

Board Meeting

BE D·B·H·D·D

Georgia Department of Behavioral Health & Developmental
Disabilities

June 18, 2026



Agenda

Roll Call

Call to Order

Introduction of Guest Speaker

Action Items

- Board Meeting Minutes – April 23, 2026
- Board Nominating Committee Appointments
- Rules Update Presentation
 - Request for Final Adoption of Drug Abuse Treatment and Education Programs Rules and Regulations
 - Request for Approval of Publication of Proposed Rules and Regulations for Community Living Arrangements
 - Request for Approval of Publication of Proposed Rules and Regulations for Criminal Background Checks

Commissioner's Report

- New Hospital Update
- Human Resources Overview
- Meeting Workforce Demands

Chair's Report

Public Comment

Adjourn

Roll Call

Ashley Dickson

Board and Special Project Analyst

Call to Order

Lasa Joiner

Chair

Introduction to Guest Speaker

Ursula Berger

Outreach Coordinator, Respect Institute of Georgia

Action Item

- Board Meeting Minutes – April 23, 2026

Action Item

- Board Nominating Committee Appointments

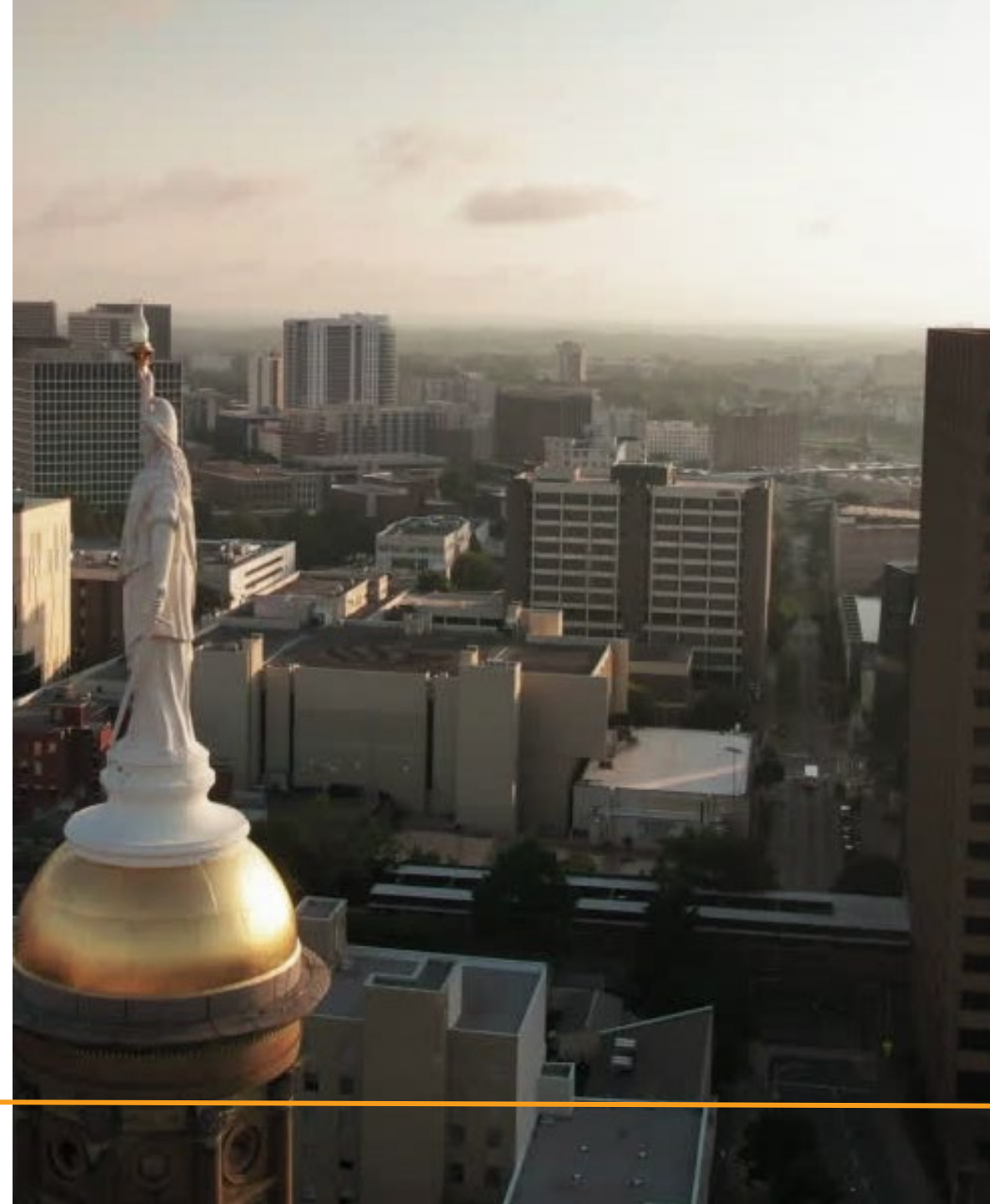


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Licensure Updates

Melissa Sperbeck

Director, Division of Strategy, Technology, and Performance





Licensure Rules

Process for approval and implementation



Board Presentation

Proposed rules are presented to the DBHDD Board starting the formal rulemaking process



Public Comment Period

A public comment period allows for stakeholder input and potential revisions



Final Adoption

Final adoption occurs at a subsequent board meeting, incorporating public comments

An aerial photograph of a multi-lane highway in a city, with a dense skyline of skyscrapers in the background under a cloudy sky. The image is overlaid with a semi-transparent blue filter. The text 'Drug Abuse Education and Treatment Programs' is centered in a large, bold, yellow font.

Drug Abuse Education and Treatment Programs

Drug Abuse Treatment and Education Programs

Progress Recap:

February 26, 2026

Received approval for publication for public comment

April 23, 2026

