



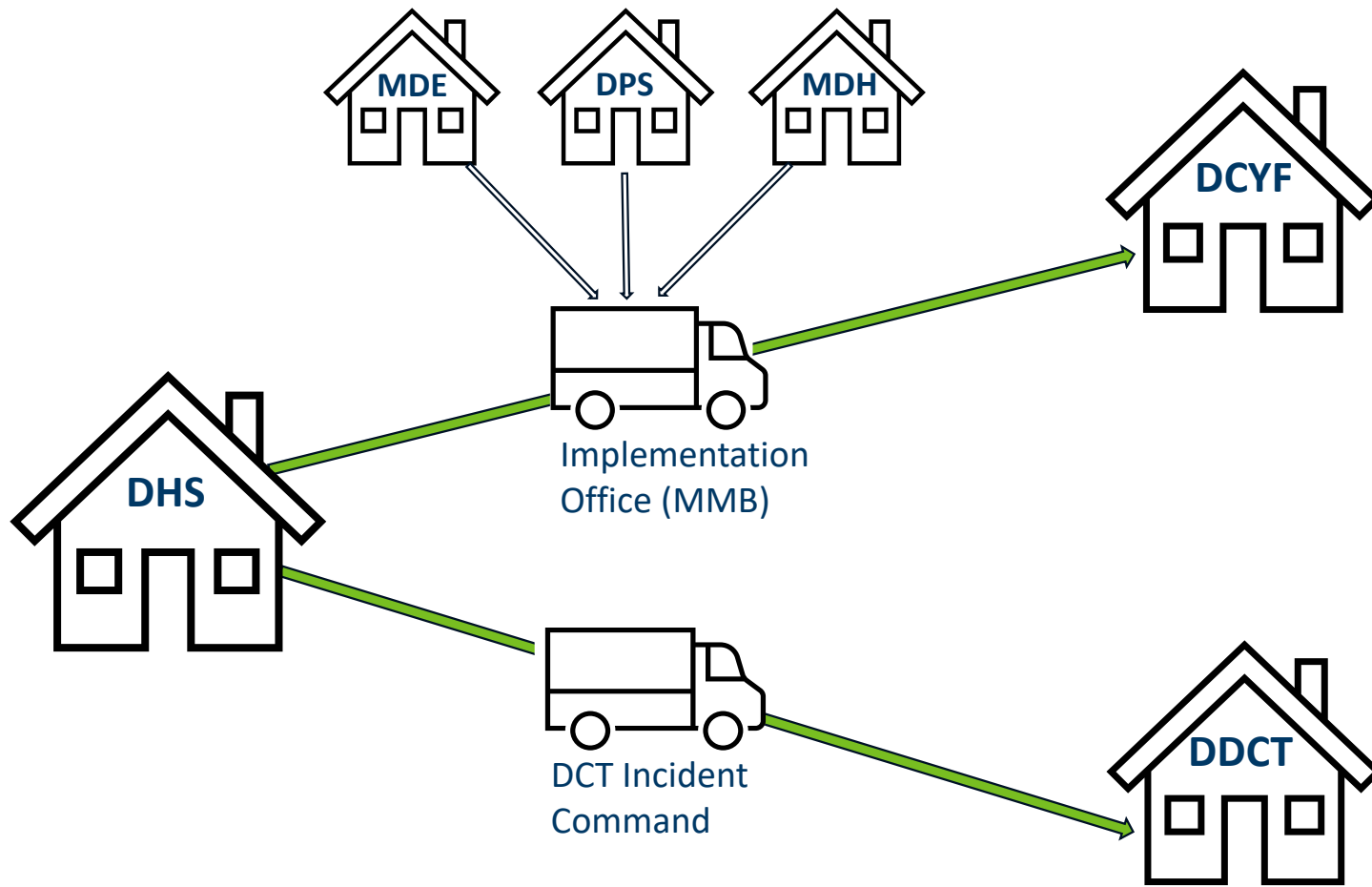
Direct Care and Treatment Creation Updates

