

LANCASTER COUNTY YOUTH INTERVENTION CENTER
BOARD OF MANAGERS MEETING MINUTES
FRIDAY, MAY 5, 2023

The meeting was called to order by Commissioner Joshua Parsons at 10:00 a.m. followed by the Pledge of Allegiance in the Public Meeting Room at the Lancaster Administrative Office Building.

Board Members present at today's meeting were:

Ray D'Agostino, Commissioner
John B. Trescot, Commissioner
Joshua Parsons, Commissioner
Lisa Colón, Controller
Theresa Stauffer, Detective, Northern Lancaster Co. Regional Police Dept.
Christina Hausner, Resident
Mark Korman, Resident
Sherry Lupton, Resident
Mary Glazier, Resident

Not Present: Donald Geiter, Resident

Also, present were:

Robert Devonshire, Director, Facilities Management
Drew Fredericks, Director, Youth Intervention Center
Bryan Hubbard, Program Coordinator, Youth Intervention Center

Commissioner Parsons requested that the February 3, 2023, board minutes be approved as circulated. Mark Korman moved to approve. Commissioner D'Agostino seconded. The motion passed unanimously. Commissioner Parsons abstained due to his absence at the last meeting.

Drew Fredericks, Director, Youth Intervention Center, provided the Operations Report to the Board. Mr. Fredericks stated that the overall issue the Center is encountering are staff shortages and lengthy stays due to the complex nature of certain cases and the shortage of juvenile beds throughout the state.

He noted that the detention population continues to remain high, both the population numbers and length of stays. It's been a challenge to fill their seven full-time vacancies, but they continue to interview to find the right applicant. Referrals for youthful offenders resulting from the Juvenile Justice Reform Act guideline (JJRA), which went into effect in December of 2021 has slowed, but the previous referrals under that act remain at the facility. The numbers tend to be low, and they have not impacted their operations because these juveniles can participate in the general population and in the programming they do. They continue to experience lengthy delays due to the complex nature of their cases along with the ongoing shortage of juvenile bed places in Pennsylvania. Mr. Fredericks stated they continue to adjust to increased needs and the doubling of their population. They have long stays of those complex cases which require additional staff resources. Commissioner Parsons asked if there was anything driving those more serious cases. Mr.

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Fredericks said serious cases take a lot longer in court to exchange evidence, for example, weapons charges. Youth with weapons charges slow down the court process because of the evidence that must be presented. Generally, those youth end up in placement and those beds are very difficult to obtain. For that reason, they end up staying in detention. For obvious community safety reasons, probation doesn't feel comfortable releasing them into the community.

Mr. Fredericks reported they advertise job postings on Indeed through HR, they have job fairs, and one of things that came up was having a video production to create a video and advertise via video. The job fairs are successful because they get many who are interested, it's just a matter of getting those people in to apply. They also have their internship program which is heavily utilized to the point where people get turned away because they have so many applicants.

Mr. Fredericks reported there have been many applicants, but they do not have the qualifications which eliminates them because they don't have enough credits (60) and that is a Department of Human Service regulation. They interview every applicant that is eligible to apply. There is a steady number of applicants, but nowhere near as many as they would like. In previous meetings, they talked about their comfort zone, their average population is 10-15, sometimes as low as 5, but they have seen a doubling of the population. Again, if there were placement beds, the youths would cycle out and the population would be in the mid-teens. It's that bottleneck that is creating the backlog in the population.

Mr. Fredericks reported the shelter population has been steady and above the cap for their current staffing complement. It is still a challenge to fill the vacancies they have as well. The challenges of the shelter program remain consistent as they deal with extreme behaviors, mental health diagnosis, long stays, and inconsistent staffing. As with detention, numerous residents have stays longer than normal because of the lack of beds and where to go. This is much more of a problem in the dependency world than it is in the delinquency world. Shelter supervisors, youth care workers, and the admin team work creatively each week to provide a safe and caring environment and remain flexible to do what they need to do on a daily basis.

Mr. Fredericks reported their Post Director, Nicole Catherman resigned in March, so they are seeking her replacement. Mr. Fredericks also introduced Monica Washington, the new Program Director. Monica and has been with Pulse since 2017 and provided her knowledge and dedication throughout her tenure as one of the youth care workers and a supervisor. We are confident in her abilities and certain she will do a great job.

Mr. Fredericks reported the Eden Treatment Center (ETC) served 40 youth during the quarter and had 21 new admissions. During the quarter, 72% of the youth successfully completed the Eden Treatment Center. The ETC continues to successfully implement the spec process and changes in the improvement plan they have created. The remaining steps in the improvement plan are currently under way. One of their evening treatment supervisors is in the process of becoming an internal trainer for Regression Replacement Training Group. Once this training is complete, the improvement plan will be finalized, and they will begin discussing the final stages of the spec

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process at the July meeting. Due to some personnel shifts, there are now vacancies in the Alternatives to Commitment (ATC) that need to be filled.

Mr. Fredericks reported at the last meeting there were early discussions with partners about a day treatment program. They have decided to wait until Monica has become acclimated to all her responsibilities and then they can focus on that again. Mr. Fredericks was very proud to announce they had found an additional adolescent therapist applicant. That individual is currently a detention youth care worker who has her master's degree in counseling. She will be stepping into that new role and will be a great addition to their counseling team.