Presented amendments to the proposed rule and reposted for public comment

June 18, 2026

Propose adoption

Ambulatory detoxification program

Outpatient drug treatment program

Residential sub-acute detoxification program

Residential intensive treatment program

Residential transitional treatment program

Specialized day treatment program

Action Item

Request for Final Adoption of Drug Abuse Treatment and Education Programs Rules and Regulations

An aerial photograph of a multi-lane highway with several cars driving. In the background, a city skyline with various skyscrapers is visible under a blue sky with light clouds. The image has a semi-transparent blue overlay.

Community Living Arrangements

Community Living Arrangements

A CLA is...

A licensed group home serving up to four adults with a developmental disability who need intense levels of residential support, funded in whole or in part by DBHDD.

4

residents maximum
per licensed home

24/7

staffed, with awake
staff on every shift



A home, not a facility

Residents live in an ordinary residence in the community, with personal bedrooms and shared spaces.



Intense, individualized support

Staff deliver the supports in each resident's individual service plan, from medications to daily living skills



Non-CLA Residential Services

Personal care homes and host homes are licensed or governed separately.

The Rules at a Glance: Chapter 82-13-1



Foundation (.01–.04)

Legal authority, purpose, exemptions, and definitions for the full chapter.



Provider & Licensing (.05–.09)

Governing body duties and required policies; license application; surveys, investigations, and corrective action plans; administration; staffing.



The Home Itself (.10–.11)

Physical plant health and safety standards; services including nutrition, emergency food, and water supplies.



Resident Care & Protections (.12–.18)

Admission; discharge and transfer; medications; rights of residents; medical support devices; restraints; change-in-condition procedures.



Accountability (.19–.22)

Reporting to the Department; enforcement and sanctions; variances and waivers; severability.

