



## DHS - DCT Agency Transition

# 2023 Legislation – Chapter 61

- Creates the Department of Direct Care & Treatment
- Requires executive board to develop and maintain the department
- Requires legislation to be drafted for the 2024 session to establish a DCT executive board
- Creates employee protections during the transfer
- Effective 1/1/25

# DCT Agency Benefits

- DCT health care system led by a board of health care leaders
- Clear distinction between what DCT is responsible for (treatment) and what DHS is responsible for (policy, regulation, payment, etc.)
- Preserves and reinforces clinical judgment and management of patient care
- DCT able to advocate for policies and funding for the continuum of care in Minnesota
- Makes DCT more agile and speeds decision-making for a health care system

# DCT Programs and Services are NOT Changing

## Same Programs

- Mental Health and Substance Abuse Treatment Services
- Forensic Services
- Community-Based Services
- Ambulatory Services
- Minnesota Sex Offender Program

## Same Services

- Psychiatric hospitals and other residential mental health treatment
- Residential SUD treatment
- Outpatient mental health services, telehealth and special-care dentistry
- Residential and vocational services for people with disabilities
- Sex offender treatment

# Employment Conditions for Staff are NOT Changing

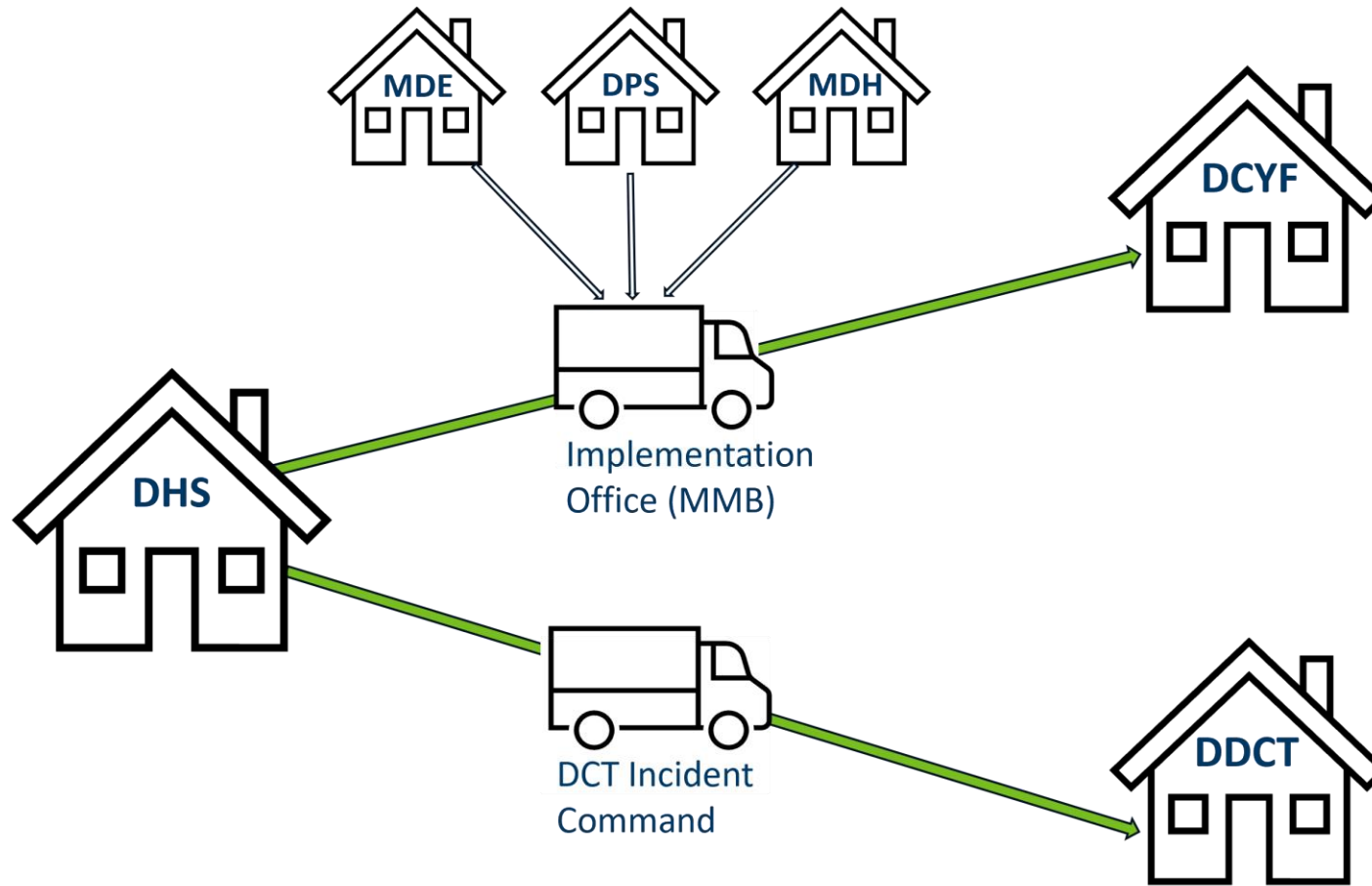
## Workplaces and Operations

- Same work locations
- Same operational structure and site leadership
- Same human resources structure and support
- Same focus on quality and safety
- Same working relationships with key partners and stakeholders

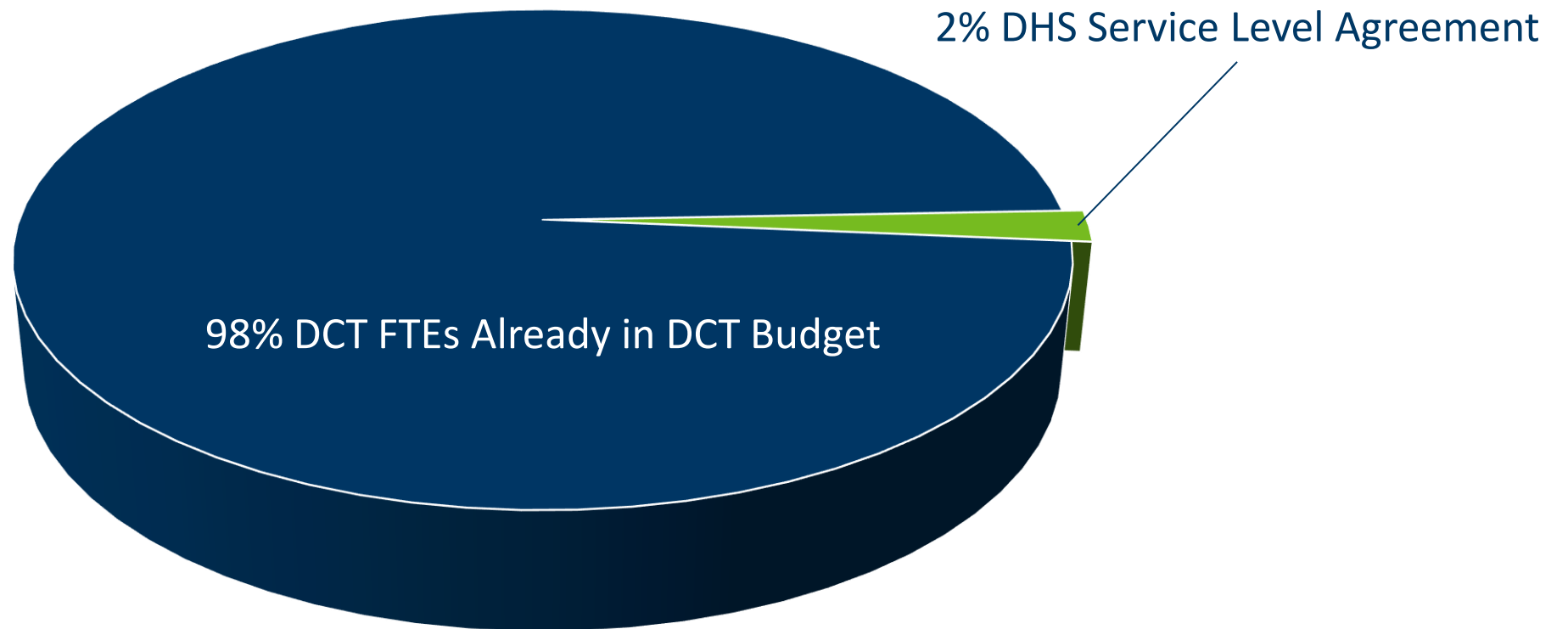
## Staff will have ...

