Mid-Columbia Center for Living Tri-County Board

Board Meeting Agenda

In Person	**Telephone**	**Online via Teams**
1060 Webber St. Room 203 The Dalles, OR 97058	971-319-5043 PIN: 129 546 521#	https://bit.ly/MCCFL_Board

October 13, 2026 11:00 a.m. – 2:00 p.m.		
11:00 AM	**Community Meeting, Introductions/Appreciations**	
11:10 AM	**Consent Agenda** • August 2026 Meeting Minutes • October 1, 2026 Meeting Minutes	**Board**
11:15 AM	**Public Comment**	
11:20 AM	**Program Spotlight** • Parent Education	**Dafne Valencia Virrueta**
11:40 AM	**Financial Report** • Financial Notes/Report • Liabilities Update	**Kiran Markos, Al Barton**
12:10 PM	BREAK	
12:20 PM	**Human Resources** • Personnel Report	**Linda Miller**
12:50 PM	**Information Technology**	**Andrew Burke**
1:00 PM	**Executive Director Report** • Minutes: MCCFL Board References • IT Statement of Work • SUD Residential Update • PacificSource/EOCCO Update • Medicaid 2025 Risk Reconciliation Quality Measures • MCIS Data • Lupine Hills MOU	**Al Barton, Silas Halloran-Steiner**
2:00 PM	**Adjourn**	

NOTE: The agenda is subject to last-minute changes; times are approximate. Meetings are ADA accessible. For special accommodation including translation or interpretive services, please contact Al Barton, (541) 541-296-5452 x 2166 at least 48 hours in advance.

If necessary, an Executive Session may be held in accordance with: ORS 192.660(2)(a) – Employment of Public Officers, Employees & Agents, ORS 192.660(2)(b) – Discipline of Public Officers & Employees, ORS 192.660(2)(d) – Labor Negotiator Consultations, ORS 192.660(2)(e) – Real Property Transactions, ORS 192.660(2)(f) To consider information or records that are exempt by law from public inspection, ORS 192.660(2)(g) – Trade Negotiations, ORS 192.660(2)(h) - Conferring with Legal Counsel regarding litigation, ORS 192.660(2)(i) – Performance Evaluations of Public Officers & Employees, ORS 192.660(2)(j) – Public Investments, ORS 192.660(2)(m) –Security Programs, ORS 192.660(2)(n) – Labor Negotiations

Mid-Columbia Center for Living Tri-County Board

Meeting Minutes

August 18, 2026

A meeting of the Mid-Columbia Center for Living Tri-County Mental Health Board ("Board") was held at 11:00 P.M. Pacific Time on Tuesday, August 18, 2026, at Mid-Columbia Center for Living, 1060 Webber Steet, The Dalles, OR 97058 and virtual via MS Teams.

Board Members Present:
Sherman County Commissioner Joan Bird, Chair
Wasco County Commissioner Scott Hege

Board Members Absent:
Hood River County Commissioner Leti Moretti

MCCFL Staff Present:
Al Barton, Executive Director
Bonita Snyder, Executive Assistant
Breana Hesse, Clinical Supervisor II
Gaby Swisher, Compliance and Quality Director
Kiran Markos, Finance Director
Linda Miller, Human Resources Director

Guests:
Kelly Knivila, MCCFL Legal Counsel
Silas Halloran-Steiner, MCCFL Consultant

Chair Bird called the meeting to order at 11:04 A.M.

1) CONSENT AGENDA:

Action:
Commissioner Hege Moved to approve the June 16, 2026 Board Meeting Minutes as presented, Chair Bird Seconded, Motion Passed 2-0.

Executive Director Barton provided a brief review of the function of the Prevention and Treatment Advisory Committee (PTAC). Barton noted that PTAC is subject to governance by the board. Discussion followed.

Action:
Commissioner Hege Moved to approve the PTAC Bylaws as presented, Chair Bird Seconded, Motion Passed 2-0.

2) PUBLIC COMMENT:
No public comment was made or received.

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3) PROGRAM SPOTLIGHT: JAIL DIVERSION

Clinical Supervisor Hesse presented the Jail Diversion and Aid & Assist programs at MCCFL.

Hesse stated the Jail Diversion team focuses on relationships and work to respect the choices clients have, which are often limited by court orders. All participants in the Jail Diversion program must have experience with serious and persistent mental illness and be involved with the legal system. The Jail Diversion program allows clients to have compassionate team-based care to support appropriate behaviors, meet basic needs, and help manage client health and wellness, and ensure participants can meet legal obligations. The team works very closely with community institutions and referrals are received through NORCOR, Probation, Court, or standard outpatient.

Hesse noted the Aid & Assist program is for clients the court has determined are unfit to aid or assist in their own defense in trial. There has been significant statewide reform, to increase step-down placements and supporting legislation. These changes present challenges, but also opportunities to find suitable care levels for individuals, relieving the amount of time spent in the state hospital. Discussion followed the strides that have been made across the state for stepdown services such as residential treatment centers. Discussion followed the utilization of the program and support that it offers to maintain clients in the least restrictive environment.

4) FINANCIAL REPORT

Barton highlighted the County Financial Assistance Award and fee for service revenues. He added that the Certified Community Behavioral Health Clinic revenues have begun to be realized for 2025. Barton recognized all members along the revenue cycle to enable MCCFL to collect this revenue.

Finance Director Markos noted that the report restates the fiscal position of 2026 and noted that the deficit is beginning to heal. Discussion followed about projected revenues.

Barton noted that MCCFL is still being active in realizing revenues. Barton noted there are still some uncertain outcomes that creates pressure on the organization, including Medicaid and the Coordinated Care Organization agreements.

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Markos discussed other opportunities being explored to build reserves against unknown factors. Markos also noted that MCCFL is currently undergoing financial audits.

5) INFORMATION TECHNOLOGY

IT Director Burke shared service metrics and noted areas to improve. Burke noted that cyber threat incidents have increased and the team is continuing to track, monitor and manage. Burke added that cyber threat incidents trends often correlate to global conflicts.

6) DEPUTY DIRECTOR REPORT

Quality and Compliance Director Swisher presented in lieu of Deputy Director Jaime Preston regarding the agency's work to improve access for clients.

Swisher said the state of Oregon wants to see clients engaged in an appointment within 7 days, with higher expectations for priority populations. Preston has been exploring ways to change MCCFL's access model to support client needs. As of July 1, open access appointments have been reintroduced to clinical schedules. This model allows same-day appointments. Barton noted MCCFL staff are still finetuning how to provide wrap around supports along with the clinical access. Discussion followed about the challenge of balancing access with ensuring staff capacity is optimized. MCCFL will monitor this change through collected data.

7) EXECUTIVE DIRECTOR REPORT:

IT Statement of Work

Barton stated that Burke submitted a statement of work for the contract with Wasco County supporting the MCCFL IT which is being reviewed by the Executive Team. MCCFL employs two service technicians as well as two analysts who manage the Electronic Health Record. Burke supervises those positions and provides stop gap support for day-to-day operations. Burke noted that the current contact focuses more on high-level infrastructure supports.

SUD Residential Update

Barton stated work continues in pursuit of a substance use residential treatment program in the Columbia River Gorge. Final documents were submitted to OHA in pursuit of state funding.

A question was brought forward about traffic study requirements. Swisher noted that the developers are aware of the potential impact and will pursue studies and present mitigation, if needed, to the City. Costs for any mitigation efforts for traffic will not be the sole responsibility of MCCFL.

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MCCFL staff are currently exploring funding opportunities to ensure this project can move forward, including exploring services provided by non-profits. The project as proposed is expected to open for services in 2028.

PacificSource Update

Barton stated he met with PacificSource, a Coordinated Care Organization (CCO) proactively to discuss MCCFL's financial picture, and explore the opportunity to increase contract terms if PacificSource's finances can support it. Barton noted that PacificSource committed to more frequent face-to-face meetings for transparent communications as contracts are negotiated.

Consultant Halloran-Steiner noted that MCCFL have a better understanding of PacificSource's position in the next two months. If the CCO's financial picture has stabilized MCCFL will work to negotiate a more favorable contract. Halloran-Steiner noted OHA's additional contribution to the CCO is also a consideration.

Barton noted that MCCFL is continuing to monitor programs that could be best supported by the CCO. At this point, MCCFL is operating under the assumption that PacificSource is planning to continue supporting this region.

GOBHI Audit

Barton noted that GOBHI annually audits chart records, and MCCFL's audit has been completed. GOBHI's audit was substantive this year as GOBHI's auditor closely reviewed billing codes in charts.

8) EXECUTIVE SESSION

At 1:09 P.M. Chair Bird announced the meeting would move into Executive Session pursuant to ORS 192.660 (2)(h) to confer with legal counsel regarding litigation risk and ORS 192.660 (2)(a) to discuss the employment of public officers, employees and agents.

Bird stated that representatives of the news media and designated staff are allowed to attend the executive session.

The following persons were invited to attend the executive session related to ORS 192.660 (2)(h) with the Commissioners: Al Barton, Bonita Snyder, Linda Miller, Silas Halloran-Steiner and Kelly Knivila. All other members of the audience were asked to leave the meeting.

The following persons were invited to attend the executive session related to ORS 192.660 (2)(a) with the Commissioners: Al Barton, Bonita Snyder, Linda Miller,

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and Kelly Knivila. All other members of the audience were asked to leave the meeting.

Representatives of the news media were specifically directed not to report on any of the deliberations during the executive session, except to state the general subject of the session as previously announced. No decision may be made in executive session. Bird noted that at the end of the executive session, the meeting would return to open session and the audience would be welcomed back into the meeting.

The regular Board Meeting resumed at 2:39 P.M. No decisions were made in Executive Session.

The meeting was adjourned at 2:40 P.M.

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Mid-Columbia Center for Living Tri-County Board

Meeting Minutes

October 1, 2026

A meeting of the Mid-Columbia Center for Living Tri-County Mental Health Board ("Board") was held at 4:00 P.M. Pacific Time on Thursday, October 1, 2026, at Mid-Columbia Center for Living, 1060 Webber Steet, The Dalles, OR 97058 and virtual via MS Teams.

Board Members Present:
Sherman County Commissioner Joan Bird, Chair
Hood River County Commissioner Leti Moretti
Wasco County Commissioner Scott Hege

Board Members Absent:
None

MCCFL Staff Present:
Al Barton, Executive Director
Bonita Snyder, Executive Assistant
Gaby Swisher, Compliance and Quality Director
Kiran Markos, Finance Director

Guests:
Kelly Knivila, MCCFL Legal Counsel

Chair Bird called the meeting to order at 4:01 P.M.

1) **EXECUTIVE SESSION**

At 4:02 P.M. Chair Bird announced the meeting would move into Executive Session pursuant to ORS 192.660 (2)(h) to confer with legal counsel regarding litigation risk.

Bird stated that representatives of the news media and designated staff are allowed to attend the executive session. Representatives of the news media were specifically directed not to report on any of the deliberations during the executive session, except to state the general subject of the session as previously announced. No decision may be made in executive session. Bird noted that at the end of the executive session, the meeting would return to open session and the audience would be welcomed back into the meeting.

The following persons were invited to attend the executive session related to ORS 192.660 (2)(h) with the Commissioners: Al Barton, Bonita Snyder, Gaby Swisher, Kiran Markos, and Kelly Knivila. All other members of the audience were asked to leave the meeting.

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The regular Board Meeting resumed at 4:57 P.M. No decisions were made in Executive Session.

Chair Bird noted discussion took place concerning offering a one-time interim loan payment in the amount of $200,000 repayable within 30 days.

Commissioner Hege asked if the loan would bear interest and was informed the proposed loan would not.

Action:
Commissioner Moretti Moved to offer a one-time interim loan agreement for $200,000 with a net 30 payback, Commissioner Hege Seconded. Roll call was taken as follows: Bird, aye; Hege, aye; Moretti, aye. Motion Passed 3-0.