Dan Storkamp | Executive Director Operation Services

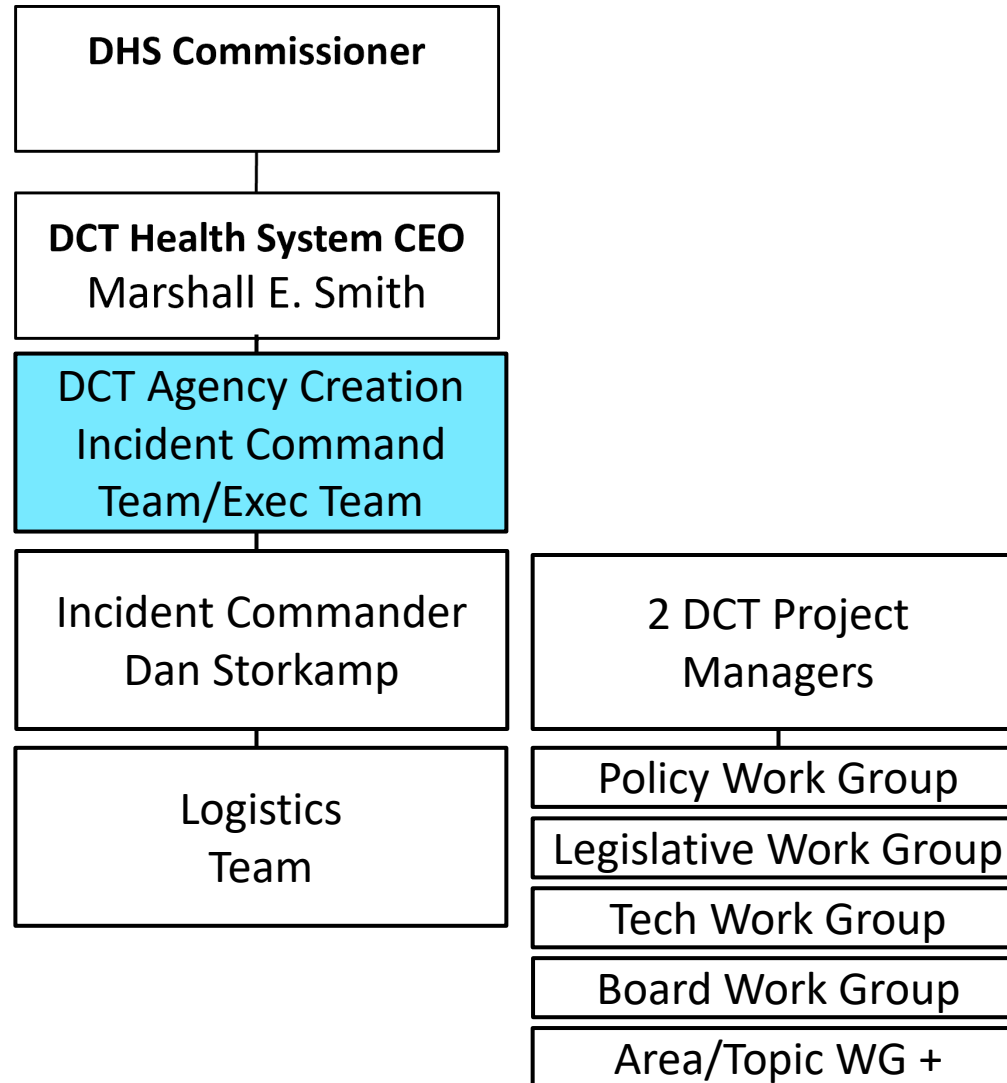
Preparation to Separate

- Chuck Johnson and Marshall Smith began evaluating what needs to occur to separate DCT from DHS in Spring of 2022
- DCT moved central office to Vadnais Heights in fall of 2022.
- Marshall Smith began working on a DCT separation plan in early 2023
- A 31-page action plan was developed and review by both DCT and DHS leadership for comments and input
- DCT separation action plan was finalized April 2023

A Useful Metaphor



Incident Command Team



DCT Programs and Services are NOT Changing

Same Programs

- Mental Health and Substance Abuse Treatment Services
- Forensic Services
- Community-Based Services
- Outpatient 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

