

**PUBLIC NOTICE
AGENDA
PROFESSIONAL SERVICES EVALUATION COMMITTEE MEETING
Thursday, September 8, 2016, 10:00 a.m.
Eighth Floor, Conference Room 851
Jacksonville, FL 32202**

Committee Members: Gregory Pease, Chairman
Fahick Greive, Member, Treasury
Julia Davis Member, OGC

Subcommittee Members	ITEM #	TITLE & ACTION	MOTION	CONTR. EXP.	OUTCOME
Daytra Coles Diana Seydlorsky	P-08-11	Contract Amendment No. 4 Neighborhood Stabilization Program # (NSP3) Project: 122 West 8th Street – Operation New Hope Neighborhoods Department/Housing & Community Development Division	That Contract No. 8013-59 between the City of Jacksonville and Operation New Hope for NSP3 Services for Project: 122 West 8th Street; is (i) amended as follows: (i) ratify the contract from July 30, 2016 to date of award; (ii) amend the contract as follows: (a) Extend the period of service from July 30, 2016 to January 31, 2017; (b) Incorporate the attached fourth Revised Attachment A (Project Description and General Scope of Services identified as "Fourth Revised Attachment A"; (c) Incorporate the Fourth Revised Project Construction Schedule identified as "Fourth Revised Attachment A-9" (iii) Amend any of the Project's loan documents with any necessary changes. All other terms and conditions, as previously amended, shall remain the same. Nothing contained herein shall be amended, modified, or otherwise revised without prior approval from the PSEC and the Mayor.		
Maliza McMillan David Kilcrease	P-17-12	Contract Amendment No. 4 Substance Abuse Education/Information, Treatment, Case Management and Aftercare Program for Adult Inmates within the Duval County Correctional System Department of Parks, Recreation and Community Services/Social Services Division & Jacksonville Sheriff's Office	That Contract No. 9442-26 between the City and River Region Human Services, Inc. for Substance Abuse Education/Information, Treatment, Case-Management and Aftercare Program for Adult Inmates within the Duval County Correctional System, is amended to: (i) exercise the fourth and final renewal option extending the period of service from October 1, 2016 to September 30, 2017 with no renewal option remaining; (ii) incorporate the attached Fee Summary and Company Renewal Letter identified as Exhibit 'E'; (iii) increase the maximum indebtedness by \$1,532,393.00 which represents 3% increase per current contract for the services to a new not-to-exceed total maximum indebtedness of \$7,483,435.00 All other terms and conditions, as previously amended, shall remain the same. Nothing contained herein shall be amended, modified, or otherwise revised, without prior approval from the PSEC and the Mayor.		

MEETING ADJOURNED.

CC: Council Auditor
Subcommittee Members



HOUSING & COMMUNITY DEVELOPMENT DIVISION

MEMORANDUM

DATE: August 26, 2016

TO: Gregory Pease, Chairman
Professional Services Evaluation Committee

FROM: Diana Seydlorsky, Chief 
Housing and Community Development Division

THROUGH:  Dayatra Coles, Affordable Housing Coordinator
Housing and Community Development Division 

SUBJECT: P-08-11 – Neighborhood Stabilization Program-3 (NSP-3)
Operation New Hope (Project: 122 West 8th Street)
Ratification and Amendment #4 to Contract #8013-59

On February 13, 2013, the City of Jacksonville and Operation New Hope Inc. entered into NSP-3 Contract #8013-59, as amended by that certain First Amendment to Contract dated as of March 27, 2013, that certain Second Amendment to Contract dated as of August 21, 2014, and that certain Third Amendment to Contract dated as of August 30, 2015 (collectively the "Contract"). In order to complete construction of the Project, the Contract will need to be further amended to extend the funding period from July 30, 2016 to January 31, 2017. Accordingly, the Housing and Community Development Division requests approval of the following:

1. Ratification of the Contract from July 30, 2016 to date of award; and
2. Amend the Contract as follows:
 - a) Extend the funding period from July 30, 2016 to January 31, 2017;
 - b) Incorporate the attached Fourth Revised Project Description and General Scope of Services Requirements identified as "Fourth Revised Attachment A";
 - c) Incorporate the attached Fourth Revised Project Construction Schedule, identified as "Fourth Revised Attachment A-9."
3. Amend any of the Project's loan documents with any necessary changes.

Your favorable consideration to this request is appreciated. Thank you.