The meeting was adjourned at 4:59 P.M.

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MCCFL Board Financial Report — FY 2027 Year-to-Date through August 2026

Executive Summary

MCCFL closed the first two months of FY 2027 (July–August 2026) with a **$1,081,442 deficit**, $543,224 worse than the budgeted two-month pace of $538,217. Revenue is $1.06 million behind budget pace, while total expenses are $520,000 under pace.

This is a revenue problem, not a spending problem. Of the $1.06 million revenue gap, $334,000 is MH Habilitation, a pass-through line whose expenses equal its revenue and which is no longer billed. The remaining $729,000 comes from fee-for-service and CCBHC revenue ($379,000) and capitation ($382,000). No CCBHC wrap revenue has been recorded year-to-date, and August patient-service receipts totaled only $188,642.

Four billing problems account for most of the shortfall:

- **SUD billing pause.** Billing is paused for clients with a substance use disorder (SUD) diagnosis until client records reflect compliance. Billing has resumed for some clients, but non-compliant claims remain unbilled.
- **Medicaid SUD denials.** On top of the pause, Medicaid is routing SUD claims to MCCFL's mental health account, where they are incorrectly denied, so this T1040 revenue is not being collected.
- **CCBHC T1040 EHR issue.** CCBHC T1040 encounters are not billing correctly because of an electronic health record (EHR) configuration issue. The Billing Supervisor has been submitting support tickets to resolve it.
- **PacificSource peer services.** Since January 1, 2026, PacificSource has manually reviewed the notes for every peer service longer than two hours. Reviews are slow and PacificSource has given no ETA. About $500,000 in peer claims is outstanding. Collection depends on PacificSource's review and the integrity of each claim, and some MCCFL notes do not meet documentation standards, so internal processes need to be updated.

Medicaid claims can be billed retroactively for up to one year; anything older than one year will be lost, so timing matters. Slow collections will delay recovery even after billing resumes.

> Wages and benefits are $331,000 under budget pace and are not driving the deficit. Finance recommends that MCCFL resolve these billing barriers, quantify recoverable and lost revenue, and accelerate collections before any workforce reductions are considered. If these revenue cycle problems persist, the current financial position is not sustainable through FY 2027.

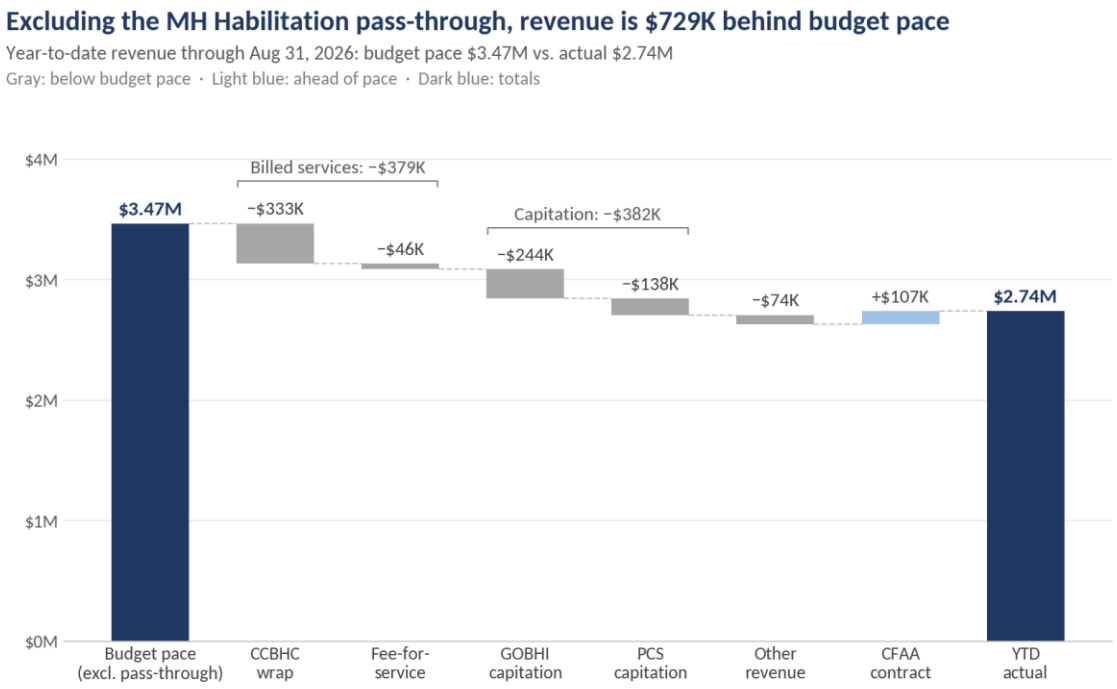
Statement of Activities — Summary of All Funds

Two months ended August 31, 2026. Budget pace is 2/12 (16.7%) of the annual budget; a negative variance is unfavorable for revenue and favorable for expenses. See Note 1.

Category	Annual Budget ($)	YTD Budget Pace ($)	YTD Actual ($)	Variance vs. Pace ($)	% of Annual Budget	Prior Year YTD ($)
Total Revenues	**22,809,091**	**3,801,515**	**2,738,479**	**(1,063,037)**	**12.0%**	**3,080,656**
Wages	12,154,315	2,025,719	1,752,799	(272,920)	14.4%	1,674,692
Benefits	5,834,207	972,368	914,743	(57,624)	15.7%	850,869
Direct Care	3,848,000	641,333	493,323	(148,010)	12.8%	616,692
Program	150,000	25,000	16,483	(8,517)	11.0%	12,015
Materials & Services	2,806,500	467,750	502,004	34,254	17.9%	601,304
Equipment	475,500	79,250	76,775	(2,475)	16.1%	114,148
Capital Outlay	300,000	50,000	34,130	(15,870)	11.4%	293,001
Grant Expense	45,000	7,500	29,663	22,163	65.9%	0
Other (debt service, contingency)	424,873	70,812	0	(70,812)	0.0%	0
Total Expenses	**26,038,395**	**4,339,732**	**3,819,920**	**(519,812)**	**14.7%**	**4,162,720**
Revenues in Excess of (Less Than) Expenses	**(3,229,304)**	**(538,217)**	**(1,081,442)**	**(543,224)**	**—**	**(1,082,064)**
Beginning Fund Balance			11,943,129			11,811,250
Ending Fund Balance			**10,861,687**			**10,729,186**

August alone produced a $1,056,402 deficit on $1,211,313 of revenue and $2,267,715 of expenses.

Revenue variance by driver



Fee-for-service includes the $274,328 held in the revenue clearing account (Note 2). Budget pace excludes the $2,006,000 MH Habilitation pass-through, which is no longer billed. Other revenue combines miscellaneous, interest, county and contract revenue and grants.

Notes to the Financial Statements

Note 1 — Basis of presentation

The Statement of Activities covers all funds for the two months ended August 31, 2026, the first two months of FY 2027 (July 2026–June 2027). Figures are unaudited and subject to month-end accrual and reclassification entries. Budget pace is calculated on a straight-line basis (2/12 of the annual budget); some revenues and expenses are seasonal and do not post evenly.

Note 2 — Patient service revenue and the revenue clearing account

No August revenue has been posted to the individual payer lines (Client, Medicare, Third Party, Private Pay, OHP/DMAP, CCBHC FFS). August patient-service receipts of $188,642 are held in the Revenue Clearing Account (3995), which totals $274,328 year-to-date pending distribution to payer lines. Including the clearing account, fee-for-service revenue is $636,058 year-to-date against a budget pace of $682,060.

Note 3 — SUD billing pause (42 CFR Part 2) and Medicaid denials

Beginning in approximately June 2026, MCCFL paused billing for claims carrying an SUD diagnosis or SUD billing code until client records reflect compliance. Billing has resumed for clients have updated consents.

Separately from the pause, Medicaid is routing SUD claims to MCCFL's mental health account, where they are incorrectly denied. This T1040 revenue is not being collected until the routing is corrected and the claims are reprocessed.

The financial exposure has not yet been quantified. Open items include how claims are handled for clients who never complete consent and the risk that held claims pass payer filing limits. Medicaid claims can be billed retroactively for up to one year from the date of service; any Medicaid revenue older than one year will be lost.

Note 4 — CCBHC revenue and T1040 EHR configuration issue

CCBHC FFS revenue is $8,185 against a $500,000 annual budget (1.6%); Finance's current estimate for FY 2027 CCBHC FFS collections is $100,000. No CCBHC wrap revenue has been recorded against a $2,000,000 budget.

CCBHC T1040 encounters are not billing correctly because of an EHR configuration issue, separate from the SUD billing pause. The Billing Supervisor has been submitting support tickets to resolve it. Affected Medicaid T1040 claims can be rebilled retroactively for up to one year; anything older will be lost. CCBHC wrap reports, holding approximately $2.4 million, have not been submitted because of the SUD billing pause and the EHR issue. The full revenue impact cannot yet be calculated because the underlying EHR data is incomplete.

Note 5 — PacificSource peer services review

Since January 1, 2026 (midway through FY 2026), PacificSource has required a manual review of the clinical notes for every peer service longer than two hours. Peer service claims above that threshold are being denied pending review. PacificSource has been slow to complete the reviews and has not provided an ETA.

Approximately $500,000 in peer service claims is outstanding. This is potentially collectible revenue, but collection depends on the outcome of PacificSource's review and the integrity of each claim. Some MCCFL peer service notes do not meet documentation standards, which puts part of this balance at risk. MCCFL needs to update its internal documentation and review processes so that notes meet standards before claims are submitted.

Note 6 — Capitation

PCS capitation is $918,098 (14.5% of budget), $137,706 behind pace and $347,980 below the prior year. GOBHI capitation is $78,637 (4.1% of budget), $244,467 behind pace. Finance is reconciling both against CCO remittances to separate timing from rate or enrollment changes.

Note 7 — CFAA, grants and interest

CFAA revenue of $825,637 (two monthly allotments of $412,819) is $106,957 ahead of straight-line pace. Grants of $129,542 are on pace (17.4%). Interest earned of $127,676 is $22,324 behind pace (14.2%).

Note 8 — Personnel costs

Wages and benefits total $2,667,542, or 69.8% of expenses. They are $330,545 under budget pace and $141,981 (5.6%) above the prior year. Personnel costs are not a driver of the year-to-date deficit.

Note 9 — Timing and budget-alignment items

Annual premiums are front-loaded into July: workers' compensation is $46,395 (65.2% of budget) and general and vehicle insurance total $199,757 against a $300,000 budget. Phones (90.2%) and rent (77.6%) are well ahead of their annual budgets and will be reviewed for budget or coding alignment. August client lodging ($220,058) and computer software ($170,910) exceed their year-to-date totals because of July accrual reversals.

Note 10 — Direct care, legal and consulting

Direct care is $148,010 under pace (12.8%); contracted psychiatry is $102,788 versus $213,870 in the prior year.

Legal expense is $21,634 year-to-date, $21,396 of it in August, versus $9,263 last year. The increase reflects ongoing work with the MH Habilitation consultant on unresolved Habilitation issues and with the SUD consultant on the 42 CFR Part 2 billing issue.

Note 11 — Capital outlay

Capital spending of $34,130 (accounting software and hardware) compares with $293,001 in the prior-year period, which included vehicles, furniture and building work.

Note 12 — Comparison with prior year

The year-to-date deficit is nearly identical to last year's ($1,082,064), but the composition is worse. Excluding capital outlay, the operating deficit is $1,047,312 versus $789,063 last year, a $258,249 deterioration, and total revenue is $342,177 lower.

Note 13 — Fund balance

Fund balance decreased from $11,943,129 to $10,861,687. The FY 2027 budget planned a $3,229,304 use of fund balance for the full year; 33.5% of that planned use occurred in the first two months.