Authority, Scope, & Oversight

Topic	Proposed DBHDD Rules (82-13-1)
Licensing agency	DBHDD licenses and oversees CLAs per House Bill 584 (2025); authority under O.C.G.A. § 37-13
Who is served / capacity	Up to four adults with a developmental disability; increases only with written Department approval
Background checks	Fingerprint-based GCIC and FBI checks for every owner, administrator, and employee through the Department's system
Oversight & correction	Surveys and investigations; corrective action plan with required elements due in 15 days; new 10-day right to dispute cited violations

Care & Safety in the Home

Topic	Proposed DBHDD Rules (82-13-1)
Restraint & seclusion	Chemical restraint, seclusion, restraint devices, and prone restraint banned outright; staff must hold current training from a nationally benchmarked crisis intervention program
Staffing in the home	Staff must be awake for the entire scheduled shift, and may not use the CLA as their personal residence
Bedrooms & fire safety	80 sq ft of usable floor space per person; max two residents per bedroom; twin bed (38" × 75") sized to the individual; interconnected smoke detectors audible with doors closed; secondary exits kept clear
Medications	Four defined pathways (proxy caregiver, assisted, self-directed, licensed professional) with capacity assessments; a Medication Administration Record is mandatory for every method

Action Item

- Request for Approval for Publication of Proposed Rules and Regulations for Community Living Arrangements

An aerial photograph of a multi-lane highway with several cars driving. In the background, a city skyline with various skyscrapers is visible under a cloudy sky. The image has a blue color overlay.

Criminal Background Checks

House Bill 1097: New Background Check Authority



What the Bill Grants DBHDD

- Authority to conduct state and national fingerprint-based criminal background checks
- Authority to make the fitness determination — eligible or ineligible — and convey it to the facility within 15 business days.



Four facility types

Community living arrangements, adult residential mental health programs, drug abuse treatment and education programs, and narcotic treatment programs.



Everyone with direct access

Owners (including indirect ownership), administrators, applicants, and employees — including contractors and volunteers whose duties mirror employees'.



Protections built in

Right to challenge record accuracy, administrative review with rehabilitation factors, OSAH appeal

Proposed Rules at a Glance: Chapter 82-15-1

Rules implementing HB 1097



Foundation
(.01–.03)

Legal authority, purpose, and definitions including covered crimes, what counts as a criminal record, direct access, and ownership interest.



Pre-Screening
(.04–.05)

Registry checks and professional licensing board checks before fingerprinting.



The Records Check
(.06–.08)

When checks are required (new licenses, ownership changes, every hire); 15-business-day determinations



Determinations & Due Process
(.09–.12)

Employment prohibition for ineligible determinations; contesting record accuracy; the Individualized Assessment review; appeal to the Office of State Administrative Hearings.



Accountability
(.13–.15)

Personnel file requirements; enforcement with civil penalties of \$500 per day (up to \$10,000) for retaining ineligible employees; severability.

Action Item

- Request for Approval for Publication of Proposed Rules and Regulations for Criminal Background Checks