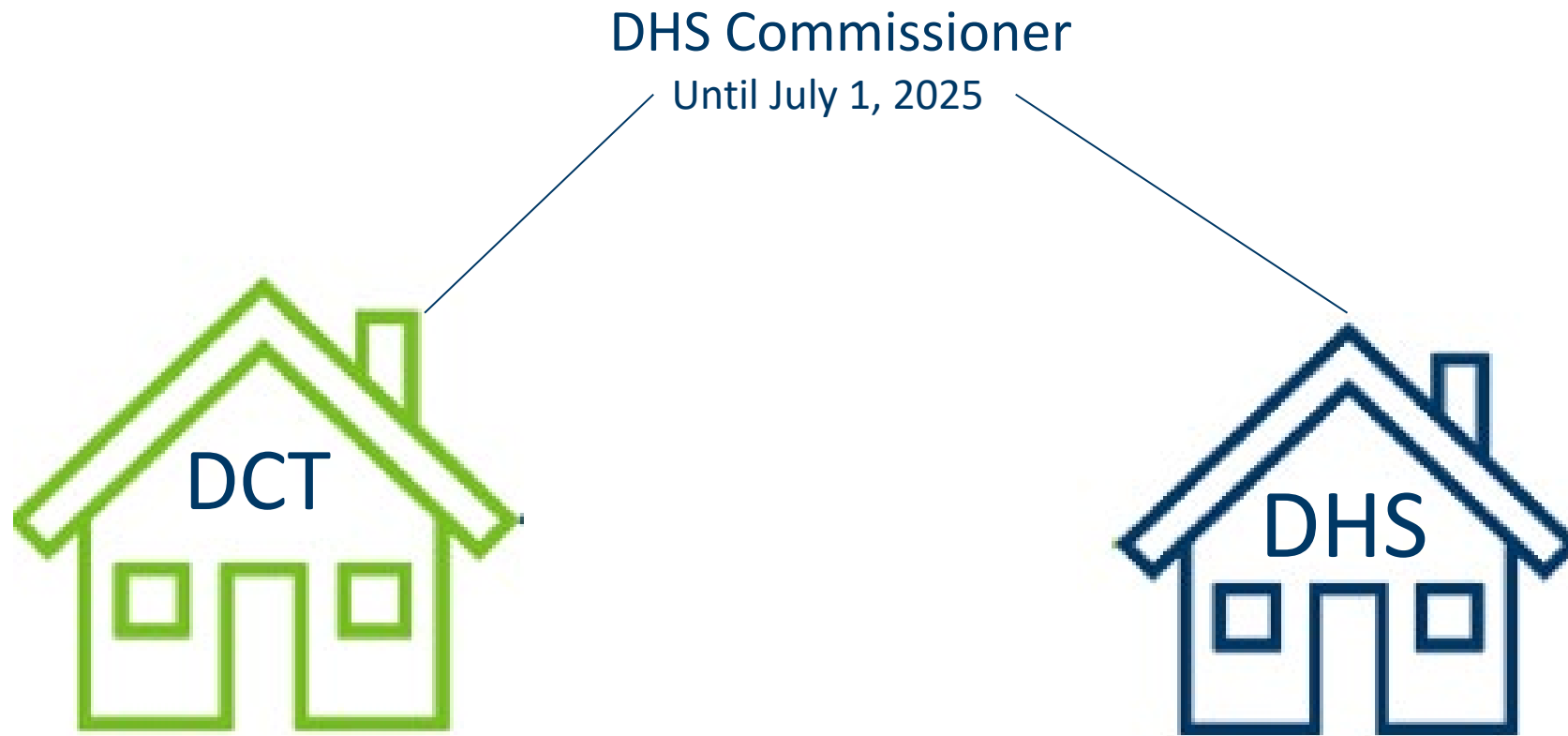
Workplaces and Operations

- 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

DCT Separate Agency Reporting to DHS Commissioner



DCT Separate Agency Reporting to the DCT Executive Board

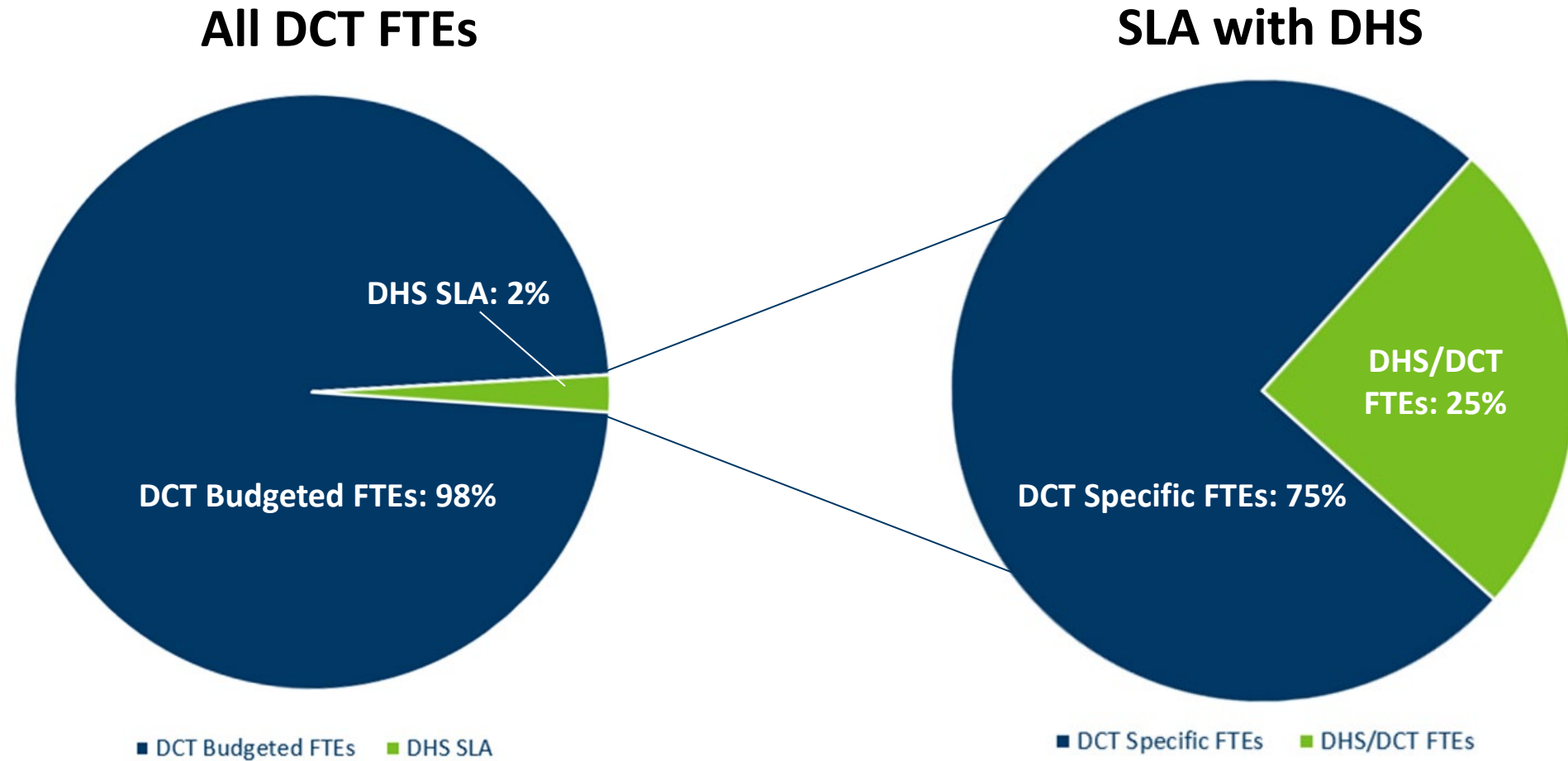
DCT Executive Board
July 1, 2025



DHS Commissioner
July 1, 2025

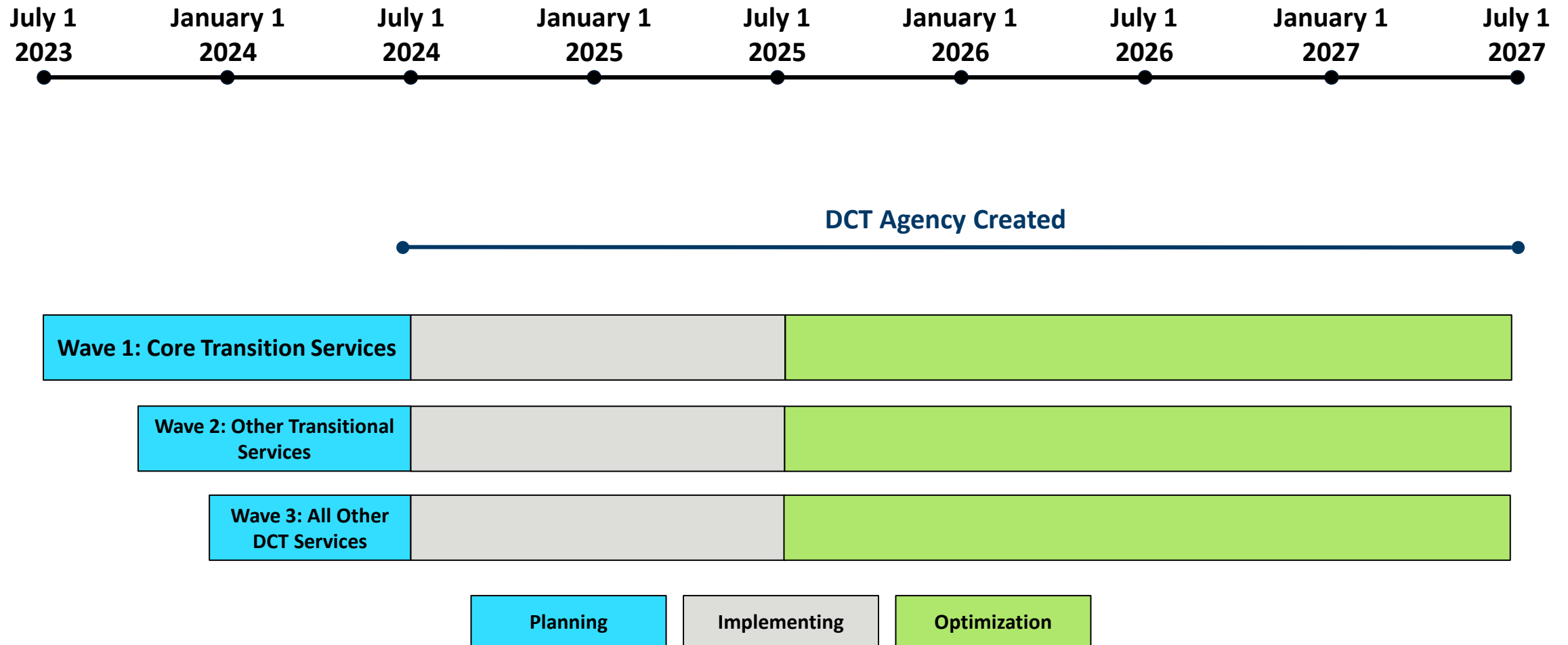


DCT Staffing Appropriation



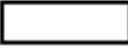




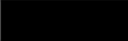
With exception of 6 staff, all other existing DCT staff are not changing supervisor, departments, classification, duties, or locations.

DCT Creation Project Priorities



DCT Project Status All Waves

Wave 1 Workgroups	Status	Wave 2 Workgroups	Status	Wave 2 Workgroups <i>(continued)</i>	Status	Wave 3 Workgroups	Status
MNIT	04/04/2024	A - DHS/DCT Commissioner Responsibilities	2/8/2024	C - DHS/DCT Data Privacy	3/28/2024	Committee Structure	3/28/2024
Legislature	8/9/2023	A - Dept. Administration	11/30/2023	C - DHS/DCT Asset Management	11/30/2023	Continuous Improvement	05/02/2024
Legal	9/26/2023	A - MMB Activities	3/12/2024	C - Attorney General's Office	9/12/2023	Core Divisions	04/22/2024
Communications	04/23/2024	A - DHS/DCT Business Continuity	12/12/2023	C - DHS/DCT Contracting/Procurement	2/20/2024	HIMS	05/16/2024
Fiscal	3/12/2024	A - DHS/DCT Regulatory	05/02/2024	C - DHS/DCT Facilities Management	11/30/2023	Medical Services	4/9/2024
HR	9/5/2023	B - DHS/DCT Data Management	04/04/2024	D - DHS/DCT Equity, Diversity & Culture	2/13/2024	Mission, Vision, Goals	3/21/2024
DCT Board	2/20/2024	B - DHS/DCT Rule Making	3/28/2024	D - DHS/DCT Internal Audits	2/6/2024	Pharmacy	3/14/2024
Policy	7/25/2023	B - DHS/DCT Labor Management	9/5/2023	D - DHS/DCT EOAD	2/20/2024	Quality	05/02/2024
Technology	04/04/2024	B - DCT Corp Compliance Infrastructure	2/6/2024	D - DHS/DCT Emergency Mgt/BIA/COOPs	12/12/2023	Tribal Government to Government	2/8/2024
DCT Creation Language	8/29/2023	B - DHS/DCT Learning & Development	11/7/2023	D - Admissions and Clinical	4/9/2024	County & Other Stakeholder Relations	2/8/2024
Revisors Office Review	3/25/2024			D - IRB/Data Analytics/Research	1/9/2024	Strategic Planning	05/14/2024
