

COLONIAL BEHAVIORAL HEALTH BOARD MEETING

DATE: July 25, 2025

LOCATION: Colonial Behavioral Health, 473 McLaws Circle, Williamsburg, VA 23185

WELCOME AND CALL TO ORDER: 3:16pm

BOARD MEMBERS PRESENT:

Mr. Ryan Ashe – James City County
Ms. Lynette Diaz – James City County
Mr. Sean Dunn – Williamsburg
Mr. Bruce Keener – York County
Mr. Steven Miller – York County (Remote)
Ms. Amber Richey – York County
Ms. April Thomas – York County
Ms. Donyale Wells – James City County (Remote)

BOARD MEMBERS ABSENT:

Mr. Tarun Chandrasekar - Williamsburg
Mr. John Collins – York County
Dr. Dawn Ide – City of Poquoson
Ms. Kristen Nelson – York County
Dr. John Shaner – City of Poquoson
Mr. Roy Witham – James City County

CBH STAFF PRESENT:

David Coe, Kristy Wallace, Katie Leuci, Kyra Cook, Linda Butler, Patty Hartigan, Nancy Parsons, Denise Kirschbaum, and Chaenn Thomas

GUESTS: None

PUBLIC COMMENT: None

CONSENT CALENDAR:

The consent calendar was presented for approval of the following meeting minutes:

- June 3, 2025, Board of Directors Meeting

- June 17, 2025, Executive Committee Meeting
- June 18, 2025, Public Awareness Committee Meeting
- Emergency Repairs – 1651 Merrimac Trail Office

April Thomas made a motion to accept the consent agenda as presented. Bruce Keener seconded the motion; all were in favor.

ACTION ITEMS:

A-1 DBHDS Performance Contract FYs 26-27 (D. Coe)

The Performance Contract is the standardized vehicle through which all state and federal funding is provided to CSBs. This contract covers the fiscal years beginning July 1, 2025, and ending June 30, 2027. The contract must be approved by September 30, 2025.

Bruce Keener made a motion that the FYs 2026-2027 Performance Contract between Colonial Behavioral Health and the Commonwealth of Virginia/DBHDS be approved. April Schmidt seconded this motion; all were in favor.

A-2 Policy Formation (CBH Policy #1) (D. Coe)

During our June Board meeting, the Board of Directors approved a new process for approving policies to further clarify which policies are to be reviewed by the Board, or Executive Director. The following formatting additions will be added to each policy: reference to state and federal regulations as applicable, deletion dates as applicable, and areas with the organization primarily affected. Policy 1 – Policy Formation was presented in the new format.

April Schmidt made a motion that the CBH Board approves the amended Policy 1 – Policy Formation. Lynette Diaz seconded this motion; all were in favor.

A-3 Approval – 10-Year Capital Improvement Plan (N. Parsons/D. Coe)

CBH has not always maintained a Capital Improvement Plan separate from its operating budget although the agency is embarking on a planned long-term growth and building program – a separate CIP budget was presented to the Board. This plan consists of two parts: the top part (planned and funding) and the bottom part (planned, not yet funded). Fundraising is not included in this plan; a future consideration would be to include fees associated with fundraising. This document has been adjusted slightly from the previously approved document, with FY 2025 removed and FY 2035 added.

Bruce Keener made a motion that the Board of Directors approve the Colonial Behavioral Health 10-Year Capital Improvement Plan. Lynette Diaz seconded this motion; all were in favor.

A-4 PPEA Comprehensive Agreement with Henderson, Inc. (K. Cook)

CBH is advancing plans for the new Center for Wellness and Support. Design work under the Interim Agreement with Henderson, Inc. has reached the 50% milestone. Henderson has now submitted a Lump Sum Price for the full scope of the project, providing CBH with valuable cost predictability. Once the Comprehensive Agreement is implemented, CBH's cost will not exceed the agreed-upon amount unless the scope of work changes.

Bruce Keener made a motion to authorize the Executive Director to execute Contract #C240325-01 Comprehensive Agreement with Henderson, Inc. – for the completion of design and

construction of the new Center for Wellness and Support at 2001 Galt Lane.
This authorization includes the management of contract contingencies and approval of Change Orders as necessary. Should the tariff clause be activated, staff will return to the Board with a recommendation prior to any approval of increased expenditures.
The total contract amount is not to exceed \$10,873,067.
April Thomas seconded this motion; all were in favor.

A-5 Removal of Members – Advisory Council Member Removal (*M. Obremski*)

Five members were initially appointed by the Board in January 2025. Since that time, only two of the appointees have participated in planned meetings, community events or Board meetings. Three members have been incommunicative and unresponsive to multiple engagement efforts which has resulted in this request for removal.

Amber Richey made a motion that the CBH Board of Directors approves the removal of the following individuals from membership in the CBH Advisory Council due to nonparticipation: Jacqueline Flores, Ava Garrant, and Matthew Earl Sheets. Lynette Diaz seconded this motion.

REPORTS:

Executive Director's Report (*D. Coe*)

Agency Issues

Building 1 (Merrimac Campus) is returning to normal operations after a plumbing-related flood incident in early June.

The Fiscal Agent MOU with York County has been signed, executed and approved.

We are pleased to welcome our two newest Board members: Sean Dunn (City of Williamsburg) and Lynette Diaz (James City County).

Community Issues

Our groundbreaking event for the CSW will take place on September 10, 2025 (which is also World Suicide Prevention Day).

DBHDS will provide CBH with additional funding for PSH.

ADJOURNMENT:

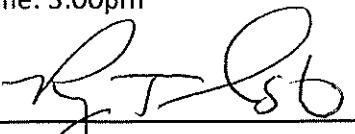
A motion to adjourn the meeting was made by Bruce Keener and seconded by Amber Richey. The meeting was adjourned at 4:31pm.