Commissioner's Report

Kevin Tanner
Commissioner

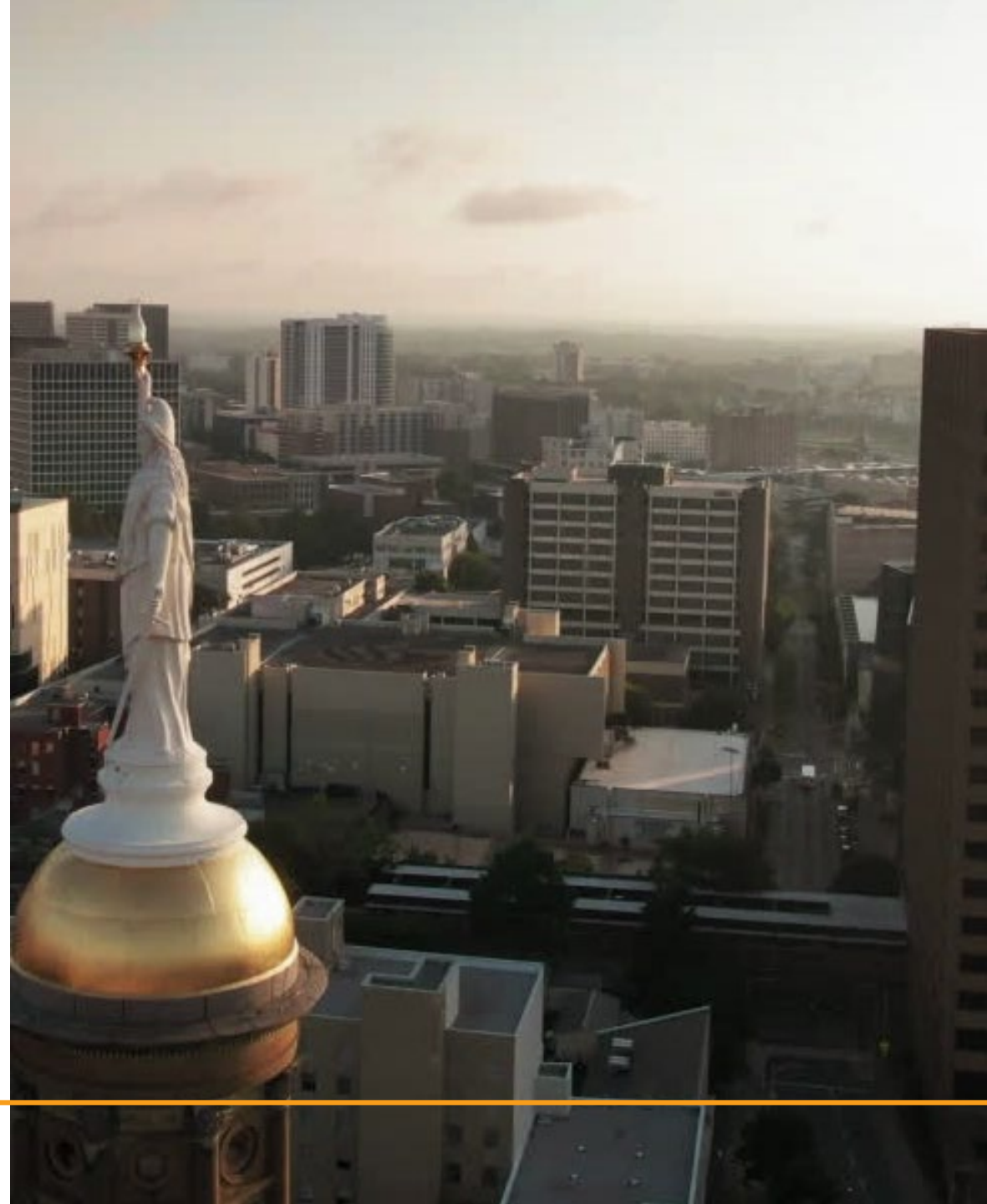


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New Hospital Overview

Brandon Kenney

Assistant Commissioner of Operations





New Hospital Update

- \$409 million appropriated in the FY26 Amended Budget
- Located on our Georgia Regional Hospital Atlanta Campus
- 450,000 Square Feet
- 300 Bed Forensic Facility

Where Are We in the Process?



Project assigned to
GSFIC Special
Projects Division



Architect Selected

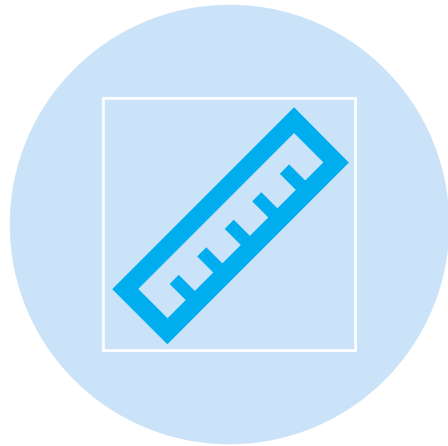


Construction
Management firm
selected



Surveys have
been
approved and
started

High Level Timelines



DESIGN – 12 MONTHS



EARLY RELEASE
PACKAGES COULD ALLOW
MOVING DIRT AS QUICKLY
AS JANUARY 2027



ESTIMATED
COMPLETION – 36
MONTHS

Managing the Effort

Tim Stone

- Licensed Architect
- 39 years experience in leading architecture design and project management
- Extensive experience with Georgia State Financing and Investment Commission (GSFIC) most recently on the Legislative Office Building and Capitol renovation project