- Same employment status and jobs
- Same job classifications
- Same union representation
- Same union agreements in full force
- Same salaries and benefits
- Protections for staff working in temporary, unclassified positions

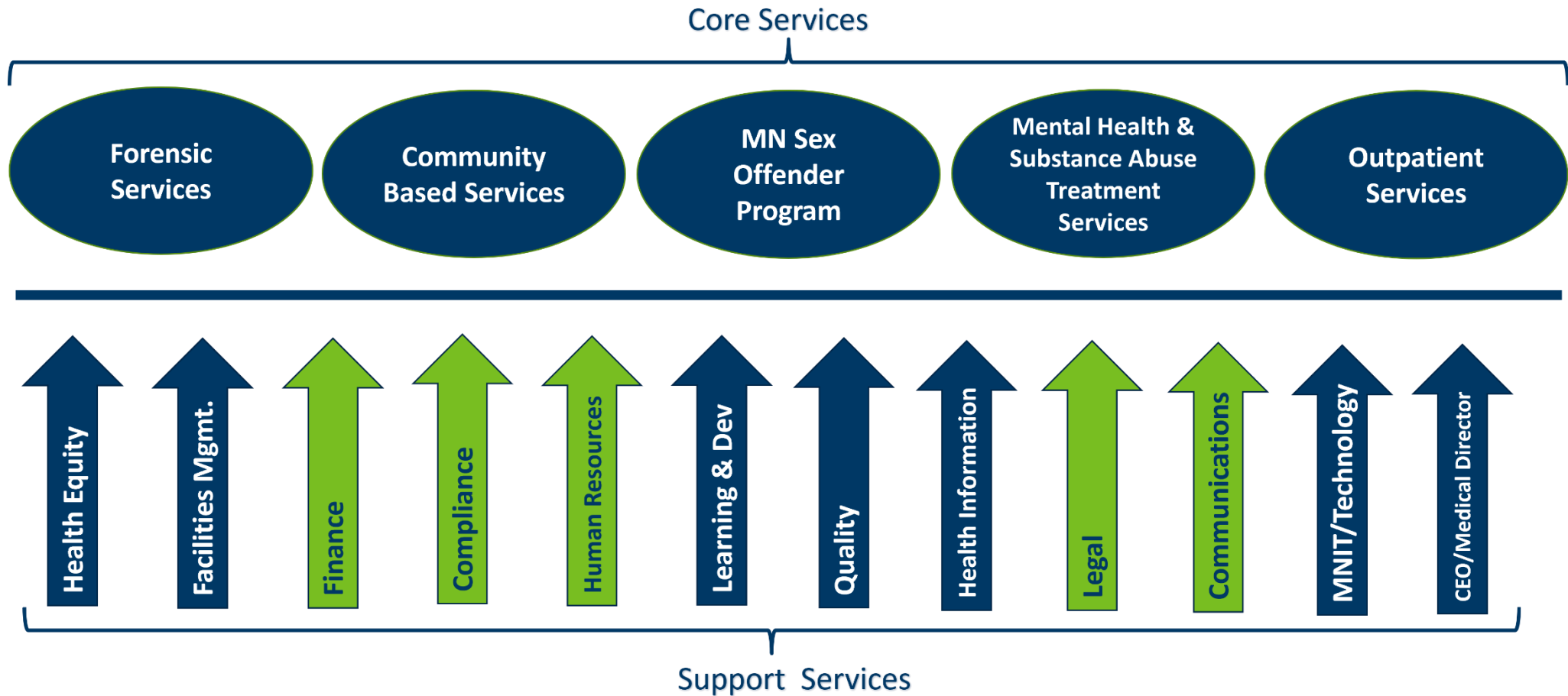
# A Useful Metaphor



# DCT Staffing

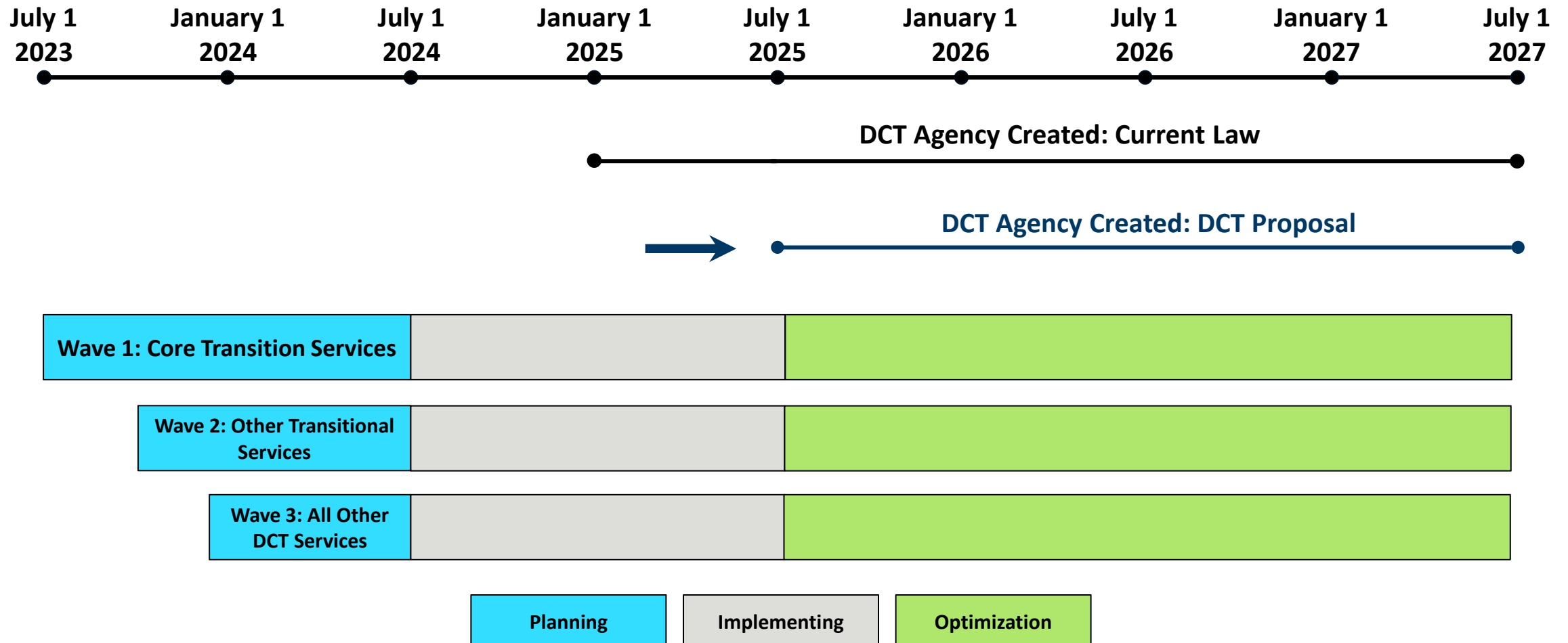


# DCT Service Lines








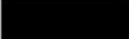


# DCT Creation Project Priorities



# DCT Creation Project Status - All Waves

Wave 1 Workgroups	Status	Wave 2 Workgroups	Status	Wave 2 Workgroups (continued)	Status	Wave 3 Workgroups	Status
MNIT	On Schedule	A - DHS/DCT Commissioner Responsibilities	Action Plan Finalized	C - DHS/DCT Data Privacy	On Schedule	Committee Structure	On Schedule
Legislature	Action Plan Finalized	A - Dept. Administration	Action Plan Finalized	C - DHS/DCT Asset Management	Action Plan Finalized	Continuous Improvement	On Schedule
Legal	Action Plan Finalized	A - MMB Activities	On Schedule	C - Attorney General's Office	Action Plan Finalized	Core Divisions	Action Plan Finalized
Communications	On Schedule	A - DHS/DCT Business Continuity	Action Plan Finalized	C - DHS/DCT Contracting/Procurement	On Schedule	HIMS	On Schedule
