entitled to make a separate claim for the value of Tenant's property and moving or relocation expenses; provided that any such claim shall not reduce or adversely affect Landlord's Award.

ARTICLE TWENTY-THREE. CONSTRUCTION and AUTHORITY

23.1 The captions of the various Articles, Sections, and paragraphs of this Agreement have been inserted only for the purposes of convenience; such captions are not a part of this Agreement and shall not be deemed in any manner to modify, explain, enlarge, or restrict any of the provisions of this Agreement. As used in this Agreement, the masculine, feminine, and neuter gender, and the singular and plural numbers, whenever the context requires or permits, shall each be deemed to include the other genders or numbers respectively.

23.2 This Lease shall be binding upon and inure to the benefit of the parties and their respective successors and assigns.

23.3 This Lease constitutes the entire agreement of the parties, and there are no promises or representations which are not set forth herein. Tenant is not relying on any verbal or other representation or promise from Landlord or any other person which is not specifically set forth with this Lease. All prior negotiations are merged into this Lease. This Lease shall not be modified except in writing signed by both parties.

23.4 If the Tenant is a corporation, limited liability company, partnership, or other entity, each person executing this Lease on behalf of Tenant represents and warrants to the Landlord that: (a) he or she has the authority to execute this Lease on behalf of Tenant in the capacity stated; (b) the Tenant is duly authorized to enter into this Lease, and this Lease is a binding obligation of the Tenant; and (c) the Landlord, in entering into this Lease, is relying upon the foregoing representations and warranties.

23.5 As used in this Lease, *force majeure* means any period of delay which arises from or through Acts of God, strikes, lockouts, or other organized labor difficulty; explosion, sabotage, accident, riot, or civil commotion; acts of war; fire or other casualty; delays caused by the other party; and causes beyond the reasonable control of a party. Time periods for either Landlord or Tenant to perform any obligations under this Lease shall be extended for any period of time during which the performing party is delayed in, or prevented from, performing due to a force majeure event.

23.6 If a provision of this Lease is conditioned upon the consent or approval of Landlord or Tenant, such consent or approval shall not be unreasonably withheld, conditioned, or delayed.

ARTICLE TWENTY-FOUR. SECURITY DEPOSIT and GUARANTY

24.1 The Tenant herewith deposits with Landlord the sum designated as Security Deposit in Article Three, as Security Deposit for the full and faithful performance by Tenant of all obligations of Tenant under this Lease or in connection herewith. If Tenant is in "Default" (as defined in Section 18.01) hereunder, Landlord may use, apply or retain the whole or any part of the Security Deposit for the payment of (i) any rent or any other sum of money which Tenant may not have paid or which may become due after the occurrence of a Default, (ii) any sum expended by Landlord on Tenant's behalf in accordance with the provisions of this Lease, or (iii) any sum

which the Landlord may incur, expend or be required to expend by reason of such Default, including any damages or deficiency in re-letting of the Demised Premises in connection with Article Eighteen hereof, and all reasonable costs and attorneys' fees related thereto. The use, application or retention of the Security Deposit or portion thereof by Landlord shall not prevent Landlord from exercising any other right or remedy provided for hereunder or at law and shall not operate as a limitation on any recovery to which Landlord may otherwise be entitled. Tenant shall within fifteen (15) days replenish the Security Deposit to the original amount to the extent any portion of it is applied by Landlord as described above.

24.2 The Security Deposit shall bear no interest, and Landlord shall be entitled to co-mingle the Security Deposit with Landlord's other funds.

24.3 If Tenant shall fully and faithfully comply with all of the provisions of this Lease, the Security Deposit or any balance thereof shall be returned to Tenant within thirty (30) days after the termination or Expiration Date or upon any later date after which Tenant has vacated the Demised Premises. In the absence of evidence satisfactory to Landlord of any assignment of the right to receive the Security Deposit, or the remaining balance thereof, Landlord may return the same to the original Tenant, regardless of one or more assignments of Tenant's interest in such Security Deposit (or balance thereof) to the original Tenant, Landlord shall be completely relieved of liability hereunder.