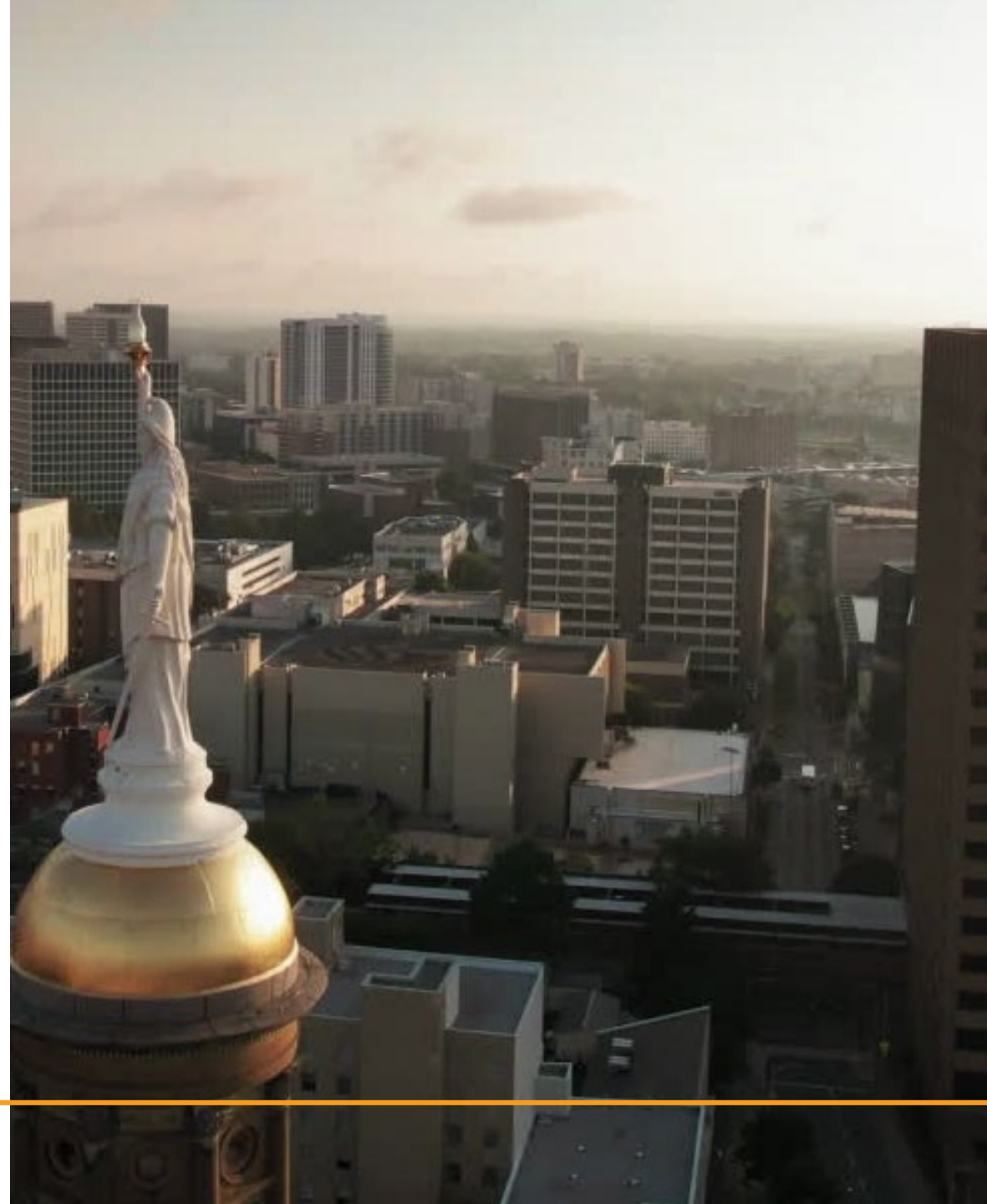


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Human Resources Overview

Zedric Cross

Sr. Director Human Resources



Mission

The DBHDD Human Resources and Learning & Development Office attracts, develops, and retains a high-performing workforce by delivering innovative talent solutions, fostering employee growth, and cultivating a culture of accountability, engagement, and continuous learning that supports the agency's mission of serving Georgians with excellence, while mitigating risk.