Revenue at Risk

The deficit cannot be fully assessed until uncollected revenue is separated into what can be recovered and what is permanently lost. Finance will report each category below to the Board as the data becomes available.

Category	Definition	What is known today	Needed to quantify
Earned, not yet billed	Services delivered but no claim submitted: SUD claims held for Part 2 consent, CCBHC T1040 claims affected by the EHR configuration issue, and unsubmitted CCBHC wrap reports	CCBHC wrap reports holding about $2.4M; SUD claims held since about June 2026; EHR support tickets submitted by the Billing Supervisor	Count and value of held SUD claims by client and payer; consent status per client; EHR configuration fix date; wrap report completion date
Billed, not yet collected	Claims submitted and awaiting payment or in denial: SUD claims Medicaid incorrectly denied through the mental health account, and PacificSource peer service claims over two hours awaiting manual note review	August receipts of $188,642; $274,328 in the clearing account not yet distributed; about $500,000 in PacificSource peer claims pending review since January 1, 2026, with no ETA	Accounts receivable aging by payer; denial rates and reasons; value of incorrectly denied SUD claims; PacificSource review outcomes on pending peer claims
Potentially lost	Revenue that can no longer be billed or collected	Not yet quantified	Medicaid claims nearing or past the one-year retroactive billing limit; other claims past timely-filing limits; clients who will not complete consent; services ineligible for billing under Part 2; peer claims PacificSource denies after review, including notes that do not meet documentation standards

Corrective Action Plan

Finance recommends addressing the root causes of the revenue shortfall first, in this order:

1. **Resolve SUD billing barriers.** Complete Part 2 consent for active SUD clients, confirm whether held claims can be released retroactively, and settle the approach for clients who do not complete consent. Work with Medicaid to stop SUD claims from routing to the mental health account and reprocess the incorrect denials.
2. **Resolve the CCBHC T1040 EHR issue.** Escalate the open EHR support tickets submitted by the Billing Supervisor, set a target date to correct the EHR configuration, and rebill affected T1040 claims, oldest first, within the one-year Medicaid retroactive limit.
3. **Clear PacificSource peer reviews and strengthen documentation.** Follow up regularly with PacificSource on the approximately $500,000 in pending peer claims and request an expected completion date. Update internal documentation and review processes so peer service notes meet standards before claims are submitted.
4. **Determine financial exposure.** Quantify held SUD and CCBHC claims, incorrectly denied Medicaid SUD claims, the approximately $500,000 in pending PacificSource peer claims, unsubmitted CCBHC wrap revenue and any Medicaid revenue past the one-year retroactive limit, using the three categories in Revenue at Risk.

5. **Submit CCBHC wrap reports.** Prioritize the reports holding approximately $2.4 million before further time passes.
6. **Accelerate collections.** Work outstanding claims and denials by payer, distribute the clearing account to payer lines monthly, and track days to payment.
7. **Reconcile capitation.** Reconcile PCS and GOBHI capitation with CCO remittances to separate timing from rate or enrollment changes.
8. **Establish revenue cycle accountability.** Assign owners and monthly targets for claims submitted, consent completion, denials and collections, reported to the Executive team monthly and to the Board each meeting.

Position on workforce reductions

Finance does not recommend workforce reductions as the initial corrective action. Personnel costs are $331,000 under budget pace. The deficit is driven by the SUD billing pause, Medicaid SUD claim denials, the CCBHC T1040 EHR issue, delayed PacificSource peer reviews, documentation quality and revenue cycle performance, not by staffing levels. Reducing staff would not restore the lost revenue and could reduce service delivery, operational capacity and the organization's ability to generate revenue.

Once recoverable revenue, permanently lost revenue and the effect of restoring normal billing are known, Finance will assess whether additional expense adjustments are needed and return to the Board with options.

Human Resources
Board Report
October 13, 2026

Workforce Adjustment

Data as of September 30, 2026:

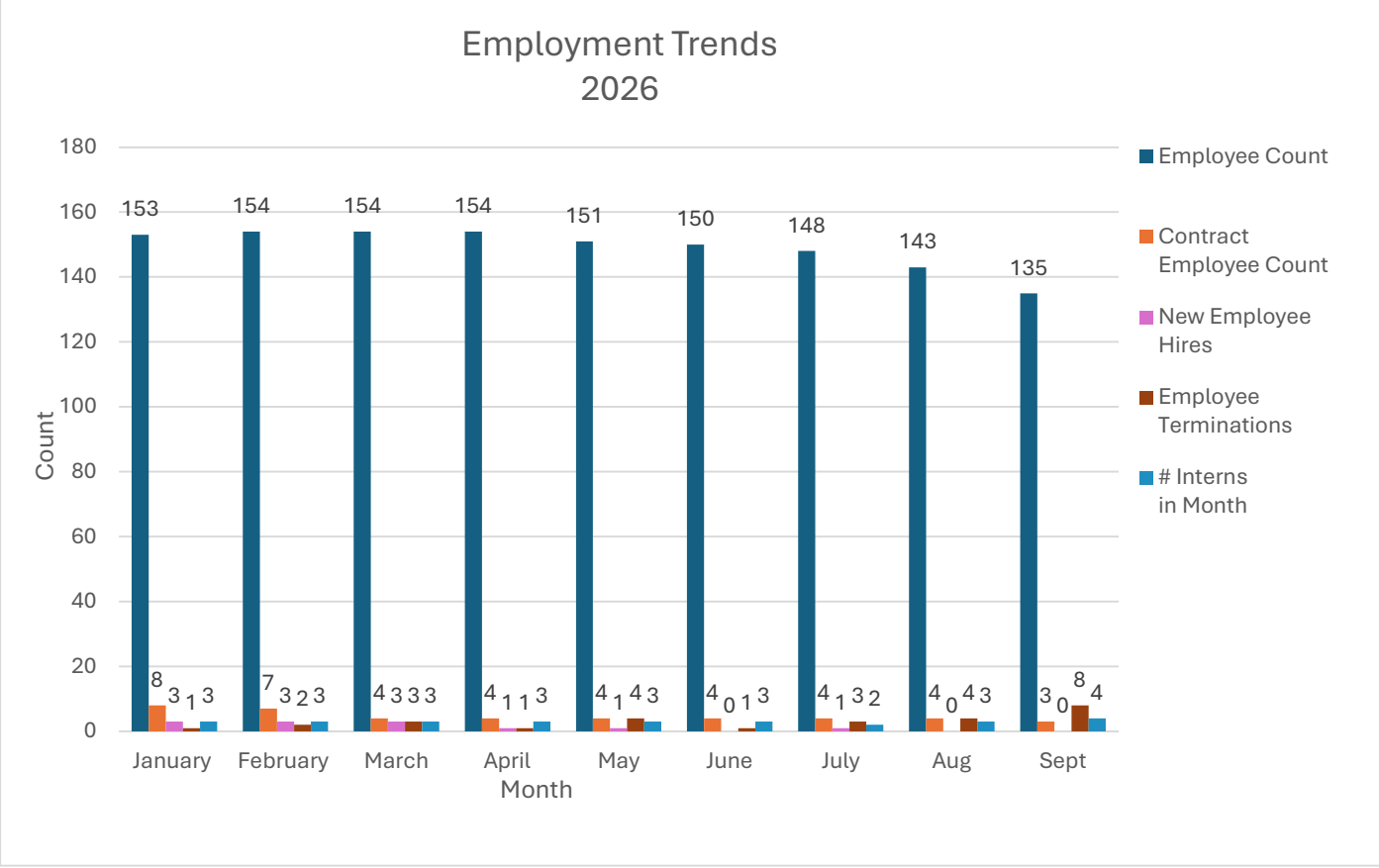
Employees whose positions changed: 22
Employees not responding to a position change: 1

Employees whose positions were eliminated: 7
Of the 7 eliminated, employees accepting alternate positions: 1 (2 considering)

Employment Trends

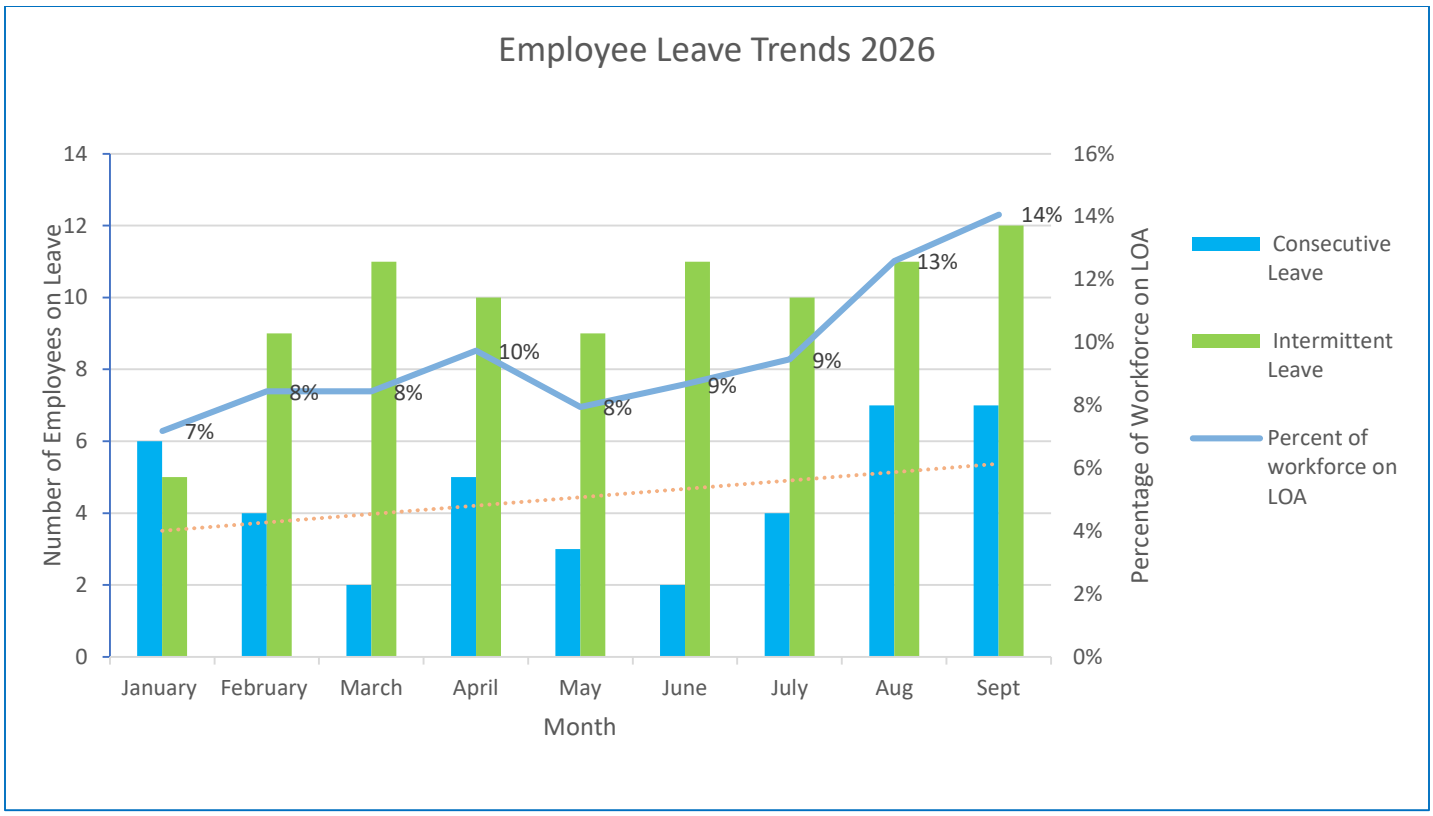
Trend: ↓ New Hires - Q2 2026 - 2; Q3 2026 – 1