24.4 In the event of a transfer of Landlord's interest in the Demised Premises, Landlord shall have the right to transfer the Security Deposit to the transferee thereof. In such event, Landlord shall be deemed released by Tenant from all liability for the return of such Security Deposit, and Tenant agrees to look solely to such transferee for the return of said Security Deposit, provided that all of the obligations of Landlord under this Lease, including the obligation to return the Security Deposit, have been assigned to and assumed by such transferee.

24.5 Said Security Deposit shall not be mortgaged, assigned or encumbered by Tenant without the written consent of Landlord. No action of Landlord in enforcing any Default shall be deemed such a termination of this Lease so as to entitle Tenant to recover said Security Deposit, except for the balance thereof remaining after all of Tenant's obligations to Landlord under this Lease have been satisfied. No Mortgagee shall be liable for the return of the Security Deposit, but, if the Demised Premises are foreclosed or the Mortgagee, including a subsequent holder of a deed of trust or mortgage, takes possession of the Landlord's interest in the Demised Premises, Tenant shall be entitled to credit the amount of the Security Deposit to amounts payable by Tenant under this Lease.

24.6. Tenant's Guarantor: Intentionally deleted.

ARTICLE TWENTY-FIVE. REAL ESTATE BROKERS

25.1 Landlord Agency is New Branch Real Estate Advisors, LLC. Andrew Castrodale, an agent with New Branch Real Estate Advisors, is representing the Landlord. J. Harris Morrison III is a partner of this agency and also a principal in The Creamery Concord, LLC.

25.2 Tenant and Landlord represent that there are no brokers involved in this Lease, other than those designated in Section 25.1. Tenant agrees to hold Landlord harmless against any claims for brokerage commission or compensation arising from non-designated brokers claiming through Tenant. Landlord agrees to hold Tenant harmless against any claims for brokerage commission or compensation arising from non-designated brokers claiming through Landlord.

ARTICLE TWENTY-SIX. MISCELLANEOUS

26.1 Termination for Cause and Convenience. In the event Landlord fails to observe and perform any provisions or to fulfill any covenants of this Lease and such failure continues for thirty (30) days after written notice from Tenant to Landlord specifying the nature of such default, Tenant may terminate this Lease. Notwithstanding anything in this Lease to the contrary, Tenant shall have the right at any time during the Term to terminate this Lease for convenience upon providing Landlord with no less than ninety (90) days' prior written notice (the "Early Termination Right"). In such case, Tenant shall nonetheless be responsible for the unamortized amount of tenant upfit costs and leasing commissions as of the effective date of the termination, against which the Security Deposit may be applied by Landlord and the remainder of which shall be paid by Tenant to Landlord within thirty (30) days after the effective date of the termination.

26.2 Suspension and Debarment. This Lease is a covered transaction for purposes of 2 CFR Part 180 and 31 CFR Part 19. As such, Landlord must verify that none of the Landlord's principals (defined at 2 CFR 180.995) or its affiliates (defined at 2 CFR 180.905) are excluded (defined at 2 CFR 180.940) or disqualified (defined at 2 CFR 180.935). Landlord must comply with 2 CFR Part 180, Subpart C and 31 CFR Part 19, Subpart C, and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into. This certification is a material representation of fact relied upon by Tenant. If it is later determined that Landlord did not comply with 2 CFR Part 180, Subpart C and 31 CFR Part 19, Subpart C, in addition to remedies available to by Tenant, the Federal Government may pursue available remedies, such as suspension, debarment, or both. Landlord agrees to comply with the requirements of 2 CFR Part 180, Subpart C and 31 CFR Part 19, Subpart C during the Term. Landlord further agrees to include a provision requiring such compliance in its lower tier covered transactions.