Fiscal	On Schedule	A - DHS/DCT Regulatory	On Schedule	C - DHS/DCT Facilities Management	Action Plan Finalized	Medical Services	On Schedule
HR	Action Plan Finalized	B - DHS/DCT Data Management	On Schedule	D - DHS/DCT Equity, Diversity & Culture	On Schedule	Mission, Vision, Goals	On Schedule
DCT Board	Action Plan Finalized	B - DHS/DCT Rule Making	On Schedule	D - DHS/DCT Internal Audits	Action Plan Finalized	Pharmacy	On Schedule
Policy	Action Plan Finalized	B - DHS/DCT Labor Management	Action Plan Finalized	D - DHS/DCT EOAD	On Schedule	Quality	On Schedule
Technology	On Schedule	B - DCT Corp Compliance Infrastructure	Action Plan Finalized	D - DHS/DCT Emergency Mgt/BIA/COOPs	Action Plan Finalized	Tribal Government to Government	Action Plan Finalized
DCT Creation Language	Action Plan Finalized	B - DHS/DCT Learning & Development	On Schedule	D - Admissions and Clinical	On Schedule	County & Other Stakeholder Relations	Action Plan Finalized
Revisors Office Review	Action Plan Finalized			D - IRB/Data Analytics/Research	Action Plan Finalized	Strategic Planning	On Schedule
Incident Command/Project Oversight	Action Plan Completed					Support Services	Action Plan Finalized
DCT Org Structure	Action Plan Finalized						
Branding	On Schedule						

Key	
	Not Started
	On Schedule
	Issue
	Large Issue
	Action Plan Finalized
	Action Plan Completed

**As of 2/9/2024**

100% of workgroups have started action plans.

51% of the work groups have met the July 1, 2024, deadline to finalize action plans.

# Current Statute – Chapter 61

DCT chapter 246C as currently drafted

## **246C.01 TITLE.**

This chapter may be cited as the "Department of Direct Care and Treatment Act."

### **History:**

[2023 c 61 art 8 s 7](#)

Revisor instructions (move statutes into Chapter 246C – no changes)

DCT instructions (propose DCT Board language)

## Proposed statute for new DCT chapter (246C)

- Change effective date to July 1, 2025, instead of Jan. 1, 2025.
- DCT an agency, not a department
- Board language
- DCT creation language

# Why Extend the Separation Date?

- Proposal extends the separation date by six months, to July 1, 2025.
- This is a practical decision to align the new agency with the start of the state fiscal year and a new biennial budgeting process.
- The move also gives DCT more time to ensure that other key operational functions and systems are fully in place before the transition.