Attachments: Fourth Revised Attachment A: Project Description and General Scope of Services
Fourth Revised Attached A-9: Project Construction Schedule

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FOURTH REVISED ATTACHMENT A
Project Description and General Scope of Services Requirements

Recipient: **Operation New Hope, Inc.**
 1830 North Main Street
 Jacksonville, Florida 32206

Funding Amount: **\$1,888,513.94**

Name of Project – The Recipient’s acquisition, demolition and reconstruction of a 14-unit multi-family housing facility located at **122 West 8th Street, Jacksonville, Florida 32206** for rental use on the property more particularly described below (the “Property”):

Lot 8, Block 42, SPRINGFIELD, according to the plat thereof recorded in Plat Book 2, Pages 4 and 5, of the current public records of Duval County, Florida. (RE#071608-0080 - 122 West 8th Street, Jacksonville, Florida 32206)

and

Lot 7, Block 42, SPRINGFIELD, according to the plat thereof recorded in Plat Book 2, Pages 4 and 5, of the current public records of Duval County, Florida. (RE#071608-0000 - 0 West 8th Street, Jacksonville, Florida 32206)

The remainder of this **Attachment A** concerns the purpose for which the Recipient conducts its business and the general requirements relating to the Scope of Services.

SCOPE OF SERVICES

The grant amount provided by the City, pursuant to this Contract is **\$1,888,513.94**, and shall be used solely and exclusively for payment of the acquisition, demolition and reconstruction of substandard rental housing units in accordance with the City’s NSP program policies and applicable law. The Recipient shall commence the acquisition and redevelopment of the Property upon the execution of this Contract and complete the redevelopment of the Property in accordance with the Project Construction Schedule (**Attachment A-9**), the Project Redevelopment Plans and Specifications (**Attachment A-1**), the Project Pro Forma Budget (**Attachment A-6**), and the Project Loan Commitment Letter (**Attachment A-10**) attached hereto. It is the intent of this activity to emphasize the upgrading of low and moderate income rental conditions by increasing the funds available for renovation of deteriorated units. The combined total amount of repairs per unit may not exceed the amount calculated in the cost allocation and subsidy layering analysis.

Prior to commencement of the reconstruction, the Recipient shall supply and furnish to the City at least one (1) copy of the final plans and specifications for the reconstruction, including without limitation, all maps, sketches, diagrams, surveys, drawings and lists of materials. The plans and specifications shall be prepared by an architect acceptable to the City and shall be subject to approval in advance by the City. No amendments, modifications or other changes to the plans and specifications may be made without the prior written consent of the City (which may be withheld in its sole discretion).

Number of Units to Complete:	Multifamily project consisting of Fourteen (14) units
Duration of Project:	Effective Date through January 31, 2037
Duration of Funding:	Effective Date through January 31, 2017
Location of Project:	See legal description above

1. Use of Grant Proceeds. The total deferred payment loan amount provided by the City, pursuant to this contract is **\$1,888,513.94** (the "Proceeds"). The Proceeds shall be used for the acquisition, demolition, reconstruction and equipment of a **fourteen (14) unit** facility for rental housing for low and moderate income persons or families located at the address above (collectively and individually the "NSP-3 Units" or "NSP-3 Unit"), as encumbered by a mortgage set forth in Attachment A-2, the restrictive covenants set forth in Attachment A-3, the collateral assignment of rents and leases set forth in Attachment A-5, and the indebtedness of the deferred payment loan evidenced by the Promissory Note set forth in Attachment A-4. The Proceeds shall be used strictly in compliance with the Project Sources and Uses of Funds, attached hereto as Attachment A-7 and incorporated herein by this reference and shall not be used for any other purpose or manner.

2.1 Affordable Housing Requirements.

a. The Rental Units will be occupied by households whose annual incomes **do not exceed one-hundred twenty percent (120%) of the Area Median Income ("AMI") for Jacksonville, Duval County, Florida, except that not less than two (2) of the units shall be set aside for exclusive use of households at or below eighty percent (80%) of AMI for Jacksonville, Florida, and not less than six (6) of the fourteen (14) units shall be set aside for the exclusive use of households at or below fifty percent (50%) of the AMI for Jacksonville, Florida**, as determined by HUD and as shown in the table attached hereto as Attachment D, with adjustments for smaller and larger families.