Vision

To be a trusted strategic partner to create a workforce recognized for excellence, innovation, and compassion, where every employee has the opportunity to learn, grow, lead, and make a meaningful impact on the lives of those we serve.

Purpose Statement

People First. Talent Driven. Mission Focused.

The HR and Learning & Development Office exists to ensure DBHDD has the right people, with the right skills, in the right roles, at the right time to deliver exceptional services across Georgia.

Strategic Pillars

- **Talent Acquisition Excellence** – Attract and hire top talent.
- **Learning & Leadership Development** – Build capabilities and prepare future leaders.
- **Employee Experience & Engagement** – Foster a culture where employees thrive.
- **Workforce Planning & Analytics** – Use data to drive workforce decisions.
- **Performance & Accountability** – Promote excellence through clear expectations and development.
- **Culture & Inclusion** – Create an environment where all employees feel valued and supported.

The New Human Resources Model

Why DBHDD Transitioned from a Decentralized to a Centralized Human Resources Model

As DBHDD continues to serve a complex statewide workforce of approximately 4,800 employees across hospitals, regional offices, and community-based programs, a centralized Human Resources model became necessary to ensure consistency, accountability, and strategic alignment across the agency.

Key Drivers for Change

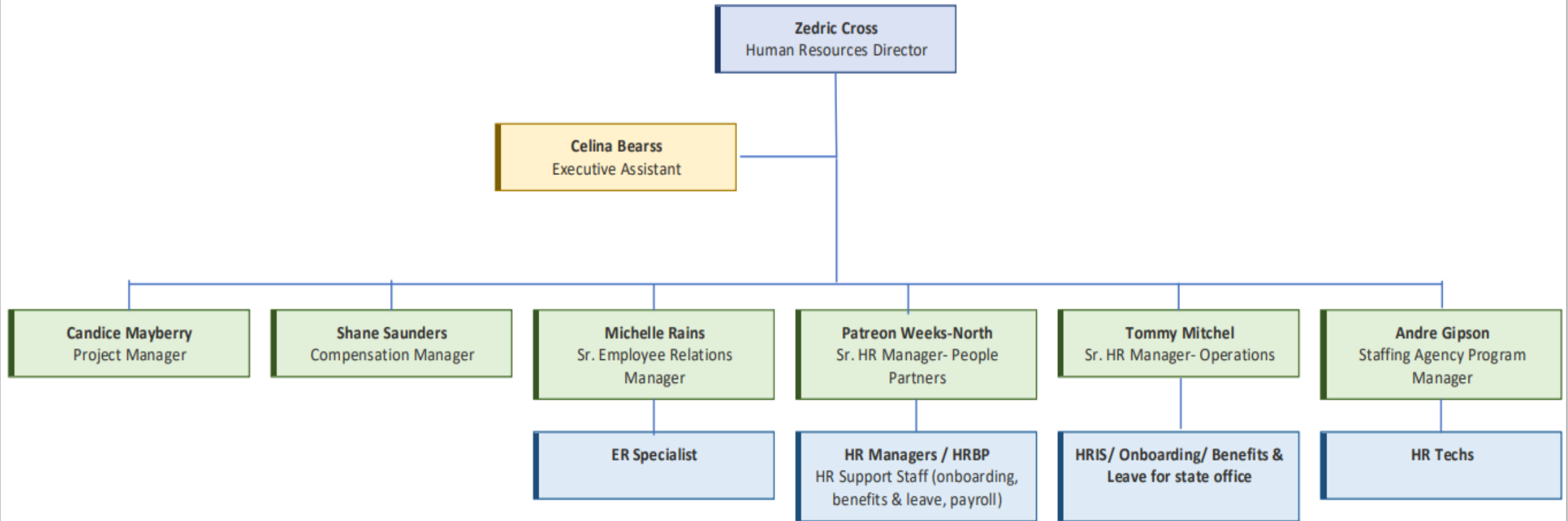
1. Improved Consistency and Compliance
2. Enhanced Employee Experience
3. Stronger Strategic Partnership
4. Increased Operational Efficiency
5. Greater Accountability and Data-Driven Decision Making
6. Supports Future Growth and Workforce Transformation

Expected Outcomes

- ✓ Consistent HR practices statewide
- ✓ Reduced legal and compliance risk
- ✓ Improved employee and leader experience
- ✓ Faster, more efficient HR service delivery
- ✓ Better workforce data and reporting
- ✓ Stronger focus on talent, retention, and organizational performance

The New Human Resources Team Structure

Human Resources Department Organization Chart



Employee Engagement

Why Are We Conducting the Employee Pulse Survey?