↑ Terminations – Q 2 2026 – 8; Q3 2026 – 15

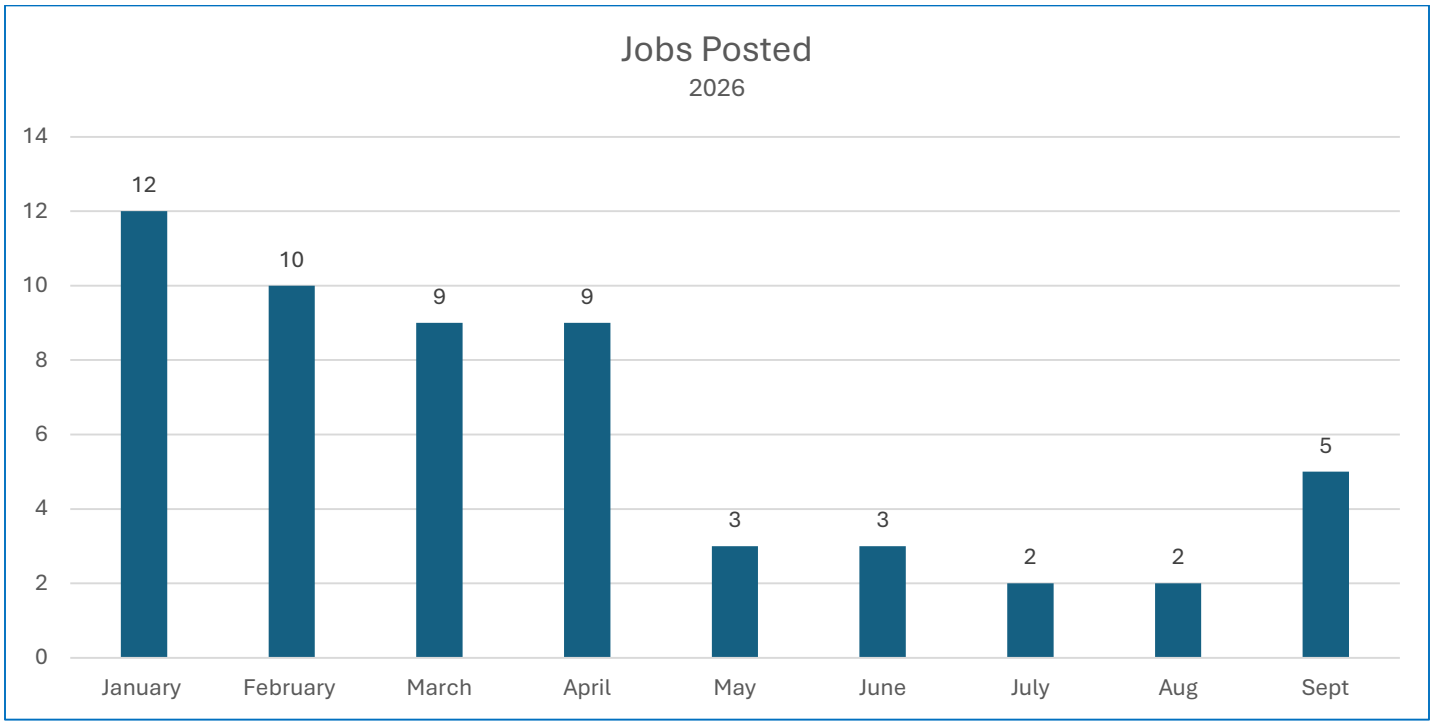


Trend: ↑ Increase in consecutive leave

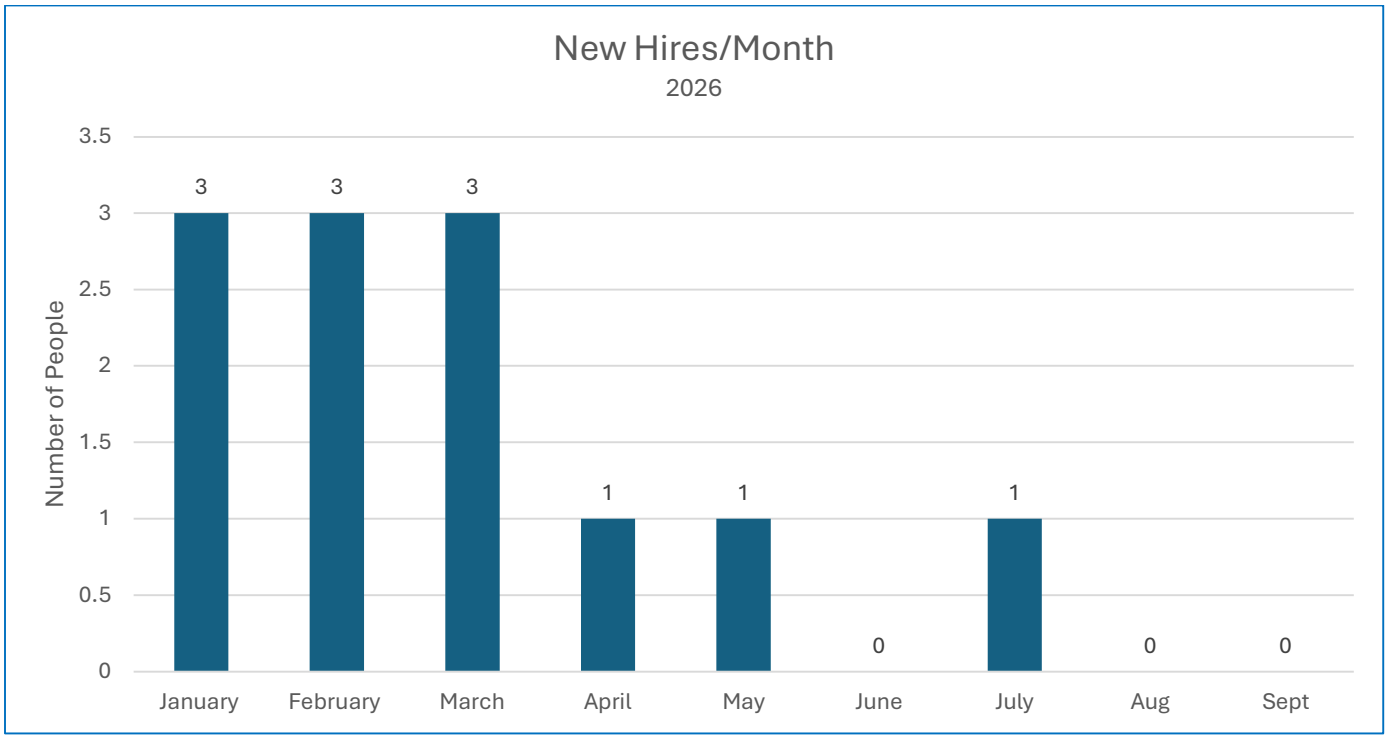
September total # of leaves (intermittent and consecutive = 19