b. The NSP-3 Units will not be refused for leasing to the holder of a certificate of family participation under 24 C.F.R. Part 882 (Rental Certificate Program) or the holder of a rental voucher under 24 C.F.R. Part 887 (Rental Voucher Program) or to the holder of a comparable document evidencing participation in an NSP tenant-based assistance program because of the status of the prospective tenant as a holder of such certificate of family participation, rental voucher, or comparable NSP tenant-based assistance document.

c. The City will review and approve the rents proposed by the Recipient of the NSP-3 Units, as well as the monthly allowance proposed by the Recipient for utilities and services to be paid by the tenant. The Initial Rent Schedule and Initial Utility Allowance Schedule for such units are attached hereto as Attachment A-8. The Recipient will re-examine the income of each tenant household living in low-income units at least annually. The maximum monthly rent will be recalculated by the Recipient and reviewed and approved by the City annually, and may change as changes in the applicable gross rent amounts, the income adjustments, or the monthly allowance for utilities and services warrant. Any increase in rent for lower income units is subject to the provisions of outstanding leases, and in any event, the Recipient must provide tenants of those units not less than thirty (30) days prior written notice before implementing any increase in rent. However, the City's approval of adjustments to rents and utility allowances does not negate any requirements for seeking HUD's prior written approval of rent and utility allowance adjustments as required under the Housing Assistance Payment (HAP) Contract, if applicable.

d. Rental housing qualifies as affordable housing despite a temporary noncompliance if the noncompliance is caused by increases in the incomes of existing tenants and if actions satisfactory to HUD are being taken to ensure that all vacancies are filled in accordance with this contract until the noncompliance is corrected. Tenants who no longer qualify as low-income families must pay as rent the lesser of the amount payable by the tenant under State or local law, or thirty percent (30%) of the family's adjusted monthly income, as recertified annually.

e. Changes in fair market rents and in Area Median Income over time should be sufficient to maintain the financial viability of the Project within the qualifying rent standards in paragraph 2.1 herein. Regardless of changes in fair market rents and in Area Median Income over time, the qualifying rents are not required to be lower than the NSP rent for the Project that is in

effect at the time of Project commitment. The City, with prior HUD approval, may adjust the qualifying rents established for the NSP-3 Units under 2.1 only if the City and HUD find that an adjustment is necessary to support the continued financial viability of the Project and only by an amount that the City and HUD determine is necessary to maintain continued viability of the Project.

f. In the event that requirements of 24 C.F.R. Part 92 will become less restrictive with respect to the income levels for eligibility for occupancy of NSP-3 Units, the requirements of the then-applicable governmental regulations will prevail over those stated in this contract.

2.2 Non-Discrimination. The Recipient will not discriminate against any person or family on the ground of race, color, national origin, sex, religion, family status, or handicap in the use, lease, rental, sale, or occupancy of any residential unit in the Property. Age discrimination and discrimination against minor dependents are also not permitted. Recipient will further meet the equal opportunity and fair housing requirements of 24 C.F.F. 92.257.

3. The Project shall meet all relevant requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, Public Law 110-289, HUD Docket No. FR-5447-N-01, and the City's NSP-3 Substantial Amendment to the Consolidated Plan as to the following:

Maximum per unit subsidy shall not exceed (Effective January 1, 2012, as amended from time to time):

0-Bedroom	\$132,814
1-Bedroom	\$152,251
2-Bedroom	\$185,186
3-Bedroom	\$239,506
4-Bedroom	\$262,903

<u> X </u>	Property Maintenance Standards;
<u> X </u>	Qualification as affordable housing and income targeting; rental housing;
<u> X </u>	Tenant and participant protections:
<u> </u>	Mixed-income project;
<u> </u>	Mixed-use project

4. **Performance Schedule*** All construction of the project must be completed by **January 31, 2017**. See the attached Draw Schedule entitled **Attachment A-9**.

** All draws are contingent upon passing an inspection by the Housing and Community Development Division and the Building Inspection Department, and Recipient's satisfactory completion of the requirements set forth in **Attachment B-2, and Attachment E**.*

5. **Special Terms and Conditions:** The Recipient shall complete the construction of the Project in accordance with the time periods set forth in the attached **Attachment A-9**. Additionally, the Recipient shall ensure that the construction of the Project shall meet the current edition of the Model Energy Code published by the Council of American Building Officials, and, to the greatest extent possible, shall meet the standards established by the United States Environmental Protection Agency, in the publication titled *A Green Home Begins with ENERGY STAR Blue* or in the Version 6.0 Standard of the Florida Green Building Coalition (www.floridagreenbuilding.org). At minimum, in accordance with NSP-3 regulations, the Recipient shall comply with the following:

- a. All gut rehabilitation or new construction up to three stories must meet the Energy Star Qualified New Homes standard.
- b. Where relevant, housing must be improved to mitigate the impact of disasters.