The DBHDD Team's Voice Matters

The Employee Pulse Survey is designed to help DBHDD better understand the employee experience and identify opportunities to strengthen our workplace.

Through Your Feedback, We Will:

- ✓ Understand what is working well across the agency
- ✓ Identify opportunities to improve communication, leadership, engagement, and workplace culture
- ✓ Make data-informed decisions that support employees and organizational success
- ✓ Develop meaningful action plans based on employee input

Confidential. Meaningful. Action-Oriented.

Individual responses remain confidential and will only be reported in aggregate. The more employees who participate, the stronger our ability to create positive change.

Together, we can build a more engaged, supportive, and high-performing workplace for everyone.

Short Term & Long Term Goals

Short Term Goals

July 1: Transition to **GA@Work (Workday)**

July – December: Continue HR data clean-up and data integrity improvements

June – July: Review and update key HR policies aligned to agency vision (Time & Attendance, ELRT, Progressive Discipline, etc.)

June – July: Analyze Employee Engagement Survey results and develop action plans based on findings

July – August: Retrain all people leaders across the agency (ADA, FMLA, Progressive Discipline, etc.)

June – August: Build and implement HR dashboards for key people metrics and analytics

August – September: Leverage GA@Work to design and launch an enterprise-wide employee performance management process

October: Launch weekly HR “Lunch & Learn” sessions to support ongoing leader development and communication

Long Term Goals

- Continue leveraging technology and automation to enhance efficiency, improve service delivery, and streamline HR processes.
- Reduce employee turnover and strengthen retention through targeted engagement, development, and recognition strategies.
- Implement monthly Talent Review discussions to identify high-potential employees, support succession planning, and build leadership pipelines.
- Launch a Rising Leaders Cohort to develop emerging talent and prepare future leaders across the organization.