NEXT MEETING:

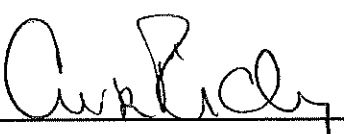
Date: Tuesday, September 2, 2025

Location: 473 McLaws Circle, Williamsburg, VA 23185

Time: 3:00pm



Ryan Ashe, Chair



Amber Richey, Secretary



Colonial Behavioral Health

SERVING JAMES CITY COUNTY, CITY OF POQUOSON, CITY OF WILLIAMSBURG AND YORK COUNTY

BOARD OF DIRECTORS MEETING JULY 25, 2025

AGENDA

WELCOME AND CALL TO ORDER

R. Ashe

ROLL CALL

PUBLIC COMMENT

CONSENT CALENDAR

- June 3, 2025, Board of Directors Meeting
- June 17, 2025, Executive Committee Meeting
- June 18, 2025, Public Awareness Committee Meeting
- Emergency Repairs – 1651 Merrimac Trail Office

N. Parsons/D. Coe

ACTION ITEMS

- A-1 Approval – DBHDS Performance Contract FYs 26-27
- A-2 Approval – Policy Formation (CBH Policy #1)
- A-3 Approval – Capital Improvement Plan
- A-4 Approval – PPEA Comprehensive Agreement with Henderson, Inc.
- A-5 Approval – Advisory Council Member Removal

D. Coe

D. Coe

N. Parsons/D. Coe

K. Cook

M. Obremski

REPORTS

- Executive Director's Report

D. Coe

ITEMS FROM THE COMMITTEE

ADJOURNMENT

- **Next Meeting:**
September 2, 2025
3:00 PM
473 McLaws Circle, Williamsburg, VA 23185

COLONIAL BEHAVIORAL HEALTH BOARD MEETING

DATE: June 3, 2025

LOCATION: Colonial Behavioral Health, 473 McLaws Circle, Williamsburg, VA 23185

WELCOME AND CALL TO ORDER: 3:00pm

BOARD MEMBERS PRESENT:

Mr. Ryan Ashe – James City County
Mr. Tarun Chandrasekar - Williamsburg
Mr. John Collins – York County
Ms. Wendy Evans – Williamsburg
Mr. Bruce Keener – York County
Ms. Erin Otis – James City County
Ms. Amber Richey – York County
Dr. John Shaner – City of Poquoson
Ms. April Thomas – York County
Ms. Donyale Wells – James City County
Mr. Roy Witham – James City County

BOARD MEMBERS ABSENT:

Dr. Dawn Ide – City of Poquoson
Mr. Steven Miller – York County
Ms. Kristen Nelson – York County

CBH STAFF PRESENT:

David Coe, Kristy Wallace, Katie Leuci, Kyra Cook, Linda Butler, Patty Hartigan, Nancy Parsons, Denise Kirschbaum, and Chaenn Thomas

GUESTS:

Susan Goodwin, CPA (Assistant County Administrator, York County)

PUBLIC COMMENT: None

CONSENT CALENDAR:

The consent calendar was presented for approval of the following meeting minutes:

- May 6, 2025, Board of Directors Meeting
- May 20, 2025, Executive Committee Meeting

John Collins made a motion to accept the consent agenda as presented. Dr. John Shaner seconded the motion; all were in favor.

ACTION ITEMS:**A-1 Election of Officers – Fiscal Year 2026**

The following proposed slate of officers for FY 2026 was presented to the Board for approval:

Board Position	Nominee	Locality
Chair	Ryan Ashe	James City
Vice Chair	Wendy Evans	Williamsburg
Secretary	Amber Richey	York County
Treasurer	John Collins	York County
Member At-Large	Erin Otis	James City

John Collins made a motion to approve the proposed slate of officers to the CBH Board of Directors for FY 2026; Roy Witham seconded this motion. All were in favor.

A-2 Approval – Fiscal Year 2026 Operating Budget (*N. Parsons*)

The proposed budget (effective dates are July 1, 2025, through June 30, 2026) reflects planned revenues and expenditures based on what we know for FY 26. A revised budget will be presented to the Board during the year for the following reasons: CBH acquired additional PSH units, we expect to receive \$600k for Marcus Alert, and we have applied for workforce funding that is still pending.

Bruce Keener made a motion that the Board of Directors approve the proposed Colonial Behavioral Health FY 2026 Operating Budget. April Thomas seconded this motion.

A-3 Approval – 10-Year Capital Improvement Plan (*N. Parsons*)

CBH has not always maintained a Capital Improvement Plan separate from its operating budget although the agency is embarking on a planned long-term growth and building program – a separate CIP budget was presented to the Board. The plan was coded to note which items had identified funding sources. Staff commented that the board was acting on the items that were funded. Fundraising is not included in this plan; a future consideration would be to include fees associated with fundraising.

Bruce Keener made a motion that the Board of Directors approve the Colonial Behavioral Health 10-Year Capital Improvement Plan. John Collins seconded this motion and all were in favor.

A-4 Approval – Expenditures for Special Projects (*N. Parsons*)

The CBH Board's Executive Committee previously approved up to \$400,000 in one-time funds to

be used by the end of FY 2025 for facility improvement and maintenance projects, many of which are urgent. The amounts indicated on the spreadsheet have also been incorporated in the 10-Year Capital Improvement Plan. The Executive Committee has reviewed the proposal and recommends approval by the full board.

John Collins presented the motion from the Executive Committee that the Colonial Behavioral Health Board of Directors authorize high priority facility projects (HVAC, roofs and windows) totaling \$265,000, to be paid out of CBH reserves in FY26). Dr. John Shaner seconded this motion; all were in favor.

A-5 Approval – One-Time Staff Payment (*N. Parsons*)

CBH is one of the many CSBs without sufficient funding in FY 2026 to support a Cost-of-Living Adjustment (COLA) for staff compensation. There are sufficient one-time unrestricted funds in the FY 2025 budget to support a one-time payment (bonus) to current CBH staff in the last payroll of the current fiscal year.

Dr. John Shaner presented the motion from the Executive Committee that the CBH Board of Directors approves the one-time longevity bonus payment proposal not to exceed \$304,000.00. Tarun Chandrasekar seconded this motion.

A-6 Approval – Revision to CBH Bylaws (*D. Coe*)

CBH Bylaws are reviewed periodically to assure continued compliance with state and federal statutes, and to reflect the Board's wishes for effective operations as a governing body. A single amendment is currently recommended: the insertion of language requiring the Board to approve all individual expenditures over \$50,000.00. CBH's Board Attorney recommends approval of this Bylaws change.

Dr. John Shaner made a motion that the CBH Board approve the amended CBH Bylaws as attached. Amber Richey seconded this motion; all were in favor.

A-7 Approval – Amendment to Financial Management Policy (*D. Coe*)

Making a revision to CBH's Bylaws also requires a amendment to CBH's Financial Management Policy to ensure that both documents are aligned. The Financial Management Policy needs to include the same revision "including individual expenditures exceeding \$50,000.00."

John Collins made a motion that the CBH Board of Directors approve the proposed revision to CBH Financial Management Policy #30 – Budget for the purpose of aligning agency policy with Bylaws. Dr. John Shaner seconded this motion; all were in favor.