26.3 Access to Records. Landlord agrees to provide Tenant, Cabarrus County, the Department of Treasury, the Comptroller General of the United States, or any of their authorized representatives, reasonable access to any books, documents papers, and records of Landlord which are directly pertinent to this Lease for the purposes of making audits, examinations, excerpts, and transcriptions. Landlord agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed. Landlord agrees to provide Tenant, Cabarrus County, the Department of Treasury, the Comptroller General of the United States, or any of their authorized representatives access to construction or other work sites pertaining to the work being completed under this Lease. At least five (5) prior business days' written notice must be first given to Landlord providing specifics of what documents are requested. The requesting party shall be responsible for the reasonable hourly charges of Landlord's property manager in compiling and supervising such reviews, and for copy charges at \$.20 per page. All inspections shall occur during regular business hours.

26.4 Compliance with Federal Law, Regulations, and Executive Orders and Acknowledgement of Federal Funding. This is an acknowledgment that federal financial assistance will be used to fund all or a portion of this Lease. Landlord will substantially comply with all applicable federal law, regulations, executive orders, policies, procedures, and directives.

26.5 No Obligation by Federal Government or Cabarrus County. The Federal Government, nor Cabarrus County, are party to this Lease and are not subject to any obligations or liabilities to Tenant, Landlord, or any other party pertaining to any matter resulting from this Lease.

26.6 Affirmative Socioeconomic Steps. If subcontracts are to be let, the prime contractor is required to take all necessary steps identified in 2 CFR § 200.321(b)(1)-(5) to ensure that small and minority businesses, women's business enterprises, and labor surplus area firms are used when possible.

[SIGNATURE PAGE FOLLOWS]

IN TESTIMONY WHEREOF, the Landlord has caused this instrument to be signed under seal by its manager or managers by authority duly given, and each Tenant has hereunto set his or her hand and seal, this Agreement being executed in duplicate as of the day and year first above written.

LANDLORD:

The Creamery Concord, LLC

By: _____ (SEAL)

Name: J. Harris Morrison, III

Its: Manager

TENANT:

Public Health Authority of Cabarrus County

By: _____ (SEAL)

