



RETENTION: LOAN REPAYMENTS

Working Definition of Loan Repayments: For staff who are getting a full-time salary at the county or a CBO. Some counties use this as a retention strategy.

KEEP	Keeping the loan repayment with CalMHSA.
DROP	
CHANGE	<p>CHANGE: County WET Coordinators all agreed to modify the contract with CalMHSA. This change will allow funds to be disbursed more quickly and This contract change would include allowing each country to establish their own criteria and qualifications (no work obligations, etc.) based on their budget. Each county would be given a set total budget amount to work with in the revised contract. Additional change: Applicants should be able to withdraw their participation at any time prior to disbursement (if they have a competing loan program that pays more.</p> <ul style="list-style-type: none"> • Timing of employment verifications
CREATE	<p>ACTION: Each county will be given a budget, responsible to create their qualifications/criteria. Santa Barbara will share their template (counties would like this).</p> <ul style="list-style-type: none"> • Service discussion: could have no work obligation (2-3 years is typical), could keep it the same, or cascading percentage over time, OR use prior service. This is an important consideration as people will leave/move over time. Could say to CalMHSA “only new applicants are eligible.” • Role’s discussion: Remove who can receive the money. Counties would like to be able to decide and choose to cover different roles. This could cover roles that are not included in competing programs.

Actions:

- Carla/Hadisha will create and share templates for Santa Barbara.
- Carla/Hadisha will create an agenda/points to discuss with CalMHSA at the February meeting.

Questions: Should we move money from retention to Loan Repayment? We only have two more application cycles, and some believe we should move money from retention.

- Would like to change retention to encompass more items – supervision, apprenticeships, leadership develop.