A-8 Approval – Fiscal Agent Agreement with York County (*D. Coe*)

York County has been the fiscal agent for Colonial Behavioral Health since 1990. The County of York, Colonial Behavioral Health and the Treasurer of York County find it appropriate to set out and memorialize their respective obligations concerning the responsibilities for each party. All parties desire to establish a fiscal agency memorandum of agreement. This agreement has been approved by the York County Board of Supervisors.

John Collins made a motion that the CBH Board of Directors authorizes the Executive Director to execute a Fiscal Agency Memorandum of Agreement between Colonial Behavioral Health and the County of York. Dr. John Shaner seconded this motion; all were in favor.

A-9 Approval – Board Policy Review Calendar (D. Coe)

CBH has been working with the Executive Committee to develop a Board review calendar for agency governance policies. These policies will be reviewed on a regular basis. CBH created a Board SharePoint site to allow our Board members to review policies.

Dr. John Shaner presented the motion from the Executive Committee that the CBH Board of Directors approve the proposed Board Policy Review Calendar. April Thomas seconded this motion; all were in favor.

A-10 Approval – Amendment to PPEA Interim Agreement (K. Cook)

To authorize Henderson, Inc. to begin demolition, the existing interim agreement must be amended. Demolition costs were estimated at \$500,000 and included in the original project budget. The demolition cost is below the original budget estimate, Henderson Inc. recommends allocating an additional \$124,975 to get construction documents to 50% construction design as part of the Interim Agreement to keep the project moving until the Comprehensive Agreement is presented to the Board of Directors on July 25, 2025.

Dr. John Shaner made a motion to authorize the CBH Executive Director to amend Contract #C240325 – Interim Agreement with Henderson, Inc. – to include demolition of the existing building on the newly acquired property. The contract amendment shall not exceed \$485,529.00. April Thomas seconded this motion; all were in favor.

REPORTS:

Executive Director's Report (D. Coe)

Agency Issues

CCSI should be the legal owner of the parcel by May 27, 2025.

CBH's Annual Board Planning Day will take place on July 25, 2025, at the York-Poquoson Sheriff's Office (159 Goodwin Neck Road, Yorktown 23692). Some of the topics that will be covered on this day include board training topics, work related to our capital projects for both the CSQ and 2nd building on the property. We will hold a regular Board Meeting in the afternoon to cover policy considerations, potential approval of the Comprehensive Agreement with Henderson, Inc., revisions to the operating budget, and the performance contract.

Community Issues

Our groundbreaking event for the CSW will take place on September 10, 2025 (which is also World Suicide Prevention Day).

DBHDS will provide CBH with additional funding for PSH.

CBH and the City of Williamsburg have begun a pilot program (Project HOPE) to connect homeless individuals with services and support.

Public Policy

CBH has not received the Performance Contract from DBHDS.

CLOSED SESSION:

Bruce Keener made the following motion to move to a closed session: I move that a closed

meeting of the Board be held as permitted under the Code of Virginia Sections 2.2-3705.6.3 and 2.2-3711, to discuss the following matters:

The annual performance evaluation of, and the Board's annual contract with, the CBH Executive Director.

John Collins made a motion to conclude the closed session. Bruce Keener seconded the motion, which was unanimously approved. Board members were individually polled immediately coming out of the closed session to certify that only those matters covered in the motion for closed session were discussed.

ADJOURNMENT:

A motion to adjourn the meeting was made by Bruce Keener and seconded by Roy Witham, the meeting was adjourned at 4:38pm.

NEXT MEETING:

Date: Friday, July 25, 2025

Location: 159 Goodwin Neck Rd. Yorktown, VA 23692

Time: TBD (Following Board Planning Day)

Ryan Ashe, Chair

Donyale Wells, Secretary

COLONIAL BEHAVIORAL HEALTH

EXECUTIVE COMMITTEE MEETING

473 McLaws Circle, Williamsburg

June 17, 2025, at 4:00pm

Call to Order

The Executive Committee Meeting was called to order at 4:00pm.

Roll Call

Committee Members Present:

Ryan Ashe, John Collins, Wendy Evans

Committee Members Absent:

Erin Otis, Donyale Wells

CBH Staff Present:

David Coe, Kyra Cook, Marsha Obremski, Nancy Parsons, Chaenn Thomas, Kristy Wallace

Members of the Public:

None

UPDATES

\$73K Emergency Expenditure for Building 1 Repairs (David–Nancy)

Due to a malfunction of the hot water heater, flooding was caused in Building 1. The cost of repairs is currently \$76K (1/2 of this amount will be covered by insurance). The contract for repair has been completed/down payment has been made.

NEXT STEP: CBH will need to add “emergency language” to our policy.

NEXT STEP: Ryan Ashe will reach out to York County to explain what has happened (Mark/Susan).

Recruitment and Hiring (Chaenn)

Chaenn reviewed the Recruitment and Hiring Update as of 6/17/2025. CBH has 20 full-time positions open.

NEXT STEP: Chaenn will start including separations in her recruitment update.

2026 -2028 DBHDS Performance Contract (David)

We have not yet received the Performance Contract; once it is received, we need to sign it (motion to the Board). The contract will be posted for 30 days for public comment.

May 2025 Financial Report (Nancy)

Nancy presented the Financial Report as of 5/31/2025. Nancy has added a box at the bottom “New Facility Development Donation which will be updated going forward; current balance is \$50K.

Fundraising 101 Presentation (Leigh)

Leigh Carroll-Stump presented Fundraising 101 which is focused on individual fundraising. CBH will decide (Go or No Go) by December 2025. 80% of funding comes from 20% of donors. A new way of thinking for CBH is explained in the Donor Bill of Rights.

NEXT STEP: Sketching a moderate campaign (requiring one FT employee) and bring to the Executive Committee.

NEXT STEP: We will continue to investigate a federal campaign.

NEXT STEP: Community Foundation – this is planned giving.

CBH Annual Incident Reporting Update (Daesha W.)

Daesha presented the Annual Incident Report. This report compares last year's total number of incidents to that of the previous year. The types of incidents are categorized by levels:

Level I: Not required to report

Level II: Reportable

Level III: have 24 hours to report

Other Incidents: Not required to report

Other parts of the report include: Key Observations, Action Taken, Recommendation for Next Year, and Summary.

NEXT STEP: Ask Michelle Lakins to create a cover memo (summary of this report) before it is presented to our Board.