Name: _____

Its: _____

Exhibit A
Floor Plan of Premises

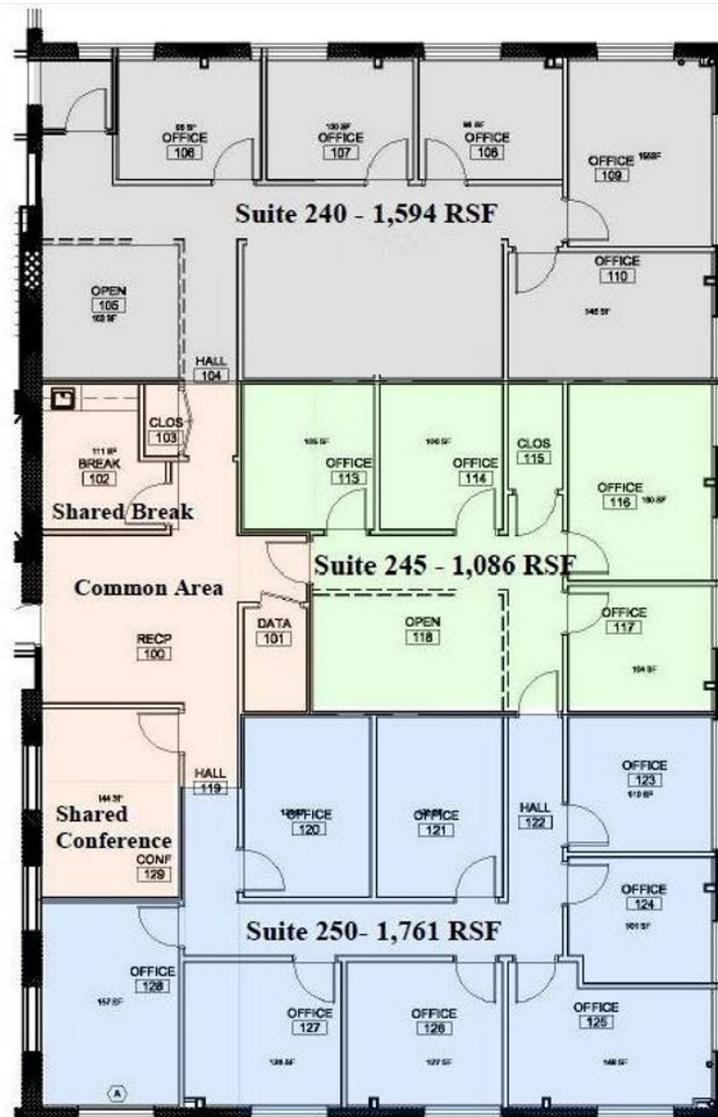
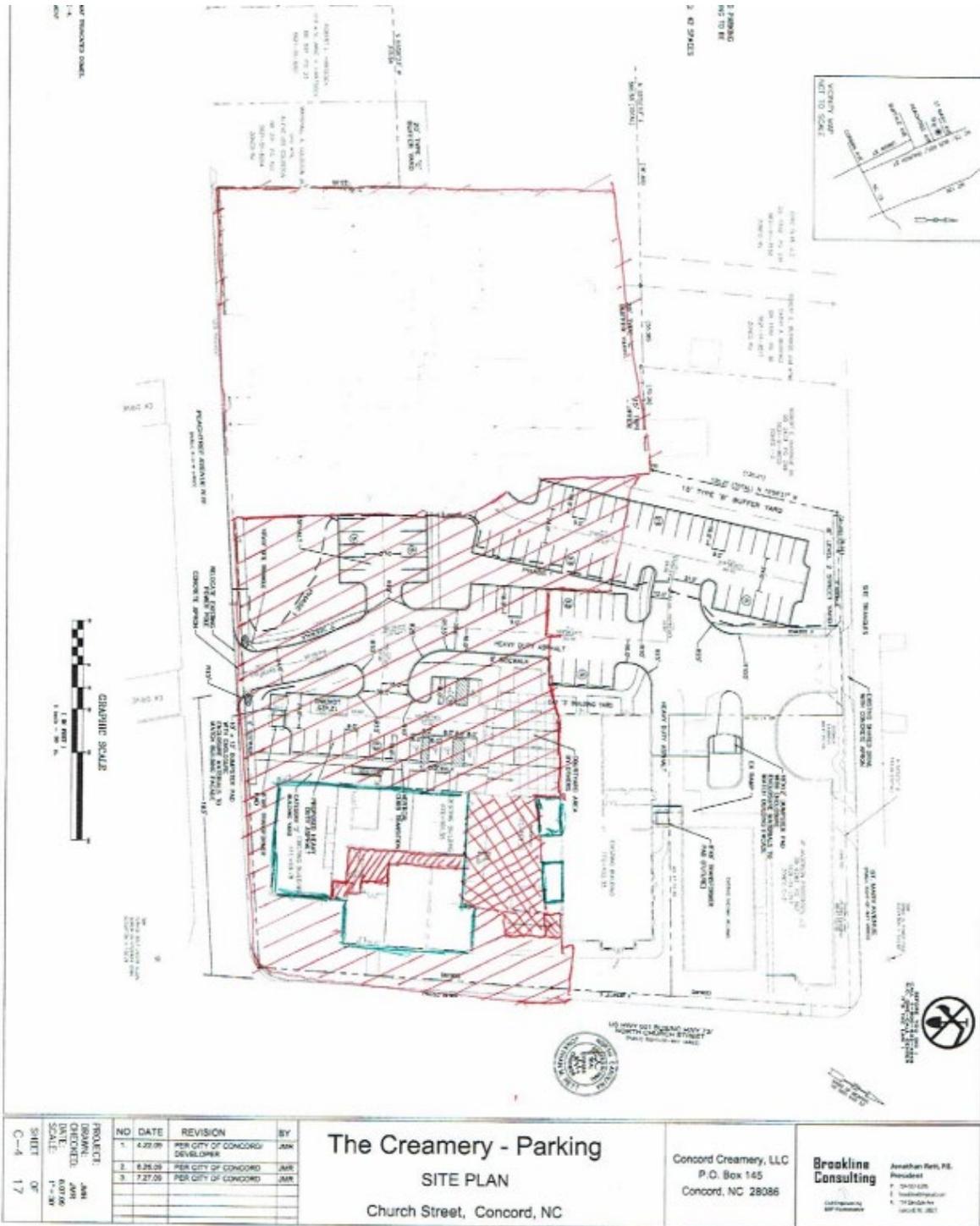