Incident Command/Project Oversight	7/19/2023					Support Services	11/30/2023
DCT Org Structure	8/16/2023						
Branding	04/23/2024						

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

As of 5/24/2024

100% of workgroups have started action plans.

100% of the work groups have met the July 1, 2024, deadline to finalize action plans.

DCT Creation Action Plan Status - All Waves

Wave 1 Workgroups	Status	Wave 2 Workgroups	Status	Wave 2 Workgroups <i>(continued)</i>	Status	Wave 3 Workgroups	Status
MNIT	67%	A - DHS/DCT Commissioner Responsibilities	50%	C - DHS/DCT Data Privacy	50%	Committee Structure	50%
Legislature	84%	A - Dept. Administration	50%	C - DHS/DCT Asset Management	50%	Continuous Improvement	50%
Legal	67%	A - MMB Activities	50%	C - Attorney General's Office	50%	Core Divisions	4/22/2024
Communications	50%	A - DHS/DCT Business Continuity	50%	C - DHS/DCT Contracting/Procurement	50%	HIMS	50%
Fiscal	50%	A - DHS/DCT Regulatory	50%	C - DHS/DCT Facilities Management	50%	Medical Services	50%
HR	50%	B - DHS/DCT Data Management	50%	D - DHS/DCT Equity, Diversity & Culture	67%	Mission, Vision, Goals	67%
DCT Board	50%	B - DHS/DCT Rule Making	50%	D - DHS/DCT Internal Audits	50%	Pharmacy	3/14/2024
Policy	67%	B - DHS/DCT Labor Management	50%	D - DHS/DCT EOAD	50%	Quality	50%
Technology	50%	B - DCT Corp Compliance Infrastructure	50%	D - DHS/DCT Emergency Mgt/BIA/COOPs	50%	Tribal Government to Government	50%
DCT Creation Language	5/22/2024	B - DHS/DCT Learning & Development	50%	D – Admissions and Clinical	50%	County & Other Stakeholder Relations	50%
Revisors Office Review	3/25/2024			D – IRB/Data Analytics/Research	50%	Strategic Planning	50%
Incident Command/ Project Oversight	7/19/2023					Support Services	50%
DCT Org Structure	50%						
Branding	50%						

Key	
33% complete	Action Plan documented
50% complete	Action Plan 25% complete
67% complete	Action Plan 50% Complete
84% complete	Action Plan 75% complete
MM/DD/YYYY	100% Complete
	Issue
	Large Issue

All action plans are in the execution phase. The key refers to the percent of the action plan that is complete.

All workgroups are meeting monthly to review progress and challenges.