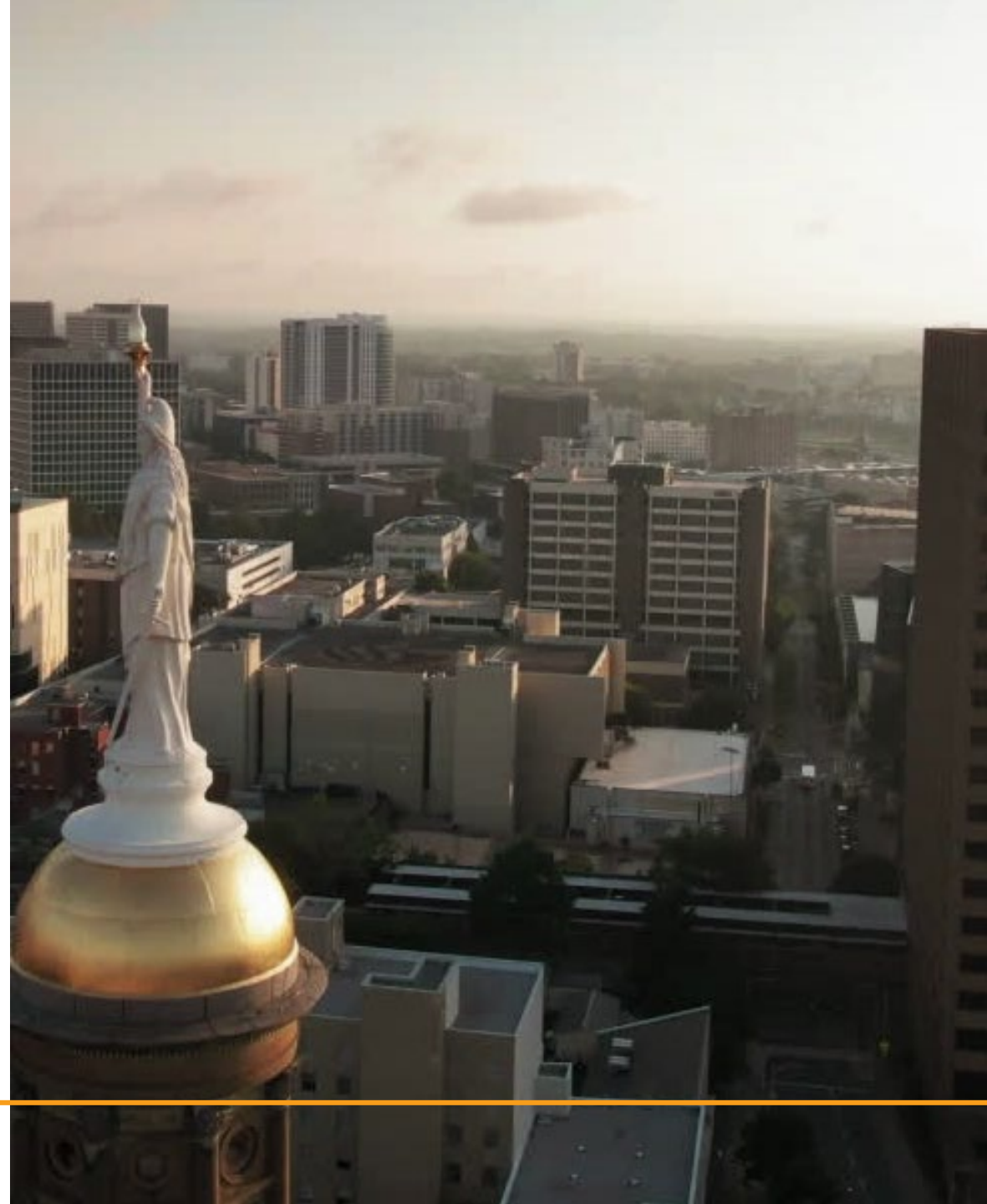


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Meeting Workforce Demands

Theodore Carter, Jr.

Sr. Director, Learning and Talent Acquisition
Office of Human Resources and Learning





Workforce Pipeline Projects

1

**DBHDD-Mercer University
Psychology Workforce
Development Program**

2

**DBHDD-St. Francis Psychiatry
Residency Workforce Program**

3

Dentistry and Nursing Pipeline Projects

DBHDD – Mercer University Psychology Workforce Development Program

- Funds 3rd and 4th - year graduate psychology scholars through training, clinical supervision, and licensure.
- Provides full coverage for tuition, fees, and books in exchange for a post-graduation DBHDD employment commitment.
- Integrates scholars directly into DBHDD hospitals for postdoctoral fellowships, licensure, and post-licensure service.
- Mercer University agreement is in final review; 3 students selected to launch in Fall 2026.



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MERCER
UNIVERSITY
DEPARTMENT OF CLINICAL PSYCHOLOGY

DBHDD – St. Francis-Emory Healthcare Psychiatry Resident Workforce Program

- Captures employment commitments from St. Francis psychiatry residents as early as their 3rd year.
- Residents are presented a signing incentive paired with part-time DBHDD employment during their 4th year of residency.
- Incentive is distributed in 3 installments (Day 1, 1st anniversary, and 2nd anniversary) to maximize retention.
- Requires a 3-year full-time commitment at a DBHDD hospital following board licensure.
- Finalizing agreement for part-time placement at West Central Regional Hospital; rolling out to residents in Fall 2026.



St. Francis

EMORY HEALTHCARE

Dentistry and Nursing

Dental College of Georgia

Provides tuition assistance to 3rd and 4th-year dental scholars in exchange for a mandatory service commitment at a DBHDD hospital upon licensure.

Marietta High School College and Career Academy

A dual-enrollment partnership with Marietta High School and Chattahoochee Technical College, utilizing DBHDD facilities for student clinical internships to build a direct path to nursing employment.

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Chair's Report

Lasa Joiner

Chair

Next Board Meeting:

August 27, 2026

Public Comment





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