- c. All gut rehabilitation or new construction of mid- or high-rise multi-family housing must meet ASHRAE 90.1-2004, Appendix G plus 20% (which is the Energy Star standard for multifamily buildings piloted by the EPA and DOE).
- d. Other rehabilitation must meet these standards to the extent possible, e.g. through use of Energy Star products to replace older obsolete products and appliances, and use of water-efficient fixtures such as the WaterSense label.
- e. Compliance with disabled accessibility standards of 24 CFR part 8 must be incorporated into rehabilitation standards.

6. Review and Approval by the Historic Preservation Commission (HPC). The Recipient acknowledges that the Project is located within a designated Historic Area in Duval County, Florida; accordingly funding for this Project is contingent upon the Recipient approval by the HPC of the Project Redevelopment Plans and Specifications. Prior to the Recipient's commencement of construction of the Project, the Recipient shall obtain approval of the Project Redevelopment Plans and Specifications from the HPC and the City on or before one-hundred twenty (120) days from the Effective Date of this Contract. If the Recipient fails to obtain said HPC and City approval by such date, then the City shall have the right to terminate this Contract in accordance with the provisions outlined below in Section 13 of this **Attachment A**.

7. Resale: The NSP-3 Units to be rehabilitated/constructed in connection with the Project are to remain affordable for a minimum term (the "Affordability Period"), as defined in the Declaration of Covenants and Restrictions (**Attachment A-3**).

8. Affirmative Marketing and Leasing Requirements. The Recipient shall comply with the affirmative marketing requirements set forth in **Attachment F**, the Section 3 requirements set forth in **Attachment G**, and the leasing requirements set for on **Attachment H**.

9. Occupancy of NSP-3 Unit. Failure of the Recipient to show due care and diligence in keeping the NSP-3 Units maintained and occupied during the term of this Contract or if the NSP-3 Units have not been rented for a continuous period of **six (6) months** shall constitute a material breach of this Contract. It is understood by the City that vacancies may occur during the term of this Contract. However, the Recipient agrees to make adequate repairs to the units and to place them on the market in a timely manner to seek new eligible tenants. The Recipient shall inform the City in writing of any vacancies on a monthly basis and of the steps being taken by the Recipient to rent and occupy the NSP-3 Units.

10. Reporting Requirements. Annually on the anniversary of the loan documents, the Recipient shall submit to the City a report that includes:

- a. Annual Financial Statement including reserve account balances
- b. Occupancy and Rental Rate Information
- c. Current Tenant Selection Policy
- d. Marketing Material utilized during proceeding year
- e. Current Standard Lease
- f. Copies of any inspections undertaken by 3rd parties
- g. Insurance Binder with City as additional insured

11. Project Feasibility Review. Prior to initial occupancy and thereafter annually, on the anniversary of the mortgage, the City will review the financial viability of the project through the submission of a profit and loss statement by the Recipient. The profit and loss statement must be prepared by an independent Certified Public Accountant (CPA). The City shall also review the financial condition of the Recipient to ensure that Recipient is able to continue the management of the property.

12. Recipient Allowed Project Profit

Upon completion of the Project, the Recipient shall be allowed to receive a Recipient/Developer profit of 16% of the total approved Project costs.

13. Exit Strategy. Notwithstanding any provision to contrary contained herein, if any of the following events occur: (i) breach of this Contract by the Recipient pursuant to Sections 6.2 and 6.3 of this Contract; (ii) the NSP grant funds or any portion thereof should fail to be or cease to be provided by HUD for whatever reason; (iii) Recipient fails to obtain approval of the Project Redevelopment Plans and Specifications pursuant to Section 6 above of this Attachment A; or (iv) the Recipient and/or the City are unable to obtain any non-NSP-3 grant funding as may be necessary to complete the redevelopment and construction of the Project in accordance with Attachment A-1, then the Recipient shall upon receipt of written notice from the City the occurrence of one of the events above either:

- (i) convey the Property to the City free and clear of all liens and encumbrances (including Recipient's prorated real estate taxes) except for the City's Loan Documents by way of a deed in lieu of foreclosure on a form of deed approved and provided by the City. The Recipient shall be responsible for the payment of the real estate taxes as prorated between the Recipient and the City; or
- (ii) pay in full the outstanding principal balance of the City Note minus the allowed Developer's profit fee of 3% as shown on the Project Pro Forma Budget upon the City Note maturity date. If the Recipient fails to pay in full the outstanding principal balance of the City Note within ten (10) days following the maturity date, then the Recipient shall convey the Property to the City pursuant to Section 13(i) above upon receipt of City's written demand of the same.

This Section 13 shall survive the termination of this Contract.

**FOURTH REVISED ATTACHMENT A-9
Project Construction Schedule**

Phase	Benchmark	Benchmark Date
Acquisition	100% Expended	At Closing
Demolition	100% Expended	April 15, 2013
Construction	100% Expended	January 31, 2017
Construction Progress	25% Completed	November 30, 2014
Construction Progress	50% Completed	February 28, 2015
Construction Progress	75% Completed	November 30, 2016
Construction Progress	100% Completed	January 31, 2017



SOCIAL SERVICES DIVISION

DATE: August 22, 2016

TO: Greg Pease, Chief,
Chair of Professional Services Evaluation Committee

FROM: Maliza McMillan, Program Manager
Social Services Division *MM*

David Kilcrease, Programs Lieutenant
Department of Corrections
Jacksonville Sheriff Office *DK*

THRU: Johnnetta Moore, Chief
Social Services Division *Johnnetta Moore*

RE: P-17-12 Substance Abuse Education/Information, Treatment, Case-Management and Aftercare Program for Adult Inmates within the Duval County Correctional System Contract Amendment No. 4

Preliminary fee and contract negotiations with River Region Human Services, Inc. for renewal of contract #9442-26 for continuation of the above referenced project have now been concluded. The subcommittee would therefore like to request this item be placed on the PSEC agenda as soon as possible. In addition to the subcommittee and River Region's principal officers, also participating in preliminary fee and contract negotiations were Michael Devlin, Chief of Prisons, Jacksonville Sheriff's Office.

Accordingly, we request that the contract with River Region Human Services, Inc. be renewed for the 2016-2017 fiscal year beginning October 1, 2016 and ending September 30, 2017 in the total amount of \$1,532,393.00, which represents the amount of the current fiscal year with the 3% increase per current contract, as detailed in the attached proposed "Corrections Program Budget" consisting of the following expense categories: Direct Labor; Indirect Cost rate @ 12%; Equipment, Materials and Supplies; Aftercare Client Services; Special Services; Training; and, Local Travel.

Articles 7. 01.02. of the current contract would be amended to increase the total indebtedness of the contract from \$5,951,042.00 to \$7,483,435.00. Article 3.01 would be amended to reflect the renewal of the Agreement through September 30, 2017.

The funding index code for this project is RCBH01 ICJ-03109.

River Region's proposed budget is attached, along with the City's Cost or Price Summary Format form, and a cover letter from River Region's Executive Director.

Attachment(s): City of Jacksonville, "Cost or Price Summary Format", 03/02/16 letter from Gloria Hanania, Chief Operating Officer, River Region Human Services, Inc.

cc: Johnnetta Moore, Chief, Social Services Division;
Michael Bruno, Director Department of Corrections, Office of the Sheriff;
Michael Devlin, Chief of Prisons, Office of the Sheriff;
Ruben Bryant, Assistant Chief, Office of the Sheriff;
David Kilcrease, Programs Lieutenant, Office of Sheriff;
Kenneth Arnold, Senior Director, River Region Human Services, Inc.