# Listening Sessions and Feedback

- DCT conducted three listening sessions
- DCT presented DCT Creation Project update
  - Tribes
  - Unions
  - Counties
  - Other stakeholders
- DCT presented the proposed board and DCT creation language
  - Tribes
  - Unions
  - Counties
  - Other stakeholders
- DCT received feedback and provided a report out

# Transition Priorities and Timeline

## 2024 Legislative Session

- Legislative review and approval of Revisor's DCT Recodification Bill
- Legislative review and approval of Board and DCT Creation Language

## July 1, 2024 to January 1, 2025

- All DCT Work Groups have finalized action plans 7/1/24
- Governor's Office appoints DCT Board Members (six months of training)
- Work with Revisor's Office
  - Cleaning up terminology

## 2025 Legislative Session

- Final cleanup and additional language changes

## July 1, 2025

- DCT Work Group complete action plans 7/1/25
- DCT goes live as a state agency
- The new DCT Board will meet

# DCT Board Priorities and Timeline

## **July 2024: Board Selection Process**

- Define criteria
- Outline process

## **By January 1, 2025: Governor appoints members to DCT Executive Board**

## **January to June 2025: Board member orientation**

- Board member training and certification program provided by the Minnesota Hospital Association
- Travel and site visits
- Draft by-laws

## **May to June 2025: Preparation for the first board meeting**

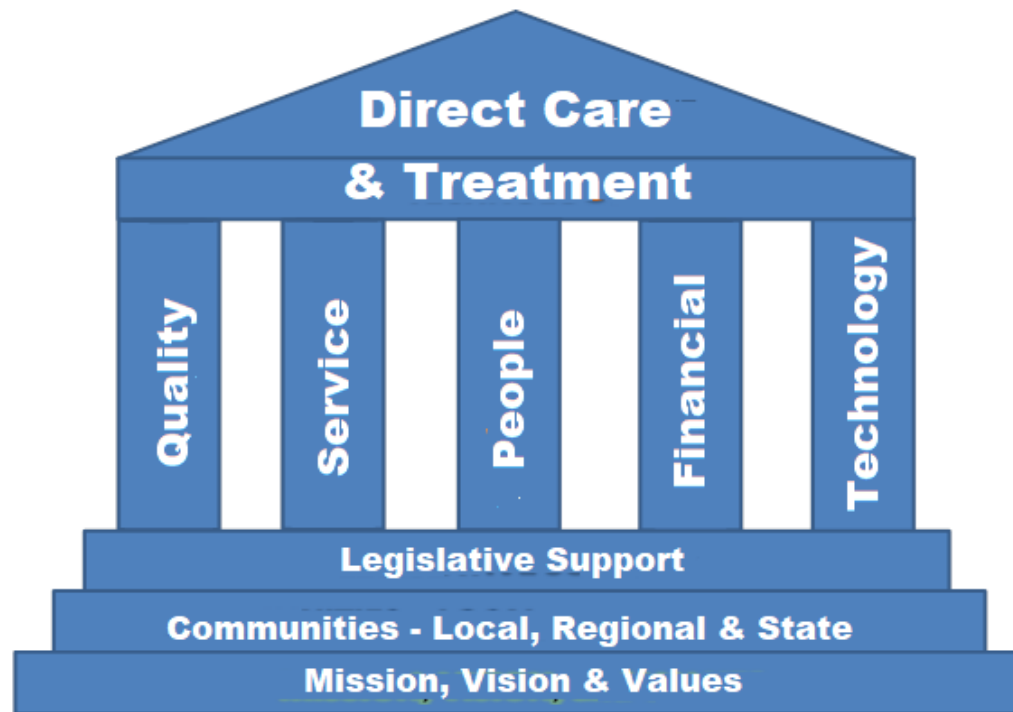
## **July 1, 2025: Board CEO appointed**

## **July 2025: Board holds first meeting**

- Board elects the chair
- Board sets an additional meeting dates
- Board approves by-laws, determines meeting process and procedures