Bryan Hubbard, Program Coordinator, YIC, provided the Juvenile Services Report to the Board. The Juvenile Services Report consists of updates from the Counseling Team; Educational; Recreational and Religious Programs, and Medical Services Reports.

The Counseling Team consists of Bryan Hubbard, Program Coordinator; Amy Bitner, Case Manager; Brandee Jason, Adolescent Therapist, and they also contract with Hugh Smith and Associates. Sandy Padron from Hugh Smith and Associates is there one day a week. Danielle Reed is going to fill the role of Adolescent Therapist once the Detention Youth Worker position has been filled. In the next coming months, they will be integrating her into being an integral part of the team. This will allow Brandee to reduce the number of residents she meets with and allow cross-training in Amy's responsibilities as well. Their goal is to spread things out a bit more among the team.

Mr. Hubbard gave an update on the Trust-Based Relational Intervention (TBRI) program/council. They have been sending out bi-weekly informational nuggets that provide the staff with talking points, things to think about and how they are engaging with the kids. They have been approved to send four of their staff as (TBRI) practitioners. They will start an online course over the summer and that goes on for ten weeks. In August, the four individuals will then go to training. They were able to get two scholarships through the Care and Purpose Center for Child Development.

Mr. Hubbard reported they have a good relationship with local colleges. Two of their staff graduated from York college. They decided to branch out a bit and had a job fair at York College back in February and March. A lot of students are looking for credits and not looking to get paid. If they are going to take an internship, they aim for August through graduation of the student's senior year. When they do a paid internship, they make it for a full year because it makes the most sense to train them and get them as involved as the rest of the staff.

Mr. Hubbard reported with the increase in population, specifically in detention, they requested and received a long-term substitute for the rest of the school year to help either as a para educator or as a third classroom educator. This individual had taught summer school with them before; it was nice that she was familiar with the facility and the daily operations. They also did a walk through for the School District of Lancaster (SDOL) administrators and talked through some student initiatives that they may contribute at YIC in the future. Mr. Hubbard reported they have

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two new interactive smart boards that are used for educational and programming purposes. They are in the middle of PSSA testing now. There were two new intakes that identified they needed testing who will start testing today and will test into next week. Summer school is around the corner, and they are planning on having five classrooms. The program will run from June 20th until August 3rd, and it will be from Monday to Thursday giving the kids an extra day off. They will also have off July 4th.

Mr. Hubbard highlighted how the program enabled nine residents and four staff to attend the Farm Show in early January. They were able to see the livestock, multitude of products, and enjoy the famous PA farm show milkshakes.

Mr. Hubbard reported Lindsay Tingler has been volunteering in different capacities for ten years. She mostly works in the Frame of Mind art program. January 31st was her last day with the facility. They celebrated with her and wished her well as she moved with her family to California. She will be greatly missed.

Mr. Hubbard reported they had a fun outing with the shelter kids. Mr. Hubbard's sister is a coach at Lancaster Bible College (LCB) and she reached out to Mr. Hubbard and asked if her team could sponsor a night for the shelter residents. The staff took them to LCB, had an introductory game followed by a campus tour which was very helpful for the older shelter kids, followed by dinner and an intense game of volleyball. They ended the evening watching the men's volleyball game.

Mr. Fredericks presented the Administrative Report. He noted that staff is receiving trauma centered training to provide them with a deeper understanding of trauma and its effects on mental health and the exhibited behavior. They continue to introduce small portions of TBRI and they will be sending the staff out in August for practitioner training. This will help with deepening their commitment to their mission and positive, compassionate engagement. They have always done a good job establishing those positive relationships, but like Bryan said, this creates that framework to bolster that.

Robert Devonshire, Director of Facilities Management, gave an update on the Facility Management Report. He said they have been able to fill the Building Maintenance Mechanic position, the new employee started in April. The new employee has been able to help the supervisor who has been covering the building on his own over the last couple of months. Mr. Devonshire reported, if you look at the numbers, in 2022 the numbers were up and down. He suspects we will see those numbers grow a little bit and then even out because we now have staff on site that will be able to keep up with daily issues. Mr. Devonshire reported they interviewed for a Maintenance Worker II position this week, which was a joint interview with their Park Ground Maintenance. They had two applicants. They were hoping to hire one for Grounds and one for buildings, however, one of the applicants was a no show. The other applicant that was interviewed was interested in the Park Ground Maintenance position. They are going to continue their search, but Mr. Devonshire is confident about the direction in which they are going, and he believes the other position will be filled shortly. Work orders for 2023, they have completed 125 work orders so far.

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For April 2022, they completed 41 work orders. As they continue getting staff, Mr. Devonshire believes we will see those numbers grow and get completed on a timely basis.

Lisa Colón, Controller, presented the Financial Report as of March 31, 2023. In Revenues, we have received \$815,529.64 and most of that is grant money. In expenses, personnel services are \$1,777,336.00, \$23,965.00 in supplies, purchased services are \$236,446.00, and then the charges from other county agencies are at \$74,956.00. The total for the quarter is \$2,112,703.00.

Commissioner Trescot moved to adjourn the meeting at 10:41 a.m. Commissioner D'Agostino seconded. The motion passed unanimously. The next meeting is August 4, 2023, at 10:00 a.m.

Respectfully submitted,

Lisa Colón, Controller
Secretary of the YIC Board of Managers