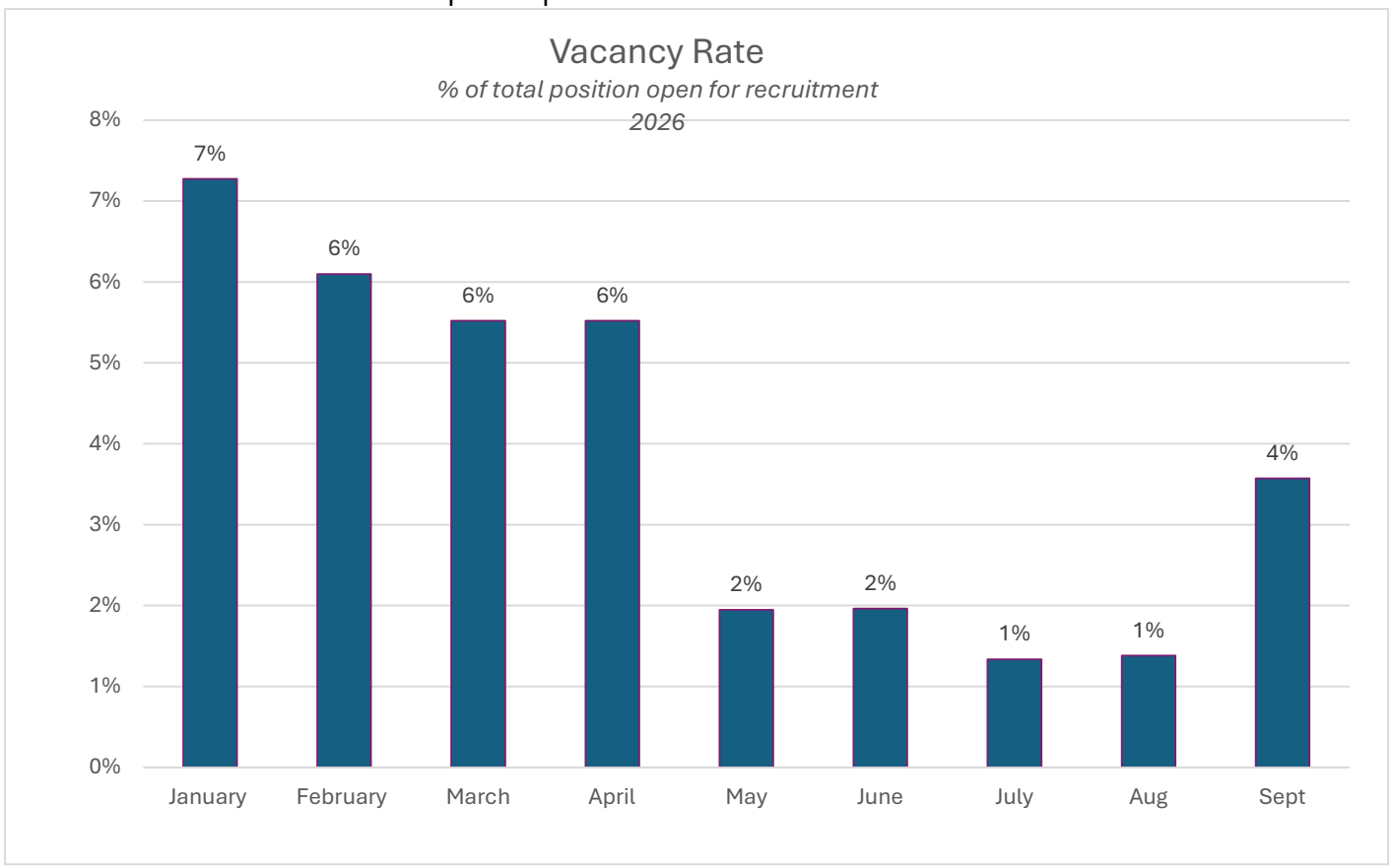
Recruitment



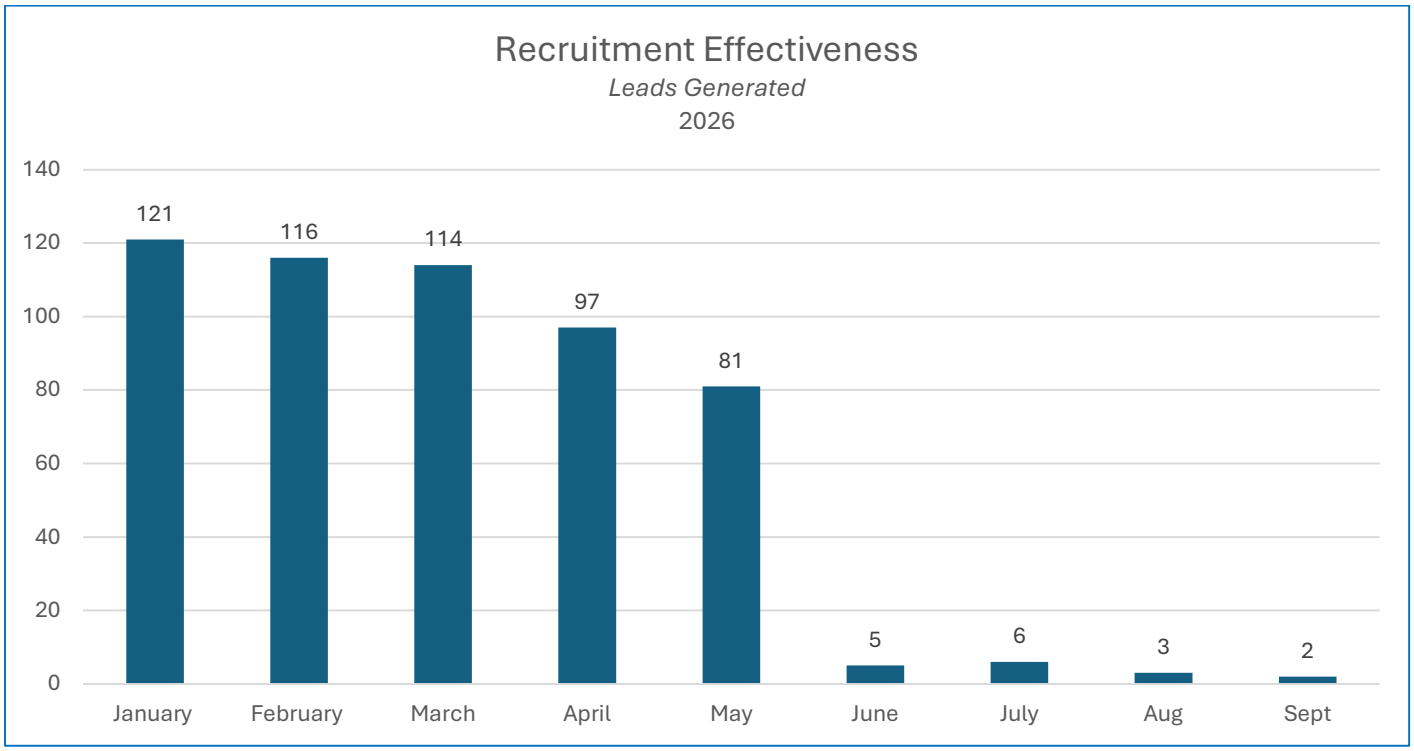
Trend: ↓ Only one hire in the last 4 months.



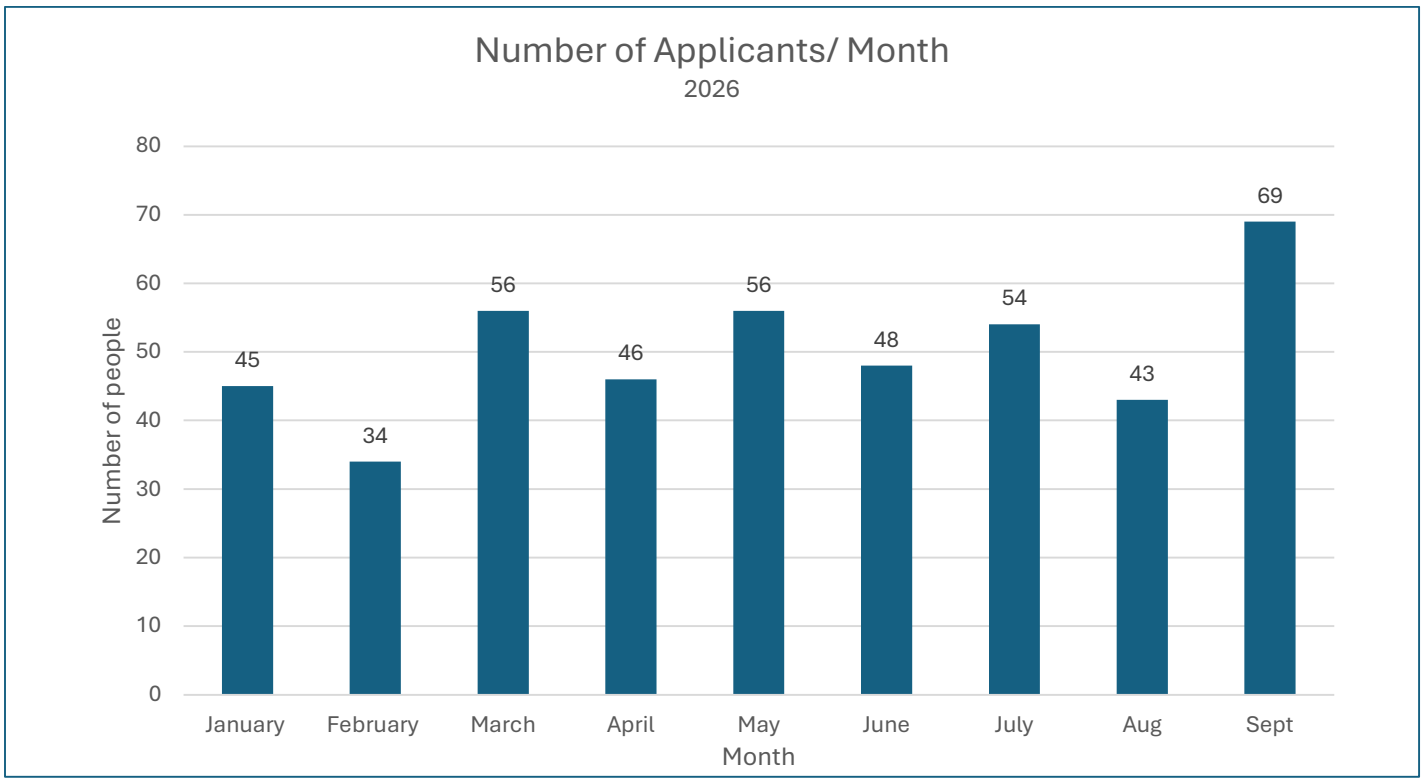
Trend: The number of vacant and posted positions continues to be low.



Trend: ↓ Reduction is the result in ending all advertising efforts for recruitment. Recruitment is continuing to do sourcing activities not related to advertising.



Trend: → Despite the reduction in posted positions, applications to positions continue at a similar level.



Chris Sutter	8230	Facilities Maintenance Technician	1		4130 1-00-130-00-000-0000			

Client Access (Business Services)		Jaime Preston			**New Budget Mapping**	**Employee Backfilled**	**Posting number**	**Vacancy Date**
Sheila Oldfield	6486	Clinic Operations Manager	0.5		4131 1-00-130-00-000-0000			
Melissa Jones	4716	Business Services Supervisor	1		4131 1-00-130-00-000-0000			
Lele Sutter	8225	Client Access Specialist	1		4130 1-00-130-00-000-0000			
Crysta Harris	3339	Client Access Specialist	1		4130 1-00-130-10-000-0000			
Jeremy Rowland	7596	Client Access Specialist	1		4130 1-00-130-10-000-0000	Tilaima Paulo		
Ludivina "Ludi" Quintanilla	5820	Client Access Specialist	1		4130 1-00-130-20-000-0000			
Yeimi Andrade	0416	Client Access Specialist	1		4130 1-00-130-10-000-0000			
Olivia Rodriguez	7536	Medical Records Tech (TD)/ Qualified Med	1		4130 1-00-130-10-000-0000			
Vacant	Not Budgeted	Referral Coordinator	1		4130 1-00-130-00-000-0000	Bridget Jones	NOT POSTED	1/24/2025
Vacant	Not Budgeted	BST ICT	0		4130 1-00-130-00-000-0000			
Vacant	RIF	BST Manager	0			Rachel Millard		
Vacant	Not Budgeted	Business Services Specialist II (Float)	1		4130 1-00-130-00-000-0000	Christina Brock	NOT POSTED	11/12/2025
Vacant	6872	Business Services Specialist I (HR)	1		4130 1-00-130-20-000-0000	Eric Palmer	NOT POSTED	5/6/2026
Vacant	6502	Business Services Specialist I (HR)	1		4130 1-00-130-20-000-0000	Joycelyn Orozco		8/21/2026

Children and Family Services	Employee ID		FTE
Kalyn Sherwood		Clinical Services Manager III	1

Children & Family Outpatient (022)				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Kalyn Sherwood	**7851**	**Kalyn Sherwood**	**0.2**	4125 1-00-462-00-000-0000			
Courtney Reyes	**7412**	**Clinical Supervisor II - MH**	1	4125 1-00-462-00-000-0000			
Amy Hutchinson	3788	Mental Health Specialist I	1	4112 1-00-462-00-000-0000			
Connor Ward	9237	Mental Health Specialist I	1	4112 1-00-462-00-000-0000			
Enrique "Rheggie" Carranza	1297	Mental Health Specialist I	1	4112 1-00-462-00-000-0000			
Robin Andrews	0422	Behavioral Health Case Manager - CADC	1	4118 1-00-428-00-000-0000			
Andrea Dorzab	Contract	MHS School Based (SC)- Contractor	1	6200 1-00-435-40-000-0000			
Dafne Valencia Virrueta	8962	Parent Education Coordinator(Bilingual)	1	4137 1-00-462-00-000-0000	NEW		8/25/2025
Andrea Mejia	5660	Mental Health Specialist I (Bilingual)	1	4112 1-00-462-00-000-0000	Maria Martinez (LCSW)		
McKenna Lashley	3340	Mental Health Specialist I	1	4112 1-00-462-00-000-0000			
MeKenzie Welch	8221	Mental Health Specialist I	1	4112 1-00-462-00-000-0000			
Robin Andrews	0422	Behavioral Health Case Manager - CADC	1	4118 1-00-428-00-000-0000			
Vacant	Not Budgeting	Mental Health Specialist I, II, III	1		Alyssa Youngquist	NOT POSTED	10/13/2025
Vacant	Not Budgeting	Case Manager II	0.5		Luis Preciado	NOT POSTED	7/23/2025
Vacant	Not Budgeting	Case Manager I, II School based	1		NEW	NOT POSTED	
Vacant	Not Budgeting	Case Manager I, II School based	1		NEW	NOT POSTED	
Vacant	Not Budgeting	Family Care Coordinator	1		NEW	NOT POSTED	
Vacant	7460	Mental Health Specialist I	1	4112 1-00-462-00-000-0000	Elizabeth "Lizzy" Selves		9/3/2026
Vacant	0405	Parent Skills Trainer (FKA Family Care Coordinator)	1	4137 1-00-462-00-000-0000	Ari Andrade (moved from IOSS)		8/27/2026
Kalyn Sherwood	**7851**	**Kalyn Sherwood**					
Jessica Catellier	1322	Mental Health Specialist I - School	1	4112 1-00-462-00-000-0000			

IOSS Children & Family Outpatient (ICT)				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Kalyn Sherwood	**7851**	Clinical Services Manager III	**0.2**	4125 1-00-425-00-000-0000			
Manar Aboul-Nour	New	Clinical Supervisor III - MH	1	4125 1-00-425-00-000-0000			
Caitlin Fitzpatrick	2817	Mental Health Specialist I	1	4112 1-00-425-00-000-0000			
Elizabeth "Liz" Cerasani	1340	Mental Health Specialist I	1	4112 1-00-425-00-000-0000	Alex Lopez-DeHaro		2023
Audrey Kearns	4852	Intensive Care Coordinator	1	4137 1-00-425-00-000-0000	Carina Martin		
Ramona "Mandie" Bates	0867	Intensive Care Coordinator	1	4137 1-00-425-00-000-0000	Meghan Rowland		
Tzitlali "Lali" Merchant-Trejo	5670	Intensive Care Coordinator	1	4137 1-00-425-00-000-0000	Elizabeth "Liz" Cerasani		3/9/2026
Isela Lachino	5108	Intensive Care Coordinator	1	4137 1-00-425-00-000-0000	Mekenzie Welch		
Julia Goodnight	3205	Intensive Care Coordinator	1	4137 1-00-425-00-000-0000	Bellah Linker-Sandvold		
Amber Pantages	6890	Intensive Care Coordinator	1	4137 1-00-425-00-000-0000	NEW		
Vacant		Case Manager II	0.5		Luis Preciado	NOT POSTED	7/23/2025