REVIEW OF AGENDA ITEMS FOR THE BOARD PLANNING SESSION

- Board Training (including SharePoint site access)
- CSW Status and Comprehensive Agreement with Henderson, Inc.
- Consideration of Next Steps – Facilities and Fundraising

Our Annual Board Planning Day will take place at the YPSO, located at 159 Goodwin Neck Road, Yorktown, VA 23692 in the Community Room. Our meeting will begin at 8:00am. Lunch will be provided. We will hold our July Board Meeting at 2:00pm; the event will conclude at 3:00pm.

REVIEW OF ACTION ITEMS FOR 7/25 REGULAR BOARD MEETING

- | | |
|---|-------------|
| • Approval of \$73,000 emergency expenditure – Building 1 repairs | Nancy/David |
| • FY 2026 Budget Revision | Nancy |
| • DBHDS Performance Contract for FY's 2026 and 2027 | David |
| • CBH Capital Improvement Plan – approval of full plan | David/Nancy |
| • Revision to Policy #1 – Policy Formation | David |
| • Approval of Comprehensive Agreement with Henderson, Inc. | David/Kyra |

ADDITIONAL ITEMS FOR JULY REGULAR BOARD MEETING

- Board Committee Assignments for FY2026
- Executive Director's Report

- CLOSED SESSION – Consideration of Appointments to Advisory Council (Action Likely)

Items from the Committee

Wendy Evans' term ends at the end of June. Chief Sean Dunn will be her replacement. Lynette Diaz will also become a CBH Board Member, representing the City of Williamsburg.

Adjournment

Wendy Evans made a motion to adjourn the meeting at 5:34pm. John Collins seconded this motion.

Next Meeting

Tuesday, August 19, 2025

4:00pm

473 McLaws Circle, Williamsburg, VA 23185



Public Awareness Committee Meeting Minutes

June 18, 2025

Present: Kristen Nelson, Bruce Keener, Dr. John Shaner, Turan Chandrasekar, Marsha Obremski, Kyra Cook, Leigh Carroll-Stump

Absent: Dr. Dawn Ide, David Coe

1. **Call to Order**

The meeting was called to order at 3:36 pm.

2. **New Business**

Crisis Services Center (CSC) Groundbreaking Event

Ms. Cook shared that the Groundbreaking is set for Wednesday, Sept. 10 in correlation with World Suicide Awareness Day. The governor's office has been informed to save the date.

Ms. Carroll-Stump and Ms. Cook shared the run of show, invitation and draft media plan for review. Discussion.

- Invitation - Dr. Shaner suggested incorporating the CBH logo and a better rendering of the building. All in agreement with the changes requested.
- Draft Media Plan – Mr. Chandrasekar offered assistance with media contacts
- Run of Show – Committee asked that Board Chair serve as MC

Ms. Cook discussed signage for the newly acquired property. She is waiting on the draft rendering from Henderson Construction. Discussion.

- Mr. Keener suggested incorporating the project funding source on the signage and placement at the corner of Galt Lane and Ironbound near the light for best visibility.

3. **Old Business**

Public Relations (PR) Plan Update

Ms. Carroll-Stump presented an update to the Public Relations Plan for review, which included updated media contacts.

4. **Conclusion, Recommendations, Actions**

Ms. Cook to update the run of show as speaker details are finalized and request an updated rendering of the building from Gurnsey Tingle. Upon receipt Ms. Carroll-Stump will update the Groundbreaking invitation and send out via email to the committee for review/approval.

5. Adjournment

The meeting was adjourned at 4:34 pm.

Submitted by: Leigh Carroll-Stump

Next Meeting

Date: September 17, 2025

Time: 3:30 pm

Location: York-Poquoson Office

**Board Approval
Emergency Repairs to 1651 Merrimac Trail Office
(Building 1)**

Background:

The Board of Directors approved changes to our Bylaws to align with our Financial Management policies in its June 3, 2025, meeting. The intent of this change was to require Board approval of all contractual obligations/expenditures exceeding \$50,000, whether through standard Operating Budget approval or through a separate vote.

Processes for emergency expenditure approval were discussed but had not yet been enacted by the Board at the time.

During the same week of the Board meeting, an indoor water leak caused significant flooding inside Building 1 in Williamsburg, necessitating the relocation of almost 50% of the staff in the building. We were also forced to take emergency measures to stop the leak and begin repairs. On June 5, an estimate for \$76,389.50 was agreed to with YCI, Inc., of Yorktown.

Board Chair Ashe has expressed agreement with the action, but full Board approval is still required to comply with policy and our Bylaws.

As of the date this document is being written, we are still awaiting confirmation of the amount to be paid by our insurer (VaCorp/VaRisk) from the insurance adjuster.

Recommended Motion:

That the CBH Board approves the June 5, 2025 emergency contractual obligation of \$76,389.50 to YCI Inc.



Purchase Order

Fiscal Year 2025

Page: 1 of: 1

THIS NUMBER MUST APPEAR ON ALL INVOICES, PACKAGES AND SHIPPING PAPERS.

Purchase Order # **20251918**

Delivery must be made within doors of specified destination.
Questions regarding this Purchase Order may be directed to 757-220-3200

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COLONIAL BEHAVIORAL HEALTH
460 MCLAWS CIRCLE, SUITE 220
WILLIAMSBURG, VA 23185

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YCI, INC
PO BOX 778
YORKTOWN, VA 23692
Email: DAMARRISYUILLE@YCICONTRACTING.COM
Fax: 757-401-6494

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Colonial Behavioral Health
1657 Merrimac Trail
Williamsburg, VA 23185
Phone: 757-220-3200

Date Ordered	Vendor Number	Date Required				
06/04/2025	13109					
Item#	Description/PartNo		QTY	UOM	Unit Price	Extended Price
	Building - Water Damage Remediation & Building Bac					
1	Deposit		1.0	EACH	\$38,194.75	\$38,194.75
	GL Account: 9V071000 - 845000	\$38,194.75				
2	Final Payment		1.0	EACH	\$38,194.75	\$38,194.75
	GL Account: 9V071000 - 845000	\$38,194.75				

Visit our website for procurement information and opportunities;

<https://www.colonialbh.org/about-us/procurement/>.

Colonial Behavioral Health does not discriminate because of race, religion, color, sex, or national origin.

Colonial Behavioral Health does not discriminate against faith-based organizations.