9% of the workgroups have met the July 1, 2025, deadline to complete action plans.

DCT Creation Action Plan Status - All Waves

Wave 1 Workgroups`	Status	Wave 2 Workgroups	Status	Wave 2 Workgroups (continued)	Status	Wave 3 Workgroups	Status
MNIT	67%	A - DHS/DCT Commissioner Responsibilities	95%*	C - DHS/DCT Data Privacy	84%	Committee Structure	3/12/2025
Legislature	95%*	A - Dept. Administration	95%*	C - DHS/DCT Asset Management	95%*	Continuous Improvement	12/12/2024
Legal	84%	A - MMB Activities	95%*	C - Attorney General's Office	84%	Core Divisions	4/22/2024
Communications	67%	A - DHS/DCT Business Continuity	95%*	C - DHS/DCT Contracting/Procurement	84%	HIMS	84%
Fiscal	67%	A - Governance/Licensing and Regulation (Quality)	95%*	C - DHS/DCT Facilities Management	95%*	Medical Services	84%
HR	67%	B - DHS/DCT Data Management	67%	D - DHS/DCT Equity, Diversity & Culture	1/08/2025	Mission, Vision, Goals	3/10/2025
DCT Board	84%	B - DHS/DCT Rule Making	84%	D - DHS/DCT Internal Audits	67%	Pharmacy	3/14/2024
Policy	84%	B - DHS/DCT Labor Management	12/11/2024	D - DHS/DCT EOAD	67%	Quality	95%*
Technology	67%	B - DCT Corp Compliance Infrastructure	84%	D - DHS/DCT Emergency Mgt/BIA/COOPs	95%*	Tribal Government to Government	12/12/2024
DCT Creation Language	5/22/2024	B - DHS/DCT Learning & Development	84%	D – Admissions and Clinical	84%	County & Other Stakeholder Relations	10/29/2024
Revisors Office Review	3/25/2024			D – IRB/Data Analytics/Research	10/30/2024	Strategic Planning	84%
Incident Command/ Project Oversight	7/19/2023					Support Services	84%
DCT Org Structure	12/10/2024					Badge Committee*	84%
Branding	12/10/2024					* recently added	

KEY	
33%	Action Plan Documented and 0-24% complete
50%	Action Plan 25-49% Complete
67%	Action Plan 50-74% Complete
84%	Action Plan 75-94% Complete
95%*	Action Plan 95-99% Complete or Dependency
MM/DD/YYYY	Action Plan 100% Complete
	Small Issue
	Large Issue

3/21/2025 Talking Points

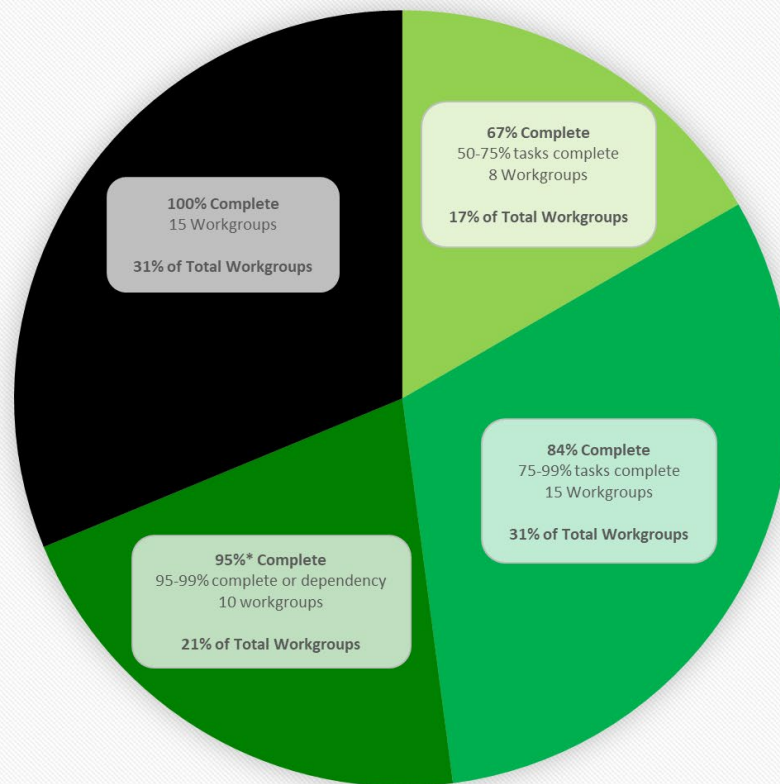
ALL WORKGROUPS have now progressed beyond the 50% complete level with 17% of the groups (8) at the 67% complete level.

83% of the workgroups (40) are at or greater than 84% complete with their action plans, or complete.

52% of the workgroups (25) are either complete or complete except for a dependency which is beyond their control (>95%* to 100% complete).

