



CAM Transition Team Meeting

December 7, 2022



Agenda

Topic	Time
Welcome	9:00 am
Updates/Recap	9:05 am
CAM Decision Points Discussion	9:10 am
CAM Operations	9:40 am

Transition Work - Update

➤ Delegation of Authority

- **Approved:** CoC Board delegates the CAM Transition Committee the authority to approve and publish the final RFQ/RFP
- **Approved:** CoC General Membership Meeting to be rescheduled to a TBD date later in May 2023 to accommodate the vote to identify the new CAM Lead Agency

➤ Subcommittees

- Training and Communications Subcommittee – first meeting to be held on December 12th
- All committees have meet at least once except two: Project Management and Funding. Meeting schedule for those two coming soon

➤ Contractor/Consultant

- Received confirmation that at least one agency will be presenting a proposal. Have been fielding questions from one other who is considering. Two other agencies have also indicated that they are reviewing/deciding on the opportunity



CAM DECISION POINTS – What are we missing?

CAM Structure (in-person only, call access only, hybrid, other)	Assessment Tool
CAM Services (all current services or some services)	Current CAM Staff Role with New Lead Agency
Technology (Salesforce, Vonage Phone System, etc)	Standardized Training – need to articulate commitment to DEI and person-centered work
*RED= Additions during the 11/30 meeting	

CAM DECISION POINTS – Discussion for Today

CAM Structure (in-person only, call access only, hybrid, other).	Assessment Tool
CAM Services (all current services or some services)	Current CAM Staff Role with New Lead Agency
Technology (Salesforce, Vonage Phone System, etc)	Standardized Training – need to articulate commitment to DEI and person-centered work

CAM DECISION POINTS – Current CAM Staff

- What options should be considered for input in the RFP/RFQ related to retention of the current CAM staff with the new lead agency?
- Considerations for **current CAM Staff**: Comparable pay and benefits; work culture; timing of hiring decision; pay schedule
- Considerations for **new agency**: Current CAM staff performance; managing staff expectations; managing internal pay differentials; autonomy to change roles/responsibilities; autonomy of the business (unionized?)

What options should be considered for input in the RFP/RFQ related to the retention of the current CAM staff with the new lead agency?

Examples

- New Lead Agency assumes key CAM positions which would be identified by CAM and approved by Transitional Team
- New Lead Agency assumes X% of CAM positions
- Either of the above with a 90-day trial period
- All current employees are given an interview

NOTES

- Ask for a range of pay scales in RFP and award points to those that are similar to SWCS; could ask questions about benefits and interviewing staff that meet min job requirements, in their follow-up evaluation could assess what they implementing in terms of staffing versus what they proposed
- We should change the narrative. The messaging and framing is important. Hiring CAM staff is not a burden but a benefit to the agency. Make sure the RFQ highlights the benefits such as continuation of service; reduction in hiring costs and time
- Have a scored questions around the agencies hiring plan. Example. What are you plans to staff coordinated entry for a seamless transition? What factors may impact your hiring (e.g. unionized)?
- All current employees are given an interview should be made mandatory but the hiring should not be mandatory.
- Jennifer is flagging concerns about the transition in the Vet BNL staff. Should this position be staffed at a new agency to keep the current operations flowing?
- Need to communicate to current CAM staff, the CoC's intentions around hiring to be transparent and ease concerns
- Should poll current staff to see who is interested in transitioning?

CAM DECISION POINTS – Assessment Tool

- Will we expect the new agency to use the SPDAT tool or will we require something different at the start of their implementation?
- Critique of the Tool
 - Racial and Gender Bias: [Link](#) to one such article
 - Triage tool rather than a assessment tool: [Link](#)
 - Research findings: [Link](#)
 - Discontinuance of VI-SPDAT by founder: [Link](#)
- Considerations: research capacity, training, timeline, costs

CAM Updates from SWCS

- Launch of in-shelter diversion -staff imbedded in 4-5 family shelter sites to divert from homelessness and long stays. Will launch in Jan. Staff (1 of 1) has been hired and is being trained. Will working alongside a current housing specialist that does this work. Will keep the committee abreast of in challenges that arise in light of the transition or otherwise.
- Messaging around CAM in-person closure – Per SWCS, a BridgeDetroit article incorrectly stated that in-person services were returning on 1/1 and the closure was a result of COVID. Request made to Jan to get Bridge to retract the 1/1 date. Discussion had about communication/coordination related to CAM message. Need for the CoC to take lead around messaging related to other systems impacting CAM
- Other - Due time constraints, will share any other updates via email