Exhibit B Common Areas of The Old Creamery



PROJECT:	CONCORD CREAMERY
DRAWN BY:	JMR
CHECKED BY:	JMR
DATE:	4/22/09
SCALE:	1" = 20'
SHEET OF:	C-4 OF 17

NO	DATE	REVISION	BY
1	4/22/09	PER CITY OF CONCORD DEVELOPER	JMR
2	6/26/09	PER CITY OF CONCORD	JMR
3	7/27/09	PER CITY OF CONCORD	JMR

The Creamery - Parking
SITE PLAN
Church Street, Concord, NC

Concord Creamery, LLC
P.O. Box 145
Concord, NC 28086

Brookline Consulting
Jonathan Rees, P.E.
Principal
P: 704-441-1235
F: 704-441-1236
E: jon@brookline.com
K: 10000 Brookline
LAKELAKE, NC

Exhibit C
Signage Policy

The Signage Policy begins on the following page

EXECUTIVE OFFICE SUITE RULES AND REGULATIONS
SUITES 240, 245 & 250

The following Rules and Regulations will apply to Executive Office Suite Tenants in Suites 240, 245 & 250. Landlord reserves the right to change these Rules and Regulations from time to time as it deems appropriate.

- There will be a conference room available on a first come, first served basis. Tenant must sign up for the conference room using the Google Calendar set up by Landlord. No Tenant will be allowed to use the conference room for a period lasting longer than three consecutive hours at any one time during business hours. No tenant shall use the conference room excessively or to the exclusion of other Tenants wishing to have reasonable use of the conference room. Tenant must clean up after each use of conference room.
- There will be a common break room to be used by everyone. Landlord will provide a common refrigerator for the benefit of all Tenants. Tenant shall have the right to keep reasonable amounts of food and drink in the refrigerator and shall label its drinks adequately. Every Thursday night, Landlord shall throw away all food in the refrigerator as well as any unlabeled drinks
- Landlord is responsible for janitorial of the common areas, including the conference room, break room and reception area. Tenant shall responsible for keeping the inside of its own office clean, tidy and in a professional condition. Tenant will not be allowed to cover the glass in the Premises with any materials other than that which is approved by the Landlord.
- Landlord shall provide space on signs at the main entrances, within hallways and at plaques at the entrance of the Premises. The Landlord will arrange for all signs to have tenant's name listed, using the standard lettering, for a fee of \$45.00.
- Tenant will have use of a mail box on the first floor of the Building. Landlord will issue a mailbox key to Tenant, and Tenant shall coordinate with the United States Postal Service for its own mail delivery.
- Landlord will charge \$5 for any lost or stolen access card or Suite key. If Tenant requires more than one access card or Suite key, Landlord reserves the right to charge \$5 for each item in excess of one per unit.
- Tenant must coordinate with Landlord to move in/out furniture so we can arrange for the pads to be placed in the elevator and enough door stops to prop doors open during your move. Landlord has a preferred office furniture provider who is available to install office furniture for rent at a reasonable cost.
- Memberships will be available for a reduced rate. Though members will have no office, they have use of common workstations, lobby furniture, and all other benefits. Members will have use of the conference room.
- Each Tenant, and its invitees, visitors, customers and employees, must conduct themselves professionally and courteously; must be respectful of other Tenants within Suites 240, 245 and 250, and others in the Building; must keep noise levels low; and must clean up after themselves when using the common areas.
- Preferred Vendors are as follows:
 - Insurance: The Morrison Agency, Hunter Morrison, 704-782-2237
 - Network/Internet: Mike Ouimet, Wincourse Technologies, 704-707-4759