WRAPAROUND Services (SOC)				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Kalyn Sherwood	**7851**	Clinical Services Manager III	**0.2**	4125 1-00-430-00-000-0000			
Alyssa Youngquist	**9679**	**Clinical Supervisor I -**	1	4125 1-00-462-00-000-0000	NEW		7/7/2025
Astara Jensen	4608	Youth Peer Partner	0.6	4140 1-00-461-00-000-0000	Rogelio Olivares		6/1/2024
Nicole Deaville	1785	Wraparound Care Coordinator	1	4116 1-00-430-20-000-0000	Linda Murray		9/4/2026
Keli Nastasi	5970	Family Peer Partner	1	4121 1-00-430-00-000-0000	AlyxSandra MacEwen		
Frances Deitz-Fuller		Youth Peer Partner	1	4121 1-00-430-00-000-0000			
Vacant		Family Peer Partner	1	4121 1-00-430-00-000-0000	Sara Brown		11/18/2025
Vacant		Youth Peer Partner	1	4121 1-00-430-00-000-0000	Bellah Linker-Sandvold	NOT POSTED	10/6/2025
Vacant		Youth Peer Partner	1	4121 1-00-430-00-000-0000	Tianna Rodriguez Pierce	NOT POSTED	7/21/2026
Vacant		Wraparound Care Coordinator	1	4116 1-00-430-00-000-0000	Unknown		
Vacant		Wraparound Care Coordinator (TD)	1	4116 1-00-430-10-000-0000	Isaiah Snyder		8/7/2026
Vacant		Youth Peer Partner	1	4121 1-00-430-00-000-0000		NOT POSTED	
Vacant	RIF	Program Supervisor I	1		Carley Sanchez		

Youth SUD (YSU)				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date

Kalyn Sherwood	**7851**	Clinical Services Manager III	**0.2**	4125 1-00-428-00-000-0000			
Vacant	8186	Program Supervisor I	0.75	4125 1-00-428-00-000-0000	Adrienne Streater		7/14/2026
Vacant		Certified Recovery Mentor	1	4140 1-00-428-00-000-0000	Robin Andrews	NOT POSTED	7/14/2025

Youth Drop-In Center (DYC)				**New Budget Mapping**	**Employee Backfilled**	**Posting number**	**Vacancy Date**
Kalyn Sherwood	**7851**	Clinical Services Manager III	**0.2**	4125 1-00-461-00-000-0000			
Vacant	8186	Program Supervisor	0.25	4125 1-00-461-00-000-0000	Adrienne Streater		7/14/2026
Vacant		Youth Peer Partner	0.6	4140 1-00-461-00-000-0000	Frances Deitz-Fuller	NOT POSTED	8/12/2024
Vacant		Peer Support Specialist(Formerly Youth Peer Partner)	1	4140 1-00-461-00-000-0000	Tzitlali "Lali" Merchant-Trejo	NOT POSTED	4/21/2026
Vacant		Youth Peer Partner	1	4140 1-00-461-00-000-0000	Tiliama Paulo		
Vacant		Youth Peer Partner	1	4140 1-00-461-00-000-0000	Ashley "Juno" Bishop		
Vacant		Youth Peer Partner	1	4140 1-00-461-00-000-0000	New	NOT POSTED	New - 07/01/2025 Budget
Vacant		Youth Peer Partner	0.13	4140 1-00-461-00-000-0000	Tzitlali "Lali" Merchant-Trejo		12/29/2025

Crisis

Mobile Crisis Services	Employee ID		FTE		New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Misty Lacy	5116	Clinical Services Manager II	1		4125 1-00-625-00-000-0000			
Brittany Garber		Crisis Mental Health Specialist III	1		4112 1-00-625-00-000-0000	Laura Hollis Sanchez		
John Blosser	1000	Crisis Mental Health Specialist III	0.5	on call	4112 1-00-625-00-000-0000			
James "Jim" Good	3199	Crisis Mental Health Specialist I,(Weeknight)	1		4112 1-00-625-00-000-0000			
Tamara Salinas	7693	Case Manager I	1		4116 1-00-625-00-000-0000			
Lindsey "Charlie" White	9360	Case Manager I	1		4116 1-00-625-00-000-0000			
Eugenie "Eugenay" Porter	7142	Case Manager I	1		4116 1-00-625-00-000-0000			
Brandi Clark	1446	Family Peer Partner (Peer Support Specialist)	1		4121 1-00-625-00-000-0000			
Franklin Glover	3055	Certified Recovery Mentor	1		4140 1-00-625-00-000-0000			
On Call	Budgeted	Non-Crisis Employees	0.5	on call	4140 1-00-625-00-000-0000			
Vacant		Clinical Supervisor I, II, III - MH	0.5		4125 1-00-625-00-000-0000	Jim Good	NOT POSTED	
Vacant		Crisis Mental Health Specialist I	1		4112 1-00-625-00-000-0000	Jefferson House	20260006	3/10/2026
Vacant	Not Budgeting	Peer Support Specialist	1		4121 1-00-625-00-000-0000		NOT POSTED	New - Budget 07.01.2025

Community Support Services	Emplyee ID		FTE
Kristen Anders		**Clinical Services Manager II**	**1**

Intensive Case Management				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Kristen Anders	**0393**	**Clinical Services Manager II**	**0.1**	4125 1-00-540-00-000-0000			
Heather Clemence	1474	Program Supervisor	0.5	4125 1-00-540-00-000-0000			
Melissa Armour	0500	Case Manager I	1	4116 1-00-540-00-000-0000			
Geoff Schofield	7743	Case Manager I	1	4116 1-00-540-00-000-0000	Michelle Harvey-Murphy		
Jamie Reed	7372	Peer Support Specialist	1	4121 1-00-540-00-000-0000			
John Herlocker III	3570	Peer Support Specialist- Float	0.25	4121 1-00-540-00-000-0000			

ACT				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Kristen Anders	**0393**	**Clinical Services Manager II**	**0.1**	4125 1-00-520-00-000-0000			
Liz Barteld	0864	Clinical Supervisor II - MH	0.5	4125 1-00-520-00-000-0000			
Kim Plummer	1178	Program Supervisor I (SEP/Temp ACT)	0.3	4125 1-00-520-00-000-0000			
Dr Ferber (Contract)	Contract	MD	0.3	6210 1-00-520-00-000-0000			
Tasha Zimmerman	9690	Psychiatric Nurse	0.6	4120 1-00-520-00-000-0000			
Daren Starwing	8116	Peer Support Specialist	0.8	4121 1-00-520-00-000-0000			
John Herlocker III	3570	Peer Support Specialist- Float	0.25	4121 1-00-520-00-000-0000			
Ellen Barbour	0810	Alcohol and Drug Counselor I	0.6	4118 1-00-520-00-000-0000			
Kim Plummer	1178	Supported Employment Specialist	0.3	4115 1-00-520-00-000-0000	Jon Chavers	20260011	6/8/2026
Vacant	Not Budgeted	Case Manager I	1	4116 1-00-520-00-000-0000			

EASA				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Kristen Anders	**0393**	**Clinical Services Manager II**	**0.1**	4125 1-00-525-00-000-0000			
Liz Barteld	0864	Clinical Supervisor II - MH	0.5	4125 1-00-525-00-000-0000			
Dr Ferber (Contract)	Contract	Psychiatrist	0.1	6210 1-00-525-00-000-0000			
Tasha Zimmerman	9690	Psychiatric Nurse	0.4	4120 1-00-525-00-000-0000			
Jonathan LaBella	5263	Mental Health Specialist I	0.6	4112 1-00-525-00-000-0000			
Daren Starwing	8116	Peer Support Specialist	0.2	4121 1-00-525-00-000-0000	Mya Piza		4/27/2026
Kayla Ward	9239	Supported Employment Specialist	0.3	4140 1-00-525-00-000-0000			
Vacant	Budgeted	Occupational Therapist	0.2	4140 1-00-525-00-000-0000	Claire Stewart	2023230	12/27/2023

Jail Diversion				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Kristen Anders	**0393**	**Clinical Services Manager II**	**0.1**	4125 1-00-545-00-000-0000			
Breana Hesse	3590	Clinical Supervisor II - MH	0.33	4125 1-00-545-00-000-0000	Ethel Marquez	ON HOLD -20240053	45498
Michael Child	1395	Mental Health Specialist I	1	4112 1-00-545-00-000-0000			
Caitlin Lerch	5218	Case Manager II	1	4116 1-00-545-00-000-0000			
Kimberly Starwing	9304	Peer Support Specialist	1	4121 1-00-545-00-000-0000			
John Herlocker III	3570	Peer Support Specialist- Float	0.25	4121 1-00-545-00-000-0000			
Ellen Barbour	0810	Alcohol and Drug Counselor II	0.4	4118 1-00-545-00-000-0000	Kristina Ensbury		
Vacant	Not Budgeted	Clincial Supervisor- MH I, II, III	0.17	4125 1-00-545-00-000-0000			

Aid & Assist				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Kristen Anders	**0393**	**Clinical Services Manager II**	**0.1**	4125 1-00-530-00-000-0000			

Breana Hesse	3590	Clinical Supervisor II - MH	0.33	4125 1-00-530-00-000-0000	Breana Hesse	No backfill	9/10/2025
Kindra Richardson	7446	Case Manager I	1	4116 1-00-530-00-000-0000			
Vacant	Not Budgeted	Clincial Supervisor- MH I, II, III	0	4125 1-00-530-00-000-0000			

Supported Employment				**New Budget Mapping**	**Employee Backfilled**	**Posting number**	**Vacancy Date**
Kristen Anders	**0393**	**Clinical Services Manager II**	**0.1**	4125 1-00-538-00-000-0000			
Breana Hesse	3590	Clinical Supervisor II	0.17	4125 1-00-538-00-000-0000			
Kayla Ward	9239	Supported Employment Specialist	0.7	4140 1-00-538-00-000-0000			
Kim Plummer	1178	Supported Employment Specialist	0.7	4140 1-00-538-00-000-0000	Jon Chavers	20260011	

HAS				**New Budget Mapping**	**Employee Backfilled**	**Posting number**	**Vacancy Date**
Kristen Anders	**0393**	**Clinical Services Manager II**	**0.1**	4125 1-00-555-00-000-0000			
Rose Anderson	0397	Case Manager I	1	4121 1-00-555-00-000-0000	Kimberly Turnbow-Ziegler		
Vacant	Not Budgeted	Peer Support Specialist	0.8	4121 1-00-555-00-000-0000	Mya Piza	NOT POSTED	4/27/2026
Vacant	Not Budgeted	Program Supervisor		4125 1-00-555-00-000-0000	Kim Plummer		

The Cottage				**New Budget Mapping**	**Employee Backfilled**	**Posting number**	**Vacancy Date**
Kristen Anders	**0393**	**Clinical Services Manager II**	**0.1**	4125 1-00-561-00-000-0000			
Heather Clemence	1474	Program Supervisor I	0.5	4125 1-00-561-00-000-0000			
Lucinda "Cindy" Hernandez	3584	Peer Support Specialist	0.4	4121 1-00-561-00-000-0000			
Marsha Highfield	3620	Peer Support Specialist	1	4121 1-00-561-00-000-0000			
Jacob Vining	8972	Peer Support Specialist	1	4121 1-00-561-00-000-0000			
John Herlocker III	3570	Peer Support Specialist- Float	0.25	4121 1-00-561-00-000-0000			
Johnathan Semler	7793	Peer Support Specialist	1	4121 1-00-561-00-000-0000			
Vacant	Not Budgeted	Peer Support Specialist	1	4121 1-00-561-00-000-0000	NEW	NOT POSTED	New - 07.01.2025 budget
Vacant	Not Budgeted	Peer Support Specialist	0.6	4121 1-00-561-00-000-0000	Cully Brown	NOT POSTED	10/13/2025