By: _____

Total Ext. Price	\$76,389.50
Total Sales Tax	\$0.00
Total Freight	\$0.00
Total Discount	\$0.00
Total Credit	\$0.00
PO Total	\$76,389.50

FYs 2026-2027 DBHDS Performance Contract Approval

Background:

The Commonwealth requires the execution of a Performance Contract as the standardized vehicle through which all state and federal funding is provided to CSBs. It will align with our Operating Budget (once all state funding notices have been received), and outlines service delivery/output expectations as well as CSB reporting requirements. Without an approved and executed Performance Contract, the Commonwealth of Virginia does not have a legal pathway to provide funding to CSBs, including CBH. This contract covers the fiscal years beginning July 1, 2025, and ending June 30, 2027.

A VACSB Committee negotiates changes in the Contract each year prior to dissemination. Individual CSBs have not been granted the right to negotiate terms unilaterally; therefore, approval of the Contract is required to maintain operations in the future. Failure to do essentially closes the doors of the CSB.

The Performance Contract must be approved by local governments every biennium. This year marks the first year of the biennium, when the Contract is formally adopted; therefore, this Contract revision does require local government approval. In the first year of each biennium, contracts not approved by local governments by September 1 are still be deemed to be approved by the Commonwealth of Virginia.

The approved FY 2026 CBH Budget will serve as the financial basis for this 335-page contract/appendix combination.

The terms of the Contract have been “negotiated” at the statewide level and are ready for approval. Details of changes to the Contract are provided in the copied text of a 6/18/25 DBHDS email attached to this Summary.

Recommended Motion:

That the FYs 2026-2027 Performance Contract between Colonial Behavioral Health and the Commonwealth of Virginia/DBHDS be approved.

DBHDS' Summary of Changes to the FYs 2026-2027 Performance Contract

AMENDMENTS - FY2026 and 2027 Community Services Performance Contract

Certain amendments provided below are in compliance with required Code of Virginia and Budget amendment changes. The provisions of subsection C of §§ 37.2-508 and 37.2-608 of the Code of Virginia, as amended and budget amendment Item 295#9c effective July 1, 2024. Outlined here are the material changes to the PC for your review.

1.1 CCS and Taxonomy Sunset – Effective July 1, 2025, any reference to CCS3/CCS or Core Services Taxonomy has been removed from all performance contract documents. CCS as the data reporting mechanism for the Department has been replaced as part of the Data Modernization Program and the project to sunset CCS3 and direct alignment with industry standard reporting codes which also makes the core services taxonomy obsolete.

1.2 Section 13 Compliance with Laws – this amendment incorporates revised privacy and data sharing language that was added through PC amendment P1636.2 that expires June 30, 2025. This section has been amended to relieve CSBs of perceived risk related to sharing PHI with DBHDS. In particular, PHI governed by 42 CFR Part 2 that has been a long-standing concern for some CSBs, and the proposed amendments address this concern.

1. Section 13.A. has been renamed from HIPAA to Data Privacy.
2. Language has been removed from Section 13.A related to DBHDS facilitating, initiating, or otherwise requiring BAAs or other data sharing agreements for which DBHDS is not a party to said agreements.
3. Language has been removed from Section 13.A. that previously required CSBs to execute a BAA with third party business associates of the Department to facilitate access to PHI/PII required by DBHDS for CSBs to provide. The OAG has stated clearly this is neither necessary nor appropriate.

1.3 Exhibit B: Continuous Quality Improvement (CQI)- this Exhibit has been amended based on the work done internally and externally to establish and refine BH QMS core measures, establish measure benchmarks and track progress toward targets, facilitates the provision of TA, and develops Quality Improvement Initiatives to address systemic issues.

1. **Section II. Measure Development** - Department's Behavioral Health Measure Development and Review process has been added as Attachment 1
2. **Section V. Performance Measures** – certain program service measures have been revised (See Exhibit B for more details)
 2. **Same Day Access Measures – ISERV measure development for FY26-27** -Definition finalized in program workgroup, in conjunction with the CSB/DBHDS Data SME's, and will begin messaging with the mutually (CSB/DBHDS reps at Program Workgroup), and job-aide created.

July 11, 2025

DBHDS' Summary of Changes to the FYs 2026-2027 Performance Contract

3. **SUD Engagement Measure (Block Grant SAMSHA/DBHDS Requirement)** – benchmark increased to 65%. National scores are average and used as a baseline not a benchmark. During our presentation to the Q&O and DMC the SUD engagement benchmark was discussed.
4. **DLA-20 Measure – Revised definition.** Measure development for FY26-27. Finalized in conjunction with the CSB/DBHDS Data SME's

3. VI. Additional Expectations and Elements Being Monitored

A.1. Primary Care Screening – Revised definition. Measure development for FY26-27. Finalized in conjunction with the CSB/DBHDS Data SME's

A.2. Antipsychotic Metabolic Screening – new required measure - Finalized in conjunction with the CSB/DBHDS Data SME's

1. **Outpatient Services** - Revised measure and benchmark (95%) - Finalized in conjunction with the CSB/DBHDS Data SME's
2. **Service Members, Veterans, and Families (SMVF)** - Revised measures and finalized in conjunction with the CSB/DBHDS Data SME's benchmarks (Training 95% and 90% admissions for MH/SUD services) - Finalized in conjunction with the CSB/DBHDS Data SME's

1.4 Exhibit C: PHI Data Sharing and Use Agreement - Exhibit C is being repurposed for this amendment that incorporates language into the PC from PC Amendment 2 (P1636.2) that added Exhibit N- PHI Data Sharing and Use Agreement date December 6, 2024 through June 30, 2025 that was regarding sharing confidentiality and security of individually identifiable health information between the Department and the CSBs.

1.5 Exhibit E: Performance Contract Schedule and Process – updated to provide the CSB specific due dates for Department required reporting submissions for the performance contract, financial, program related required data submissions for the new data platform, local government audits and Certified Public Accountant (CPA) audits for FY26-27. It also provides specific dates for disbursement of state and federal funds to the CSBs.

1.6 Exhibit F: Federal Grant Requirements – revised to reflect the current federal grants and their general and specific terms and conditions. These are required material changes that are not negotiable as a Subrecipient of federal funds. We encourage you to familiarize yourself with this information as a Subrecipient of federal funds.

1.7 Exhibit G: Community Services Boards Master Programs Services Requirements – this exhibit has been revised to provide terms and conditions for certain programs services that a CSB may provide to reduce the amount of Exhibits D the Department and CSBs will have to review, process, and track. Keep in mind that this is not inclusive of all programs/services a CSB may provide, just those that it may have received

DBHDS' Summary of Changes to the FYs 2026-2027 Performance Contract

on a regular basis for review and execution that have well established baseline requirements, with minimal to no changes, and/or part of ongoing baseline funding received from the Department.