DCT Creation Action Plan Status – All Waves

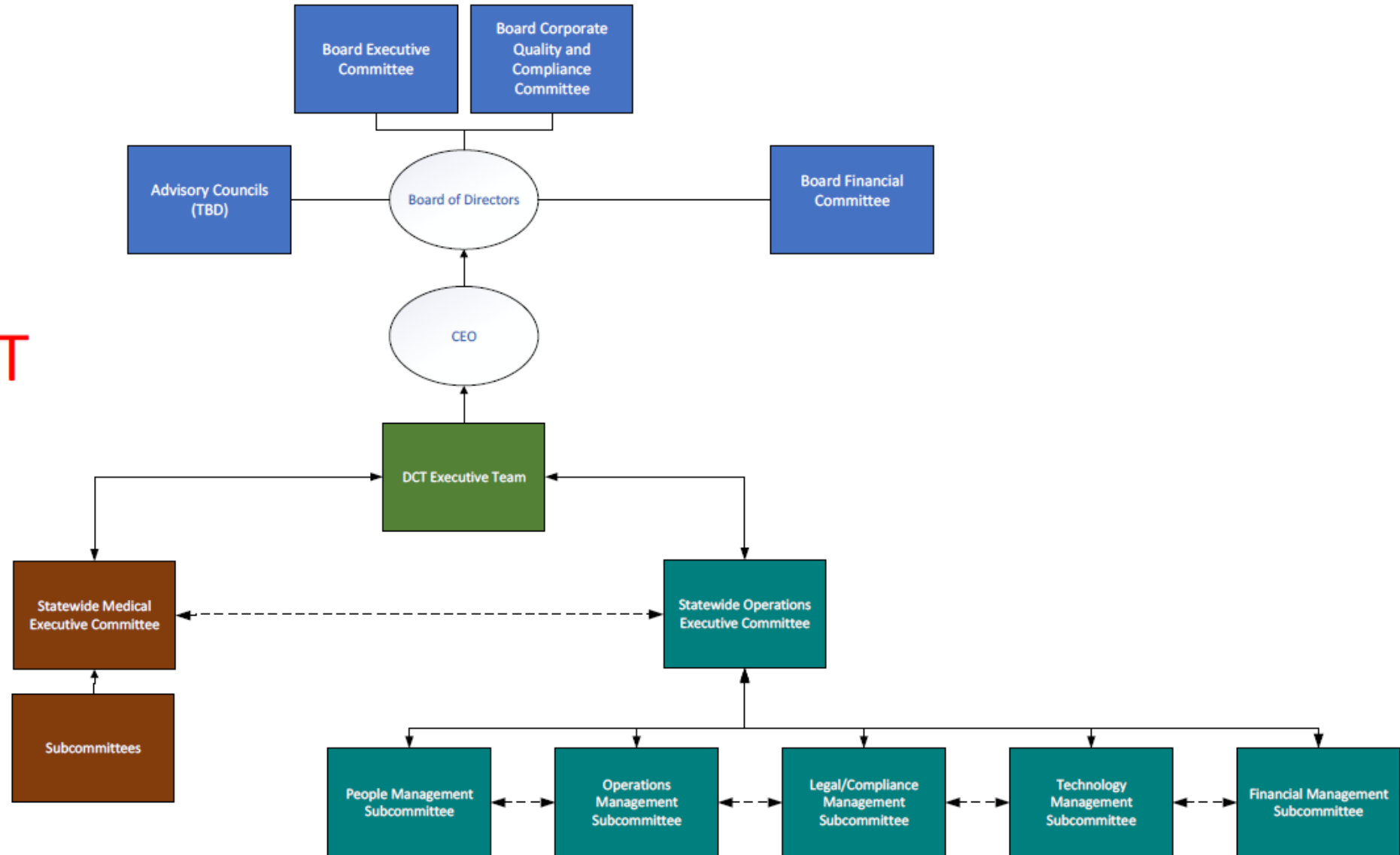
DCT Creation Workgroups
and % of Workgroups at each Percent Complete Level
As of 03/21/2025



Quadrant Series	Number of Groups	Percent of Total Groups
33% Complete <i>Action Plan Documented 0-24% tasks complete</i>	0	0%
50% Complete <i>25-49% tasks complete</i>	0	0%
67% Complete <i>50-75% tasks complete</i>	8	17%
84% Complete <i>75-95% tasks complete</i>	15	31%
95%* Complete <i>95-99% complete or dependency</i>	10	21%
100% Complete	15	31%
Total	48	100%

DCT Committee Governance Model

DRAFT



DCT's Mission, Vision and Values

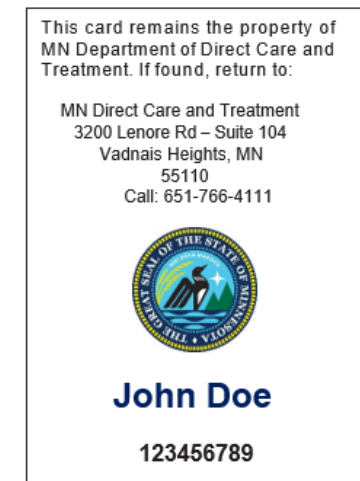
- **Mission:** We support meaningful lives through specialized behavioral health services others do not provide.
- **Vision:** A Minnesota where everyone receives the behavioral health services they need.
- **Values:**
 - Person-centeredness
 - Quality
 - Safety
 - Partnership
 - Equity
 - Accountability

Committee Recommendations – New Badge Templates

Landscape Template Emp

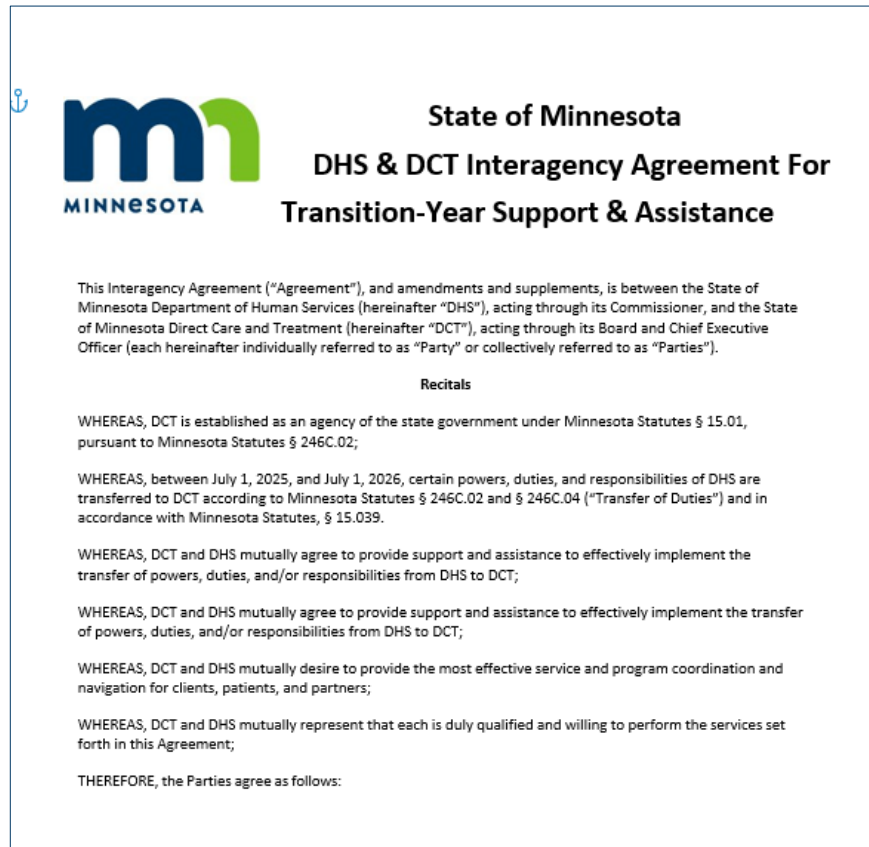


Portrait Template Emp



- Employee Name (First Name, Last Name or First Name, Last Init., Credentials)
Max 40 characters
- Employee Title – Sub-committee to meet and standardize clinical titles for consistency
- Division standards and/or options on each badge for pronouns, bar codes, and color coding (badge buddy) for facility identification