EQUIPMENT, MATERIALS, & SUPPLIES		
General Operations Equipment, Materials, & Supplies		
Advertising	\$2,575.00	
Computers, Software, & Supplies	\$3,814.54	
Office Supplies	\$25,134.31	
Phones & Pagers	\$4,120.00	
Sub Total - General Operations	\$35,643.85	
Aftercare Equipment, Materials, & Supplies		
Alumni Functions	\$1,030.00	
Client & Family Educational Materials	\$1,030.00	
Commencement Supplies	\$14,420.00	
Urinalysis	\$4,635.00	
Sub Total - Aftercare Equipment, Materials, & Supplies	\$21,115.00	
Total - Equipment, Materials, & Supplies		\$56,758.85
Aftercare Client - Assistance to include the following items, but not limited to:		
Food Assistance		
Furniture, Work Clothing & Tools/Supplies Assistance		
Household Operations Assistance		
Personal Care Supplies Assistance		
Prescription Medications Assistance		
Shelter, Room & Board Assistance		
Stipend Assistance		
Transportation Assistance		
Sub Total	\$52,418.17	
Transitional Living - Halfway House	\$148,191.07	
Sub Total Aftercare Client Assistance		\$200,609.25
Special Services		
Hubbard House - Domestic Violence	\$8,240.00	
Family Services Specialist	\$8,755.00	
Sub Total - Special Services		\$16,995.00
Training & Mileage		
Staff Training	\$8,240.00	
Travel/Mileage	\$22,660.00	
Sub Total - Training & Mileage		\$30,900.00
GRAND TOTAL		\$1,532,393.00

ACTUAL TOTAL for Fiscal Year 2012-2013	\$1,487,760.50
ACTUAL TOTAL for Fiscal Year 2013-2014	\$1,487,760.50
ACTUAL TOTAL for Fiscal Year 2014-2015	\$1,487,760.50
ACTUAL TOTAL for Fiscal Year 2015-2016	\$1,487,760.50
PROJECTED TOTAL for Fiscal Year 2016-2017	\$1,532,393.00
RAND TOTAL FOR ALL 5 YEARS OF THE CONTRACT	\$7,483,435.00



RIVER REGION
Human Services, Inc.

Administrative Offices
2055 Reyko Rd., Suite 101
Jacksonville, Florida 32207

904.899.6300
904.899.6380 fax
www.rrhs.org

March 2, 2016

Maliza McMillan
Program Manager
Social Services Division
Parks, Recreation and Community Division
1809 Art Museum Drive, #100, Building 3400
Jacksonville, Florida 32207

Re: Request for Continuation of River Regions' Matrix Program

Dear Ms. McMillan:

River Region Human Services, Inc. hereby formally requests the continuation of the public private partnership inaugurated in 1991 to provide substance abuse and dependency services within the Duval County Jail system. This continuance is for the fifth year of the five-year agreement on P-17-12.

National, state and our own local outcome studies have consistently demonstrated the effectiveness and efficiency of providing rehabilitation services to offenders. Consultants who have reviewed these services have each complimented the usually high level of cooperation and collaboration between the City of Jacksonville, the Jacksonville Sheriff's Office, and River Region Human Services. This concerted effort also works to reduce recidivism within the court and jails, and improves public health.

This request is congruent with the Mayor's strategic plan for the City of Jacksonville to reduce criminal activity in order to make our community a safe place to live, work, and raise a family. Jail-based substance abuse treatment services strengthen the families within our community, thereby positively affecting both neighborhoods and schools.

They also increase overall public safety by reducing criminal involvement, thus improving Jacksonville's living, working, and recreational environments. In addition, these services reduce criminal recidivism by providing cost-effective, in-jail substance abuse treatment services within the Duval County Correctional System.

River Region Human Services has enjoyed a successful relationship with the City of Jacksonville for over 20 years in managing the in-jail substance abuse treatment program known as the Matrix House. One of the main goals of this contract is to provide professional and high quality, therapeutic clinical services to our clients. To attract well-trained and skilled clinicians through competitive salaries, the contract allows for a yearly 3% increase for existing positions to guarantee the salary levels of the personnel assigned to the program remain highly competitive which helps to ensure staff tenure and stability.

Since 2009, when the city as well as the nation was struggling with an economic downturn, River Region has not received or requested the 3% increase which has led to our salaries stagnating and an inability to remain competitive in the market place. As a result, over the past several years, we have experienced a higher turnover rate and less longevity. Longevity among the staff helps ensure consistent, stable programming and a skilled knowledge set of how the therapeutic community should operate. The lack of increase has also meant that there has been no cost of living increases for these staff members.

This year, River Region is requesting that we resume the 3% increase in funding to help alleviate these issues and to again, attract the skilled professionals who can provide the highest quality care. If you have any questions, please feel free to contact me at (904)994-2617.

Sincerely,

A handwritten signature in cursive script that reads "Gloria Hanania".

Gloria Hanania, LMHC CAP
Chief Operating Officer