At the request of the CSBs, more program service information has been added as Attachment 1 to provide more details regarding funding information such as appropriation language, where to find additional requirements that may be in other Exhibits, cost center information and program points of contacts.

1.8 Exhibit H: Regional Local Inpatient Purchase of Services (LIPOS) Requirements - revised to update the reduction of appropriated funding and remove certain CCS3 and taxonomy language.

1.11 Exhibit K (new attachments - Appendix D, E, F, G, H): State Hospital Census Management Admission and Discharge Requirements – this Exhibit was revised and reorganize to streamlining and ensuring the inclusion of all populations in the protocols. None of the changes are direct result of the 30-day discharge pilot because those are pilots. DBHDS programs staff did some extensive work regarding this Exhibit with CSB program and state hospitals staff responsible for this work. Please ensure that you take the time to review. Here are some key changes.

Exhibit K - Collaborative Discharge Requirements for Community Services Boards and State Hospitals – revised to clarify: State Hospital Responsibilities and CSB Responsibilities and Time Frames. You will see two of the same document (redline and clean version) due to the amount of edits made.

New Appendices

1. **Appendix D-** Admission Notifications Individuals to include in admission notification: hospital liaison, liaison supervisor, MH/Clinical Director, ID Director if applicable
2. **Appendix E -** Discharge Dispute Process Discharge Readiness Dispute Process for State Hospitals, CSBs, and DBHDS Central Office
3. **Appendix F-** Clinical Readiness Scale for State Psychiatric Hospitals with Psycho-Legal Considerations
4. **Appendix G:** Discharge Medication Protocol
5. **Appendix H:** Discharge Pilot Protocols for Central State Hospital, Southwestern Virginia Mental Health Institute, Or Southern Virginia Mental Health Institute

1.12 Exhibit M: Department of Justice Settlement Agreement: amended as required for DOJ compliance. These are required material changes that are not negotiable. Please review to understand the requirements. Here are some of the revisions:

1. CSB will post a message for individuals with DD and their families related to the DMAS document titled “Help in Any Language” to the CSB

DBHDS' Summary of Changes to the FYs 2026-2027 Performance Contract

website and provide the information through other means, as needed, or requested by individuals with DD and their families who are seeking services.

2. Face-to-Face Visits

- a. CSBs shall refer to Enhanced Case Management Criteria Instructions and Guidance and the Case Management Operational Guidelines issued by the Department.
- b. CSB will document the selected Support Coordinator's name on the Virginia Informed Choice form to indicate individuals, and as applicable Substitute Decision-Maker's, choice of the assigned SC.

3. Support Coordinator Quality Review

- a. Each year, the CSB shall complete the number of Support Coordinator Quality Reviews and provide data to DBHDS as outlined by the process.
- b. As requested by DBHDS, the CSB will submit a performance improvement plan (PIP) or Corrective Action Plan (CAP) when two or more indicators are found to be below 60% during any year reviewed.

4. CSB shall notify the community resource consultant (CRC) and regional support team (RST) using the [RST referral form in the waiver management system \(WaMS\) application](#) to enable the RST to monitor, track, and trend community integration and challenges that require further system development.

1.13 Addendum I Administrative Requirements and Processes and Procedures

1. **Appendix D - User Acceptance Testing Process** – revised to align the data modernization requirements
2. **Appendix E - Administrative Requirements for Accounts Receivables** - was repurposed to implement a targeted review process to assess the extent to which CSBs are billing for Medicaid-eligible services they provide, (ii) determine if additional technical assistance and training, in coordination with Medicaid managed care organizations, is needed on appropriate Medicaid billing and claiming practices to relevant CSB staff, and (iii) evaluate the feasibility of a central billing entity, similar to the Federally Qualified Health Centers, that would handle all Medicaid claims for the entire system.
3. **Appendix F** - was repurposed to move Regional Program Operating Principles from the Core Services Taxonomy

1.14 Addendum III - Sunset Core Services Taxonomy – the contents will sunset except for Regional Program Operating Principles, that was moved to Appendix F of Addendum I- Administrative Requirements and Processes and Procedures of the performance contract.

Approval of Policy 1 – Policy Formation

Background:

Colonial Behavioral Health periodically reviews and updates agency policies and procedures, with these processes defined in Policy 1 – Policy Formation.

In the CBH Board meeting held June 3, 2025, the Board of Directors approved a new process for approving policies to further clarify which policies are to be reviewed by the Board, or by the Executive Director.

The attached amendment to Policy 1 includes instructions for classifying the source of authorization for new (future) policies, maintenance of deleted policies, and the addition of new formatting expectations for CBH policies. Primary among these formatting additions is the following:

- Reference to state and federal regulations as applicable
- Deletion dates as applicable
- Areas with the organization primarily affected

Implementation of this revised Policy is designed for alignment with the Board Member Sharepoint page discussed during the 7/25 Planning Day meeting. The Policy is subject to annual review by the Board.

Recommended Motion:

That the CBH Board approves the amended Policy 1 – Policy Formation.



Policy and Procedures

Category: Organization
Title: Policy Formation
Policy Number: 1
Primary Areas Affected: All

Policy Statement.....	2
Source of Authorization	3
Legal/Regulatory References	3
Definitions	3
Policy Format	4
Diary of Changes	5
Date of Origin	5
Dates of Review	5
Dates of Revision	5
Approved By	5

Policy and Procedures

Category: Organization
Title: Policy Formation
Policy Number: 1
Primary Areas Affected: All

Policy Statement

Colonial Behavioral Health will maintain a consistent system of policy formation, implementation, and codification according to sound principles of management. All employees will be notified upon changes to policies.

Policies are generally formed on behalf of the overall organization, administration and operations, services and programs, or governance.

In general, the Board of Directors will approve and authorize organizational and governance policies, and the Executive Director will approve and authorize all other policies.

The development and writing of policies may be assigned to various individuals within the organization and policy input may be sought from employees, consumers, and citizens. Only the Board and Executive Director have the authority to approve and authorize policies.

When any new policy is created, the Board's Executive Committee will determine the source of authorization for that policy.

Each policy will be reviewed at least annually unless the Board of Directors approves alternate plans for specific policies. The Board, the Executive Director, or their designee(s) will perform the reviews. All policy revisions require Board or Executive Director approval and authorization.

Policy numbers will be assigned by the Executive Director or their designee. Policy numbers may not be reassigned in the event a policy is deleted. The Table of Contents in policy manuals shall reflect the number corresponding to a deleted policy. Policy revisions will maintain the same number as the original policy. Deleted or revised policies must be maintained by the agency for a minimum of six years. Deleted policies will refer to the effective date of the deletion.