DCT/DHS Inter Agency Agreement

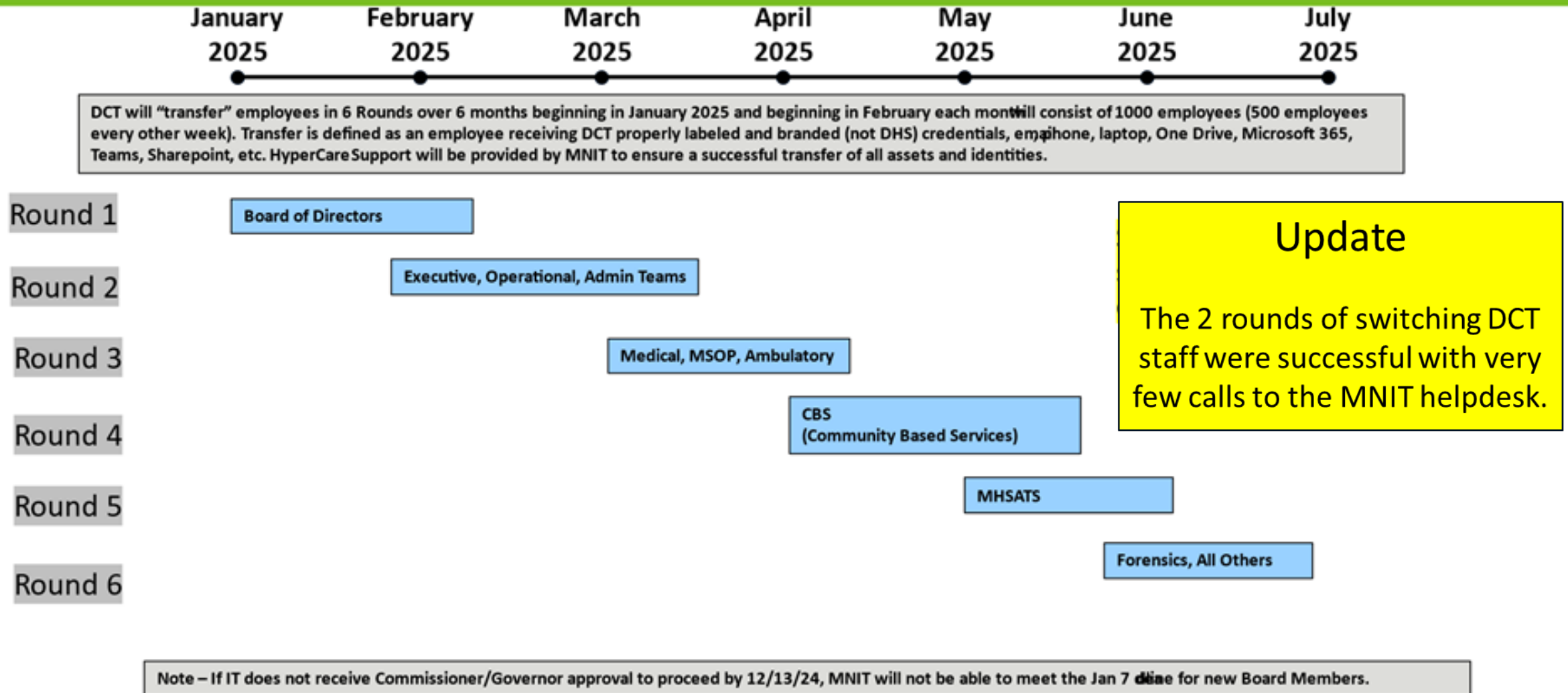


- Legal and OS are working on first draft.
- Incorporate what DHS will do for DCT and what DCT will do for DHS.
- Using the DHS/DCYF IAA as a starting point.

DCT - MMB Fiscal and Staffing Agreement

- Dept. ID/DID # - Make H51 effective as of the first day of the pay period in June 18. *This has been agreed to by both HR and MMB Semi4 support personnel.
- This eliminates the need for two timesheets per employee, which eliminates the errors and extra time needed to process.
- FinDept #s and structure are not impacted by the Dept. ID/DID; rather they are tied to position number. Therefore, the first 13 days of the pay period will be charged to H55/DHS and the last day will be charged to H51/DCT.