Transitional Housing TRN				**New Budget Mapping**	**Employee Backfilled**	**Posting number**	**Vacancy Date**
Kristen Anders	**0393**		**0.2**	4125 1-00-565-00-000-0000			
Kim Tumlinson	8309	Case Manager I - Shift 1	1	4116 1-00-565-00-000-0000			
Vacant	Budgeted	Peer Support Specialist	1	4121 1-00-565-00-000-0000	NEW	NOT POSTED	New - 07.01.2025 budget
Vacant	Not Budgeted	Case Manager I or II Shift 2	1	4116 1-00-565-00-000-0000	Brittany Anderson	NOT POSTED	9/23/2024
Permanent Supported Housing PSH		**to be determined**					

Integrated Care Team

Integrated Care Team	Employee ID		FTE	New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date	Comments
Daniel Ferber	Contract	Psychiatrist	0.2	6210 1-00-716-00-000-0000		**Contract**		
Dr. Walker	Contract	Psychiatrist	0.6	6210 1-00-716-00-000-0000		**3 days a week**		
Dr. Ibrahim		Psychiatrist	term					
Dr. Chauhan-James		Psychiatrist	term					
Kim Humann	3814	Medical Director	0.6	4120 1-00-716-00-000-0000				0.7 FTE 11/10/25 - 2/7/26
Mandelynn Pray	7170	Nurse Practitioner	1	4120 1-00-716-00-000-0000	New			
Hayley Abel	0072	Nurse Practitioner	0.4	4120 1-00-716-00-000-0000				
Vacant		Nurse Practitioner	0.6	4120 1-00-716-00-000-0000	New		3/3/2025	cancelled posting 20260001
Sheila Oldfield	6486	Clinic Operations Manager	0.5	4125 1-00-716-00-000-0000				
Betty Lee	5187	Medical Assistant	1	4116 1-00-716-00-000-0000				
Lizet Villasenor Ramirez	9048	Medical Assistant	1	4116 1-00-716-00-000-0000	Caitlynne Reyes			
Bethany Hedges	3550	Medical Assistant	1	4116 1-00-716-00-000-0000				
Kristen Correia Herrera	1540	Medical Assistant	1	4116 1-00-716-00-000-0000				
Tasha Gorton	3208	Medical Assistant	1	4116 1-00-716-00-000-0000	New			
Vacant		Psychiatrist	1	4120 1-00-716-00-000-0000	New Position			Approved by Exec Team 06.30.2026
Vacant	Budgeted	Coder	1	4140-1-00-716-00-000-0000				
Vacant		RN CCBHC Coordinator	1	4140 1-00-716-00-000-0000	New		New - 07.01.2025 Budget	
Vacant	RIF	Program Supervisor	0.5	4125 1-00-716-00-000-0000	Amanda Mendez			
Vacant		Nurse Practitioner	0.5	4120 1-00-716-00-000-0000	Rhea Ann Bandelier	NOT POSTED	46080	
Vacant	RIF	Care Coordinator	1		Nicole Deaville			
Vacant	RIF	Care Coordinator	1		Delia Magna			
Rapid Access Clinic				**New Budget Mapping**	**Employee Backfilled**	**Posting number**	**Vacancy Date**	**Comments**
Cassandra "Cassie" Raffa	4118	Alcohol and Drug Counselor I, II	0.25	4118 1-00-720-00-000-0000				
Jodie Quevedo	4118	Alcohol and Drug Counselor I, II	0.25	4118 1-00-720-00-000-0000				
Vacant		Certified Recovery Mentor	1	4140 1-00-720-00-000-0000	Michelle Rhine		NOT POSTED	
Vacant		Medical Assistant	1	4140 1-00-720-00-000-0000	Kevin Bertadillo		9/11/2026	
Vacant		Nurse Practitioner	0.5	4120 1-00-720-00-000-0000	Rhea Ann Bandelier	NOT POSTED	2/27/2026	
Vacant	RIF	Program Supervisor I	0.5	4125 1-00-720-00-000-0000	Amanda Mendez		5/20/2026	
Vacant		Certified Recovery Mentor	1	4140 1-22-720-00-299-0000			NOT POSTED	

Adult Mental Health/SUD - Hood River	Employee ID		FTE
Fred Williams		**Clinical Services Manager III**	**0.5**

Adult MH Outpatient				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Fred Williams	**9419**	**Clinical Services Manager III**	**0.2**	4125 1-00-362-20-000-0000			
Deevonna Frasier	2915	Clinical Supervisor II - MH/SUD	0.5	4125 1-00-362-20-000-0000			
Mathias Green	3268	Mental Health Specialist I	1	4112 1-00-362-20-000-0000			
Cassandra "Cassie" Cleveland	1476	Mental Health Specialist I	1	4112 1-00-362-20-000-0000			
Bruce Ostler	6670	Mental Health Specialist I	1	4112 1-00-362-20-000-0000			
Vacant	1365	Mental Health Specialist II	0.6	4112 1-00-362-20-000-0000	Margo Chamberlain		
VACANT	Not Budgeting	Mental Health Specialist I	0.4	4112 1-00-362-20-000-0000	Margo Chamberlain	NOT POSTED	5/20/2025
vacant	Not Budgeting	Case Manager I	1	4116 1-00-362-20-000-0000	Jonatan Quintanilla/Cully Brown	NOT POSTED	9/23/2025
Vacant	Not Budgeting	Peer Support Specialist	1	4121 1-00-362-20-000-0000	Jessica Sternberg	NOT POSTED	11/21/2025

SUD/Gambling Outpatient				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Fred Williams	**9419**	**Clinical Services Manager III**	**0.2**	4125 1-00-361-20-000-0000			
Deevonna Frasier	2915	Clinical Supervisor II - MH/SUD	0.5	4125 1-00-361-20-000-0000	William "Bill" Carney		
Cassandra Raffa	7310	Alcohol and Drug Counselor I	0.75	4118 1-00-361-20-000-0000			
Nicole Dorsey	1905	Alcohol and Drug Counselor I	1	4118 1-00-361-20-000-0000			
Roberto Bustos Jr	1205	Certified Recovery Mentor	1	4140 1-00-361-20-000-0000	BHRN		
Vacant	Not Budgeting	Alcohol and Drug Counselor I	1	4118 1-00-361-20-000-0000	Tiffany Fine	NOT POSTED	
Vacant	Not Budgeting	Certified Recovery Mentor	1	4140 1-00-361-20-000-0000	Greta Sanchez	NOT POSTED	
Enhanced Care Services				**New Budget Mapping**	**Employee Backfilled**	**Posting number**	**Vacancy Date**
Fred Williams	**9419**	**Clinical Services Manager III**	**0.1**	4125 1-00-380-20-000-0000			
Andrea Duckwall	1942	Program Supervisor I	1	4125 1-00-380-20-00-0000			
Jenny Kelson	4875	Mental Health Specialist I	1	4112 1-00-380-20-000-0000	0.6 Halley Cooper Shumway		
Jon O'Guin	6374	Case Manager I	1	4116 1-00-380-20-000-0000			
Tamera "Tami" Ogden	6357	Case Manager I	1	4116 1-00-380-20-000-0000			
Veronica Cornejo Ramirez	1542	Case Manager I	1	4116 1-00-380-20-000-0000			
Tristan Garza	3055	Case Manager I	1	4116 1-00-380-20-000-0000			
Nancy Funez	2970	Case Manager I	1	4116 1-00-380-20-000-0000			
Chelci Curtis	1616	Case Manager I	1	4116 1-00-380-20-000-0000			
Vacant	RIF	Case Manager I	1	4116 1-00-380-20-000-0000	Jennifer Williams		
Vacant	RIF	Case Manager I	1	4116 1-00-380-20-000-0000	Alexandra "Allie" Ferrick		
Vacant (Fred covering)	Not Budgeting	Clinical Supervisor I, II, III - MH	0	4125 1-00-380-20-000-0000	Ceec Connelly	NOT POSTED	
Vacant	Not Budgeting	Case Manager II	1	4125 1-00-380-20-000-0000	New	NOT POSTED	8/27/2025
Vacant (Kim Humann Covering)	Contract	Contract- Psychiatrist	0.5	6210 1-00-380-20-000-0000	Mary Pat Cason		
Vacant	Not Budgeting	Case Manager I	1	4116 1-00-380-20-000-0000	Kelsey Pressel (Left in May)		5/28/2026
Vacant	5512	Case Manager I	1	4116 1-00-380-20-000-0000	Brindel "Charlie" May		9/16/2026

Adult Mental Health/SUD - The Dalles	Employee ID		FTE
Fred Williams		**Clinical Services Manager III**	**0.5**

Adult MH Outpatient - The Dalles				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Fred Williams	**9419**	**Clinical Services Manager III**	**0.2**	4125 1-00-362-10-000-0000			
Stephen Bradley	1057	Clinical Supervisor III - MH	1	4125 1-00-362-10-000-0000			
McKenzie Mellow	5661	Mental Health Specialist II	1	4112 1-00-362-10-000-0000			
Krystal Browne	1120	Mental Health Specialist I	1	4112 1-00-362-10-000-0000			
Michael Kite	4940	Mental Health Specialist I	1	4112 1-00-362-10-000-0000			
Rene Tago	8308	Mental Health Specialist I	1	4112 1-00-362-10-000-0000			
Natalie Crosby	1615	Mental Health Specialist I	1	4112 1-00-362-10-000-0000			
Bobbie Napoli	1179	Behavioral Health Case Manager - CADC	1	4116 1-00-362-10-000-0000			
Vacant	Not Budgeting	Peer Support Specialist	1	4121 1-00-362-10-000-0000	Bruce Ostler	NOT POSTED	2/3/2025
Vacant	Not Budgeting	Mental Health Specialist I	1	4112 1-00-362-10-000-0000	Vacant 09.30.2025 - Paul Chapman	NOT POSTED	

SUD/Gambling Outpatient				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Fred Williams	**9419**	**Clinical Services Manager III**	**0.2**	4125 1-00-361-10-000-0000			
Ruben Mosqueda	5856	Clinical Supervisor I - SUD	1	4125 1-00-361-10-000-0000			
Katrina Mace	5418	Alcohol and Drug Counselor I	1	4118 1-22-361-10-299-0000	BHRN		
Jodie Quevedo	7220	Alcohol and Drug Counselor II	0.75	4118 1-00-361-10-000-0000			
Victor Veloz		Supported Employment Specialist	1	4140 1-22-361-40-299-0000	BHRN		
Vacant		Alcohol and Drug Counselor II	1	4118 1-00-361-10-000-0000	Shelly Gullon		
Vacant	Not Budgeting	Supported Employment Specialist	0.6	4140 1-22-361-10-299-0000	BHRN	NOT POSTED	
Vacant	Not Budgeting	Certified Recovery Mentor	1	4140 1-22-361-10-299-0000	BHRN Aaron Vareberg	NOT POSTED	
Vacant	Not Budgeting	Certified Recovery Mentor	1	4140 1-00-361-10-000-0000	Amy Shaw	NOT POSTED	8/12/2025
Vacant	Not Budgeting	Mental Health Specialist I	0.5	4112 1-00-361-10-000-0000			

Sherman County				New Budget Mapping	Employee Backfilled	Posting number	Vacancy Date
Fred Williams. Clinical Services Mgr III		**Clinical Services Manager III**	**0.1**	4125 1-00-361-40-000-0000			
Sherry Viers		Case Manager I	1	4116 1-00-361-40-000-0000			
Vacant		Supported Employment Specialist	1	4140 1-22-361-40-299-0000	BHRN		
Vacant	Not Budgeting	Certified Recovery Mentor	1	4140 1-22-361-40-299-0000	BHRN	NO PLAN TO FILL	
Vacant	Not Budgeting	Referral Coordinator	1	4140 1-22-361-40-299-0000	BHRN	NO PLAN TO FILL	
Vacant		Mental Health Specialist I	1	4112 1-00-361-40-000-0000	Imma Royal		9/23/2026
Vacant		Alcohol and Drug Counselor II	1	4118 1-22-361-40-299-0000	BHRN Cara Mendoza		9/25/2026

knowbe4

Phishing Security Test Report

09/03/2026 - 09/13/2026

Campaign: Ongoing Phishing 2026

Every two weeks from topic: IT, Healthcare, Data Breach, WiFi, Reported Phishes of the Week, Phishing For Sensitive Information, Reply-To, Banking

Groups: All users

Statistics

See report at https://training.knowbe4.com

0.0%	162	159	27	0	0	0	0	0	0	0	0	3
Phish-prone Percentage	Recipients	Delivered	Opened	Clicked	QR Code Scanned	ClickFix	Replied	Attachment Opened	Macro Enabled	Data Entered	PAB Reported	Bounced

Phish-prone Percentage is calculated from the total number of phishing test failures divided by the number of emails delivered.