Policy and Procedures

Category: Organization
Title: Policy Formation
Policy Number: 1
Primary Areas Affected: All

Electronic Policies are housed on the Intranet for ease of access and hard copies are kept on-site at the CBH Administrative Office. All Policies, Procedures, and Guidelines and Instructions will conform to uniform formats. Procedures, Guidelines, and Instructions may be approved or authorized, and reviewed by senior leadership positions.

Source of Authorization

Board of Directors

Legal/Regulatory References

N/A

Definitions

Policy is defined as an agency regulation governing the management of services, operations, and organizational governance. A policy establishes a defined course or method of action to guide decisions and actions.

Procedure is defined as an established method or protocol, such as a series of steps used to implement a policy.

Guideline or instruction is defined as an interpretation, directive or instruction related to a policy, procedure, or an external regulation.

Policy and Procedures

Category: Organization
Title: Policy Formation
Policy Number: 1
Primary Areas Affected: All

Policy Format

Policy formation will be uniform in Format. All policies will include the following:

- Policy category
- Policy title
- Policy number
- Policy statement
- Reference to state and federal regulations as applicable
- Effective date
- Source of authorization
- Review date
- Date of origin
- Revision and/or deletion dates as applicable
- Areas with the organization primarily affected

Policy and Procedures

Category: Organization
Title: Policy Formation
Policy Number: 1
Primary Areas Affected: All

Diary of Changes

Date of Origin

04/14/2003

Dates of Review

07/01/2023	11/05/2018	03/13/2013
12/15/2021	9/25/2017	12/07/2012
11/05/2020 –COVID 19 Protocol	9/25/2016	09/29/2008
11/05/2019	9/25/2014	

Dates of Revision

03/13/2013	08/22/2007	04/14/2003
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Approved By

Signature

Effective Date

Printed Name

CBH Board Chair
Title

Action Item A-3

Colonial Behavioral Health 10-Year Capital Improvement Plan (CIP)

Background:

CBH has not always maintained a Capital Improvement Plan separate from its Operating Budget. Previously, CIPs have typically been related to specific projects. With the agency embarking on a planned long-term growth and building program, it also becomes imperative for us to incorporate capital budgeting as a regular part of our fiscal planning and management.

The attached Proposed 10-Year CIP has been adjusted slightly from the previously approved document, with FY 2025 removed and FY 2035 added.

An Informational Brief is also attached to this item to assist with explaining the relationship of Capital Improvement Plans to Capital Improvement Budgets (both similarities and differences).

It must be noted that we are not yet certain of FFE (Furniture, Fixtures and Equipment) costs in FY 2027, so a budget adjustment may become necessary based on the terms of the imminent Comprehensive Agreement for construction of the Center for Support & Wellness.

Additional future adjustments are also possible related to future “go-no go” decisions around further facility and resource development questions.

Recommended Motion:

That the Board of Directors approves the amended Colonial Behavioral Health 10-Year Capital Improvement Plan.

CBH FY 2026 Capital Improvement Budget (approved 6/3/2025)

	FY25	FY26	FY27
HVAC Repair/Replacement (main campus)	\$ 48,995	\$ 46,500	
Roof Replacement (main campus/YP)	\$ 49,856	\$ 112,500	
Shed Replacement	\$ 5,000		
Tree Removal	\$ 8,950		
Stair Replacement	\$ 3,000		
Bathroom Renovation (main campus/YP)		\$ 25,000	
Window Replacement (main campus)		\$ 80,000	
	\$ 115,801	\$ 264,000	
State Reporting/Business Integration Software		\$ 70,000	\$ 70,000
Crisis Services Building Interim Agreement	\$ 650,800		
Crisis Services Building Comprehensive Agreement		\$ 11,073,400	
Crisis Services Building FF&E			\$ 275,800
	\$ 766,601	\$ 11,407,400	\$ 345,800

CBH 10-Year Capital Improvement Plan	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
Interior Repairs (flooring/painting main campus/YP)		\$ 83,200								
State Reporting/Business Integration Software			\$ 70,000	\$ 70,000						
Outpatient Building Interim Agreement	\$ 1,000,000									
Outpatient Building Comprehensive Agreement		\$ 38,000,000								
Outpatient Building FF&E			\$ 3,000,000							
Day Services Building Land Acquisition			\$ 700,000							
Day Services Building Interim Agreement				\$ 1,000,000						
Day Services Building Comprehensive Agreement					\$ 11,000,000					
Day Services Building FF&E						\$ 1,500,000				
York Poquoson Building Land Acquisition						\$ 70,000				
York Poquoson Building Interim Agreement							\$ 1,000,000			
York Poquoson Building Comprehensive Agreement								\$ 5,000,000		
York Poquoson Building FF&E									\$ 1,500,000	
	\$ 1,000,000	\$ 38,083,200	\$ 3,770,000	\$ 1,070,000	\$ 11,000,000	\$ 1,570,000	\$ 1,000,000	\$ 5,000,000	\$ 1,500,000	

Understanding the Difference Between a Capital Improvement Plan and a Capital Improvement Budget

Purpose:

To clarify the distinction between the **Capital Improvement Plan (CIP)** and the **Capital Improvement Budget (CIB)**, and how each supports the organization's strategic and financial planning processes.

1. CAPITAL IMPROVEMENT PLAN (CIP)

Definition:

A **long-term planning document**, typically covering 5 to 10 years, that outlines anticipated capital projects and major infrastructure investments.

Key Characteristics:

- **Strategic in nature:** Serves as a roadmap for future capital needs.
- **Includes both funded and unfunded projects.**
- **Projects are prioritized** based on need, impact, and timing.
- **Not a financial commitment**, but an essential planning tool.
- Helps identify future funding requirements and opportunities.

2. CAPITAL IMPROVEMENT BUDGET (CIB)

Definition:

The **portion of the annual budget** that includes capital projects approved for funding in the **current fiscal year**.

Key Characteristics:

- **Operational in nature:** Authorizes actual expenditures for selected projects.
- **Reflects financial commitments** for the fiscal year.
- Includes **only funded projects**.
- May fund multi-year projects, but only appropriates current-year spending.
- Supports implementation of the first year of the CIP.

3. Key Differences:

Feature	Capital Improvement Plan (CIP)	Capital Improvement Budget (CIB)
Timeframe	5–10 years (long-term)	1 year (current fiscal year)
Purpose	Strategic planning of future investments	Authorization of current-year spending
Includes	All proposed projects	Only funded projects
Status	Advisory and flexible	Binding and actionable
Approves Spending?	No	Yes

Conclusion:

The **CIP and CIB work together** to ensure responsible long-term planning and sound short-term financial management. The CIP guides decision-making on capital priorities, while the CIB reflects the projects the Board has approved for implementation.