DCT Creation Technology Timelines - Employees



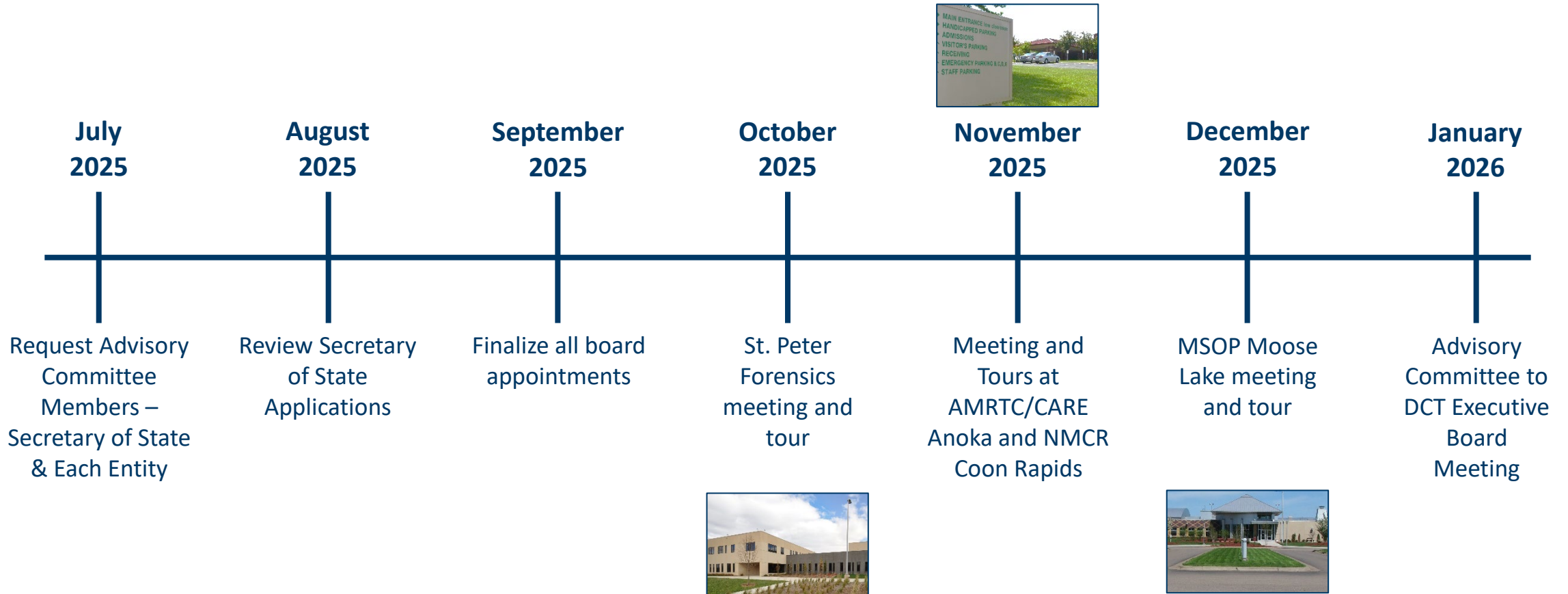
DCT Human Resource HRD5

- DCT is planning on filling the DCT HRD5 position over the next three months and having that position hired by 7/1/25
- DCT will obtain MMB delegated authority for the HRD5 on 7/1/25
- Per Blake, the DCT HRD5 position will be filled Competitively
- Marshall and Dan will work directly with Teressa on getting this position filled
- DCT is requesting from MMB:
 - Draft HRD5 Position Description
 - Draft HRD5 Postings
 - Draft HRD5 Interview Questions

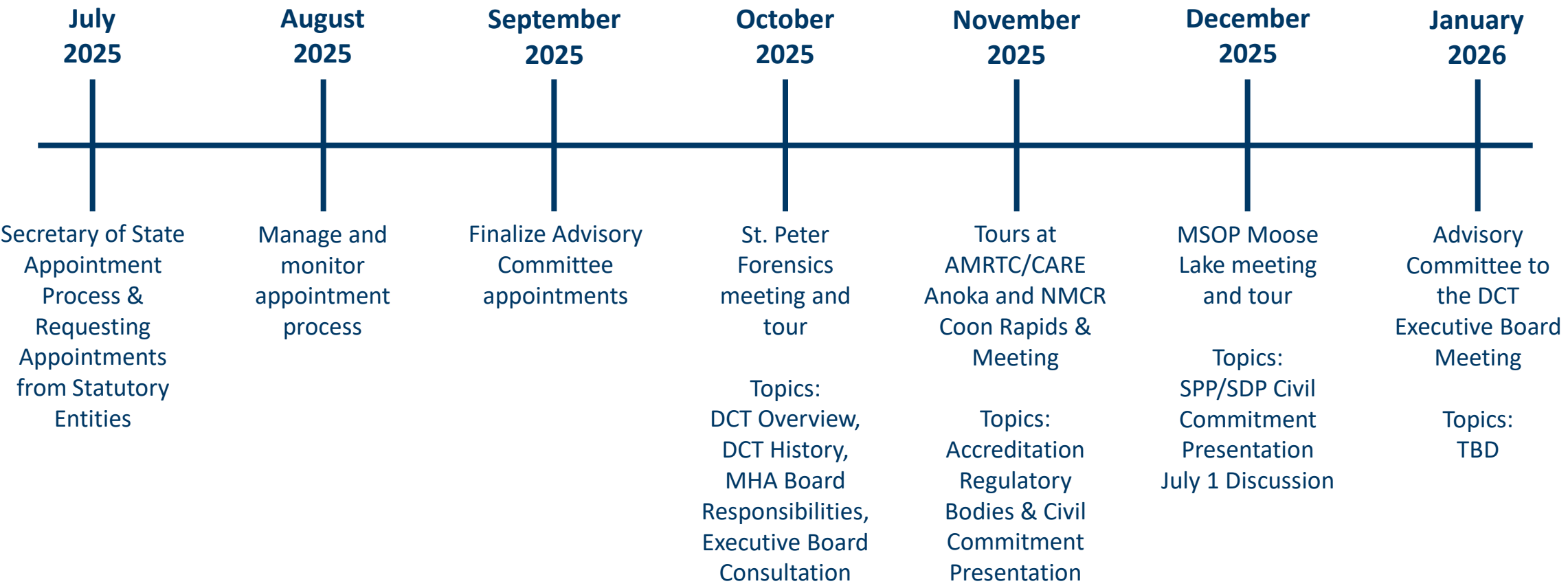
DCT Advisory Committee

- Legislation appoints an Advisory Committee to the DCT Executive Board Beginning 1/1/26, for 2 years
- DCT Board Work Group Recommends:
 - Secretary of State Committee Member Process in July 2025
 - Have all Committee Members appointed by Oct 1, 2025
 - Like DCT Executive Board, have meeting prior to January 1, 2026
 - Begin meeting in October 2025
 - Cover DCT Topics
 - Have DCT Tours

Advisory Committee to Executive Board Meeting Schedule



Advisory Committee to Executive Board Schedule and Topics





Questions?

Thank You!

Dan Storkamp

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