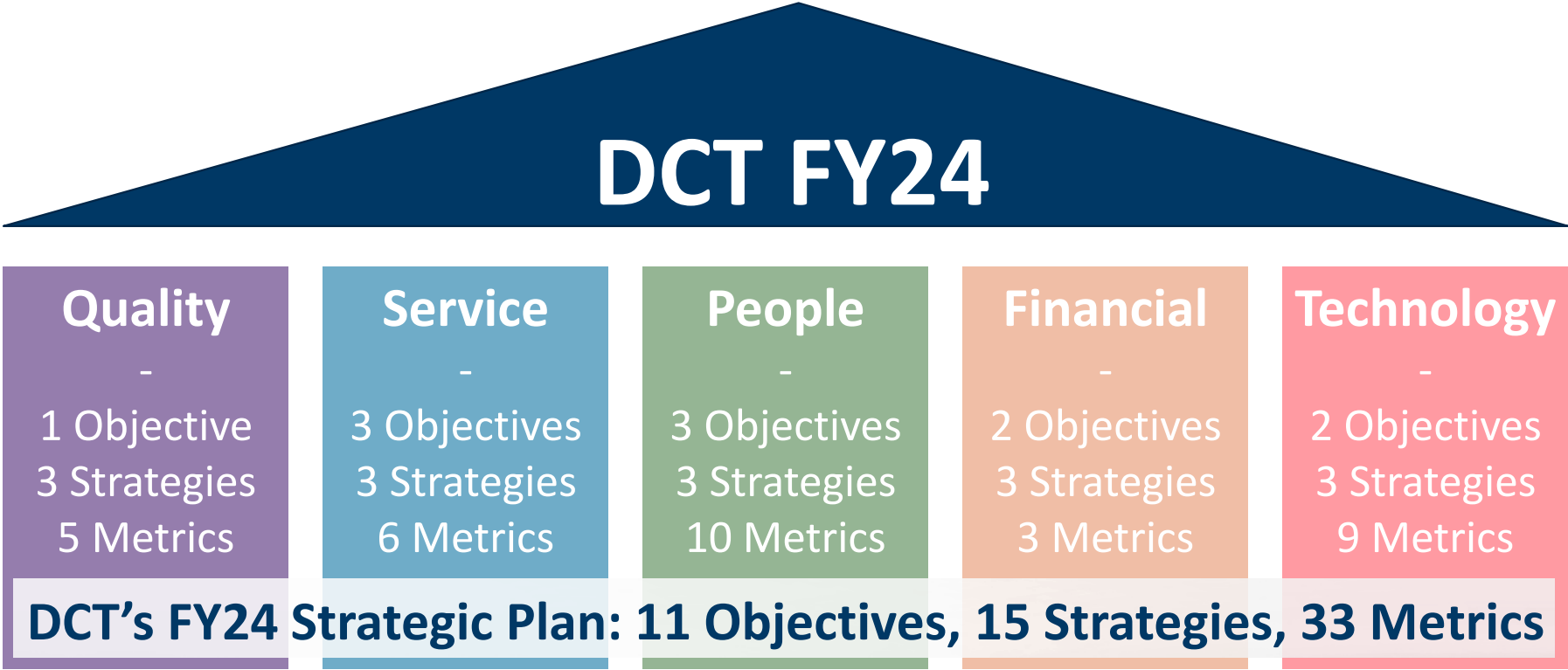


# Five Pillars of Excellence



- DCT's five Pillars of Excellence are Quality, Service, People, Finance, and Technology.
- The five pillars are a framework for prioritizing our goals and plans, each pillar supports a desired outcome.
- The pillars ensure excellent care and programming for patients and clients statewide.

# FY24 Strategic Objectives, Strategies, Metrics



## DCT FY24 strategic plan goals include:

- Intense focus on strengthening staff recruitment and retention
- Expanding telehealth and implementing a comprehensive, integrated, interoperable electronic health record system
- Advancing financial stewardship
- Enhancing internal and external service partnerships
- Advancing Core 4 model of patient care and safety
- Continuing our Malcolm Baldrige guided quality and process improvements



Questions on the Road Ahead?