Action Item A-4

PPEA Comprehensive Agreement with Henderson, Inc.

Background:

Colonial Behavioral Health (CBH) is advancing plans for the new Center for Wellness and Support at 2001 Galt Lane, located on recently acquired property off Ironbound Road. Demolition of the existing structure is set to begin soon, with construction projected to start in Fall 2025 and conclude by Fall 2026, contingent on timely permitting through James City County's Community Development Division.

Design work under the Interim Agreement with Henderson, Inc. has reached the 50% milestone. Henderson has now submitted a Lump Sum Price for the full scope of the project, providing CBH with valuable cost predictability. Once the Comprehensive Agreement is executed, CBH's cost will not exceed the agreed-upon amount unless the scope of work changes.

Under the Public-Private Education Facilities and Infrastructure Act (PPEA) procurement process, the Comprehensive Agreement consolidates the Interim Agreement and any subsequent modifications. The total contract value therefore reflects prior payments made to Henderson by CBH. The table below summarizes the financial components:

Item	Amount
Interim Agreement	\$448,952
Interim Agreement Modification	\$485,529
Comprehensive Agreement (CA)	\$10,873,067
Total Encumbered to Date	\$934,481
Additional Encumbrance for CA	\$9,938,586

The draft contract includes a tariff clause, which allows for price adjustments if significant increases occur due to changes in international tariffs. While this introduces some financial risk, Henderson has secured pricing on most major materials due to the project's aggressive schedule, reducing the likelihood of unexpected cost escalations. If the tariff clause is triggered, staff will return to the Board with full analysis and recommendation before any additional expenditures are authorized.

Action Item A-4

The contract does not currently include a contingency for unsuitable soils mitigation, which presents potential financial exposure. Staff are working to assess and quantify this risk.

The contract, including the tariff clause, is under legal review and will be executed in accordance with the counsel's recommendations.

Recommended Motion:

Authorize the Executive Director to execute Contract #C240325-01 – Comprehensive Agreement with Henderson, Inc. – for the completion of design and construction of the new Center for Wellness and Support at 2001 Galt Lane.

This authorization includes the management of contract contingencies and approval of Change Orders as necessary. Should the tariff clause be activated, staff will return to the Board with a recommendation prior to any approval of increased expenditures.

The total contract amount is not to exceed **\$10,873,067**.

Action Item A-5

Removal of Members - CBH Advisory Council

Background:

The Board of Directors approved the creation of an Advisory Council to assist the agency in reviewing agency plans and advising staff and the Board on specific topics as they arise.

The early months of the Council have included reviews of plans for the Center for Support & Wellness but also spent in an orientation process to Community Services Boards in general and CBH in particular.

Five (5) members were initially appointed by the Board in January 2025. Since that time, only two (2) of the appointees have participated in planned meetings, community events or Board meetings. Three (3) members have been incommunicative and unresponsive to multiple engagement efforts which has resulted in this request for removal.

There is a desired minimum of five (5) for Advisory Council membership. Recruitment efforts to reach that number are underway. As a result of this effort, an additional appointment to the Council is scheduled for consideration by the Executive Committee in August, and by the full Board in September.

These two (2) actions will enable the Council to organize itself with the election of a Chair, and the ability to take actions and form positions as a body to present to the Board.

Motion from the Executive Committee:

That the CBH Board of Directors approves the removal of the following individuals from membership in the CBH Advisory Council due to nonparticipation:

- Flores, Jacqueline
- Garrant, Ava
- Sheets, Mathew Earl

COLONIAL BEHAVIORAL HEALTH
Executive Director's Report – July 2025

Agency Issues

1. Building 1 (Merrimac campus) is returning to normal operations after a plumbing-related flood incident in early June necessitated closure of over half the building.
2. We continue to receive notifications of new funding, a mix of one-time and ongoing revenues from both state and regional sources. Staff will present the Board with a revised FY26 budget soon for consideration at the September Board meeting.
3. The Fiscal Agent MOU with York County has been signed and executed as approved by both governing bodies.
4. Same Day Access availability continues to expand, with the latest being with Child & Adolescents services (Capitol Landing office).
5. We are pleased to welcome our newest Board members Sean Dunn (City of Williamsburg) and Lynette Diaz (James City County). Their orientation tour and initial discussion was held on July 11th.

Community Issues

1. September 10, 2025, has been scheduled as the date for the Groundbreaking for the Center for Support & Wellness. That date also corresponds to World Suicide Prevention Day. We have begun to coordinate schedules allowing state leaders to possibly attend. JCC is providing much-appreciated logistical support for the event.
2. The area's Behavioral Health court docket convened 7/18/2025. CBH is providing the core behavioral health services for docket participants (in General District Court).
3. Cuts to Permanent Supportive Housing funding for community partners has challenged our area. We are pleased that DBHDS has notified us of additional funds to be received to support affected individuals with SMI in our community.

Regional Issues

1. Our region's 9 CSBs have received \$10.3 million in one-time funds (managed by HNNCSB) to expand Permanent Supportive Housing (PSH) for individuals with serious mental illness (SMI). The funds, available through 2029, can be used to incentivize developers to increase PSH capacity or create other PSH opportunities. Developers with projects within the region may be eligible for support.

Public Policy

1. With the passage of the Federal budget bill, we are seeking to understand the impact of changes to Medicaid on the populations served by CBH. While we are sure that the impacts will be primarily negative, we cannot yet be certain of the breadth or depth of those impacts on 1) consumers and 2) the CBH budget. How Virginia chooses to respond to the changes will be a key legislative factor in the upcoming GA session.

Respectfully submitted,
David A. Coe

HR Update as of July 18, 2025

Recruitment Update: As of July 18, 2025, CBH has 10 external new hires (9 full-time and 1 PRN/WAR) scheduled and 1 internal promotion bringing the total to 11 hires. The new hires will be onboard over the period of 07/21/25-08/18/2025. Additionally, the agency has one pending hire for PRN/WAR employment.

As of July 18, 2025, total active recruitments include 17 full-time, 3 part-time and 3 PRN/WAR (ongoing recruitment) positions.

Employee/Separation Update: As of July 18, 2025, CBH has a total of 200 active employees. The agency had a total of two employment separations which included one retirement between the period of June 13, 2025, to present.