Phishing Email Sent

See report at https://training.knowbe4.com

Phishing email was sent to 162 recipients. Each recipient received a different email. Go to this Phishing Security Test's users page to see which user received which email.

Provider Services Risk Withhold Report
Mid Columbia Center For Living - Medicaid

Contract Period: 01/01/2025 - 12/31/2025
Report Period: 01/01/2025 - 12/31/2025
Paid Through: 04/30/2026

			Contract Performance				
Surplus or Withhold	Measure	Sub Measure	Target	Measure Weight	Performance	Final or TBD	Measure Results
Withhold	Assessments for Children in DHS Custody	NONE	93.20%	20.00%	100.00%	Final	Meeting
	Initiation and Engagement of Substance Use Disorder Treatment	Engagement of SUD Treatment	13.40%	20.00%	8.70%	Final	Not Meeting
		Initiation of SUD Treatment	36.50%	20.00%	28.00%	Final	Not Meeting
	Young Children Receiving Social-Emotional Issue-Focused Intervention/Treatment Services	General Measure Data	4.20%	40.00%	6.80%	Final	Meeting
Withhold Quality Percent:				60.00%			

Hood River/Sherman/Wasco (Rural)

Population: 52,517 **Youth Population (0-17):** 11,664 *U.S. Census Bureau 2020

MCIS Team: Mid-Columbia Center for Living

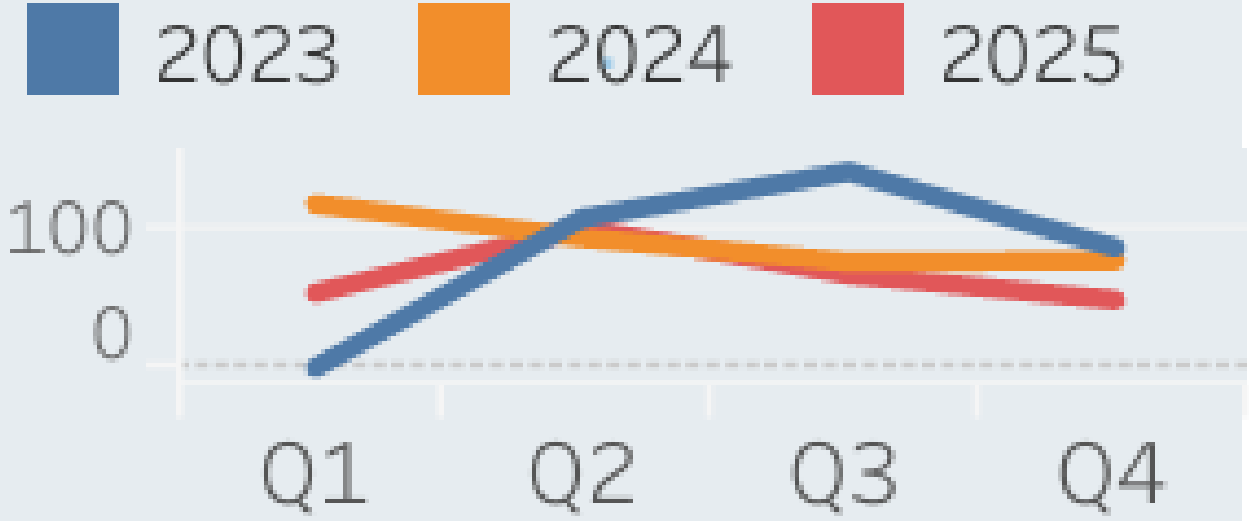
271

Total 2025 Dispatches

24%

Repeat Dispatches

Total Dispatches by Year



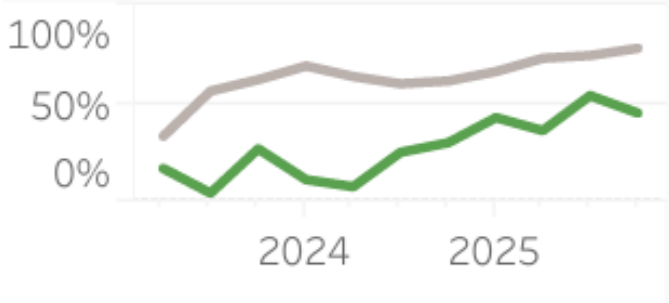
Dispatch Location

	Program	Statewide
Community Response (Residence/School/Public Setting)	56%	64%
Institutional Response (Jail/Hospital/Clinic)	40%	27%
Other Setting	3%	6%
Missing	1%	3%

Responders On Scene

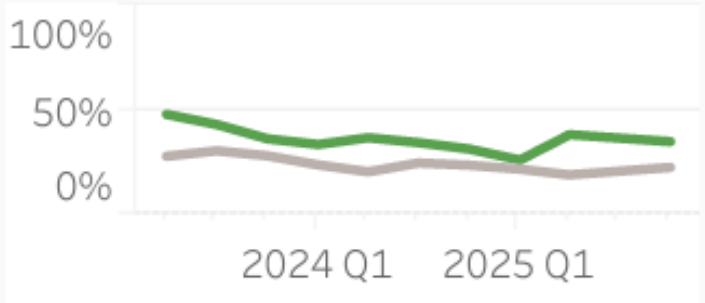
44%

Had 2 Responders on Scene



34%

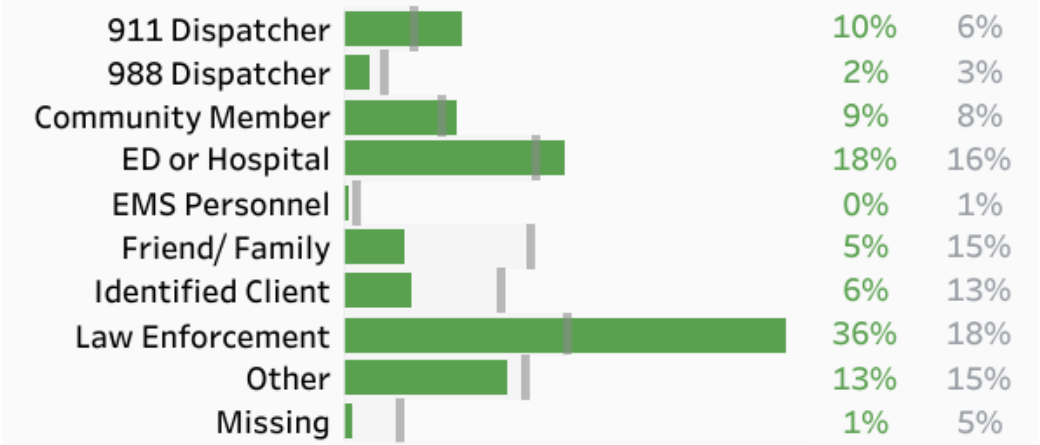
Had Law Enforcement on Scene



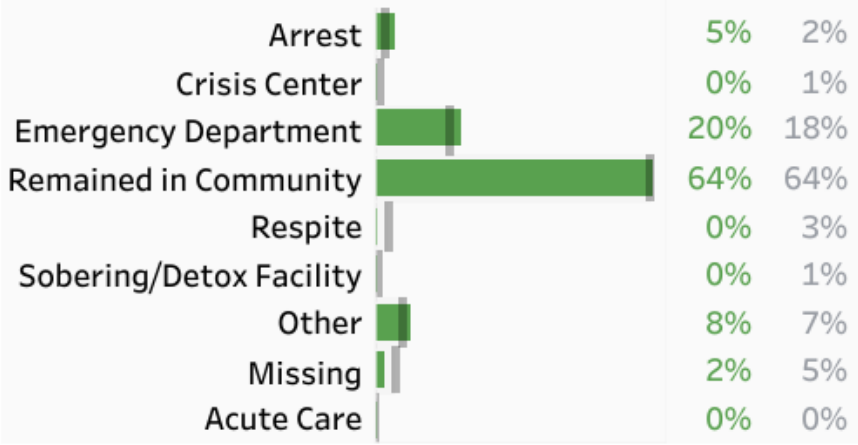
4%

Had EMS on Scene

Caller Requesting Dispatch



Disposition



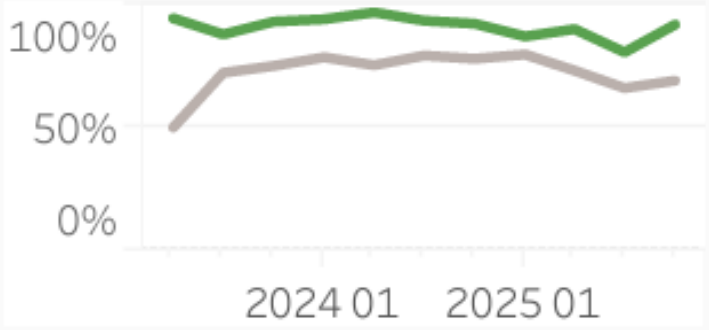
Reason For Dispatch

Suicidality/Suicide Attempt	27%	27%
Agitation or Disruptive Behavior	29%	23%
Harm/Risk of Harm to Self	30%	21%
Difficulty Functioning	12%	19%
Other Reason for Dispatch	4%	14%

Engagement Details

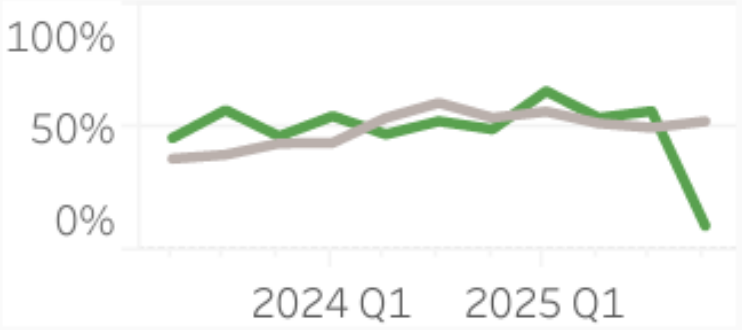
87%

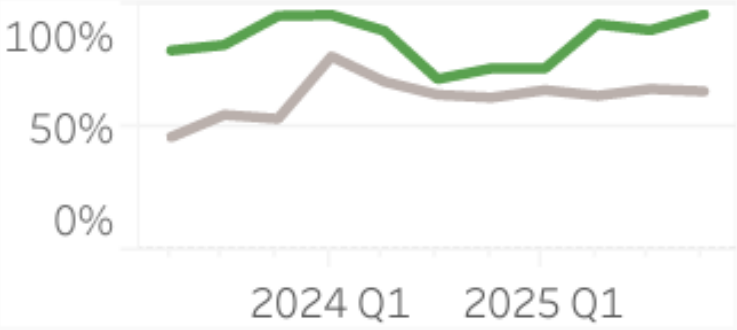
Engaged Client



49%

Had Follow-up From MCIS Team



89%

Had the Language Need Met