

RESOLUTION NO. 2018 - 122

A RESOLUTION RATIFYING AND CONFIRMING THE APPOINTMENT OF MACLEOD CARRE AS DIRECTOR OF THE DEPARTMENT OF HEALTH.

WHEREAS, Ordinance No. 133 established the Department of Health of the City of Vineland, the head of which shall be the Director; and

WHEREAS, Ordinance No. 133 stipulates that the Mayor shall appoint the Director of the Department of Health with the advice and consent of City Council; and

WHEREAS, Ordinance No. 133 further stipulates that the person appointed as Director of the Department of Health shall have at least five years' experience in public health issues; and

WHEREAS, the Director shall be appointed for and serve during the term of office of the Mayor appointing him; and

WHEREAS, Macleod Carre meets the qualifications as defined in Ordinance No. 133 for appointment to the position of Director of the Department Health of the City of Vineland.

NOW THEREFORE BE IT RESOLVED, by the Council of the City of Vineland that the action of the Mayor of the City of Vineland in appointing Macleod Carre as Director of the Department of Health, to serve without compensation in said position, is hereby ratified and confirmed, said appointment is effective April 1, 2018 with an expiration of December 31, 2020.

Adopted:

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President of Council

ATTEST:

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City Clerk



**ANTHONY R. FANUCCI**  
MAYOR

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March 5, 2018

To: Keith Petrosky

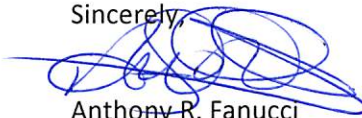
FROM: Mayor Anthony R. Fanucci

RE: Appointment of Health Director, City of Vineland

Dear Keith:

I hereby appoint with the advice and consent of City Council, Macleod Carre, as Director of Health for the City of Vineland. Term effective April 1, 2018 with a expiration of December 31, 2020,

Sincerely,



Anthony R. Fanucci  
Mayor, City of Vineland

CC: Rosie Gonzales, Director of Personnel  
Bob Dickenson, Business Administrator



# ANTHONY R. FANUCCI MAYOR

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March 5, 2018

From: Mayor Anthony Fanucci  
To: Council President Spinelli  
Re: Appointment of Director of the Department of Health

Dear Council President Spinelli:

Kindly present this correspondence to City Council. In accordance with Section 62-1 of the Code of the City of Vineland, I am hereby appointing Mr. Macleod Carr as Director of the Vineland Department of Health to replace Mr. Dale Jones who has retired as of March 1, 2018. Mr. Carr shall serve for the balance of my term of office as Mayor subject to Council's consent. As per City Council's policy, I have previously submitted Mr. Carr's resume which clearly shows he is well qualified for the position as required by Section 62-2 of the Code of the City of Vineland.

I respectfully request Council favorably consider this appointment and as always, should you or members of Council have any questions of me, please feel free to contact me.

Respectfully yours,

Anthony R. Fanucci  
Mayor, City of Vineland

CC: Keith Petrosky

# MACLEOD CARR, LSW

2076 EAST LANDIS AVENUE, VINELAND, NJ 08361  
C : (609) 805-1053 F : (856) 692-9410  
MACLEODCARRE@COMCAST.NET

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## Professional Experience:

### **Intensive Case Manager I,**

**April 7, 2014 to present**

- o **Beacon Behavioral Health**, Boston, MA in collaboration with **Horizon New Jersey Health** MLTSS( Managed Long term Services and Supports) Focus on MLTSS member with behavioral health diagnosis

Recruited by Beacon to serve the behavioral health clients enrolled in the MLTSS program , a Medicaid funded program which seeks to manage and serve the needs of a diverse population in New Jersey which includes the elderly , clients with traumatic brain injury, clients with complex medical and behavioral health problems and clients with developmental delays. Duties include case management , documenting complex behavioral issues, authorizing mental health, medical, and supportive services as well as long term care . Regular meetings with medical doctors, psychiatrists, providers of mental health and medical services. Reporting to state of New Jersey Department of Mental Health and addiction Services ( DMHAS), NJ Department of Health ( OCCO, Office of Community Choice Options) Requires understanding of both Medicare and Medicaid regulations as well as a grasp of the multitude of services necessary to support members in 8 Southern New Jersey counties. Developing plans of care, updating them and implementing them with clients. Understanding of Social Security programs, programs delivered by county departments of social service as well as a multitude of private not for profit and public governmental organizations.

### **Director of Social Services**

**July 2013 to April 7,2014**

*General Healthcare Resources Agency for following entities:*

*Memorial Hospital of Salem County, Salem , NJ .Position held was director of social services for a regional hospital serving Salem and adjacent parts of Cumberland and Gloucester Counties. This position afforded me the opportunity to fully grasp the range of services in a hospital setting since I had interfaced with hospitals in the past and anticipated doing so in the future. In my capacity I developed discharge plans for patients in collaboration with medical doctors to insure a smooth transition from the acute medical environment back into the community, to a rehabilitation facility and to long term care. The medical staff respected my input since I would make the case for the safest discharge since return admissions often would result in serious financial penalties to the doctors and the hospital. My past experience in home care allowed me to understand the necessity of a good discharge plan and putting in place all the parts to insure the best possible outcome for the patients. My social work skills enabled me to help the patients understand the plan of care in language they could understand and assist the busy doctors to support the patients. The hospital offered me the full time permanent position but I declined it since I saw my position there more as a learning experience.*

*Cumberland Manor Sunnyslope Drive , Bridgeton, NJ, Director of social Services and direct care manager of sub acute rehabilitation services. This was again a position I took as a learning experience so that I could see first hand the challenges facing short term rehabilitation services. In addition I managed the other staff serving long term care residents. In this position, I interfaced with the nurses, doctors and all the rehabilitation staff( physical therapists, occupational therapists and speech therapists and support staff entrusted with the goal of rehabilitating residents most of whom*

came from a hospital stay. In addition to regular daily and weekly meetings to develop plans of care, I had to develop and implement a safe discharge back into the community if these seemed prudent. Included in this was education of the clients, setting up services after discharge, and working with family members while the patient was in rehab and afterwards. Included in this service was face to face counseling to support patients and family member's fears and anxieties. In addition when patients died or declined substantially, counseling was provided to assist them and support them. In addition I had the added responsibility of compiling progress reports and interfacing with insurance companies to support further rehabilitation if necessary. This included negotiating rates and justifying the need to continue care for patients.

Senior Adjunct of Social Sciences

January 2004 to 2015

Cumberland County College, Vineland, NJ & Salem Community College, Carney's Point, NJ

Over an 11 year period I had the opportunity to teach in the following areas of study: Initially hired as a regular adjunct, I became a senior adjunct after several years and taught the following subjects: Introduction to Sociology, Introduction to psychology, Human growth and Development, Marriage and Family, Cultural Diversity, Cultural Geography and a special program for the state of new Jersey called Career Ladders.

The Career ladders program was initially developed at Cumberland County College to be a mechanism to engage New Jersey state employees without advanced degrees into a college program with the goal of enhancing the staffing of DYFS( now the office of Children and family Services) The curriculum included 5 modules and was worth 15 college credits. I was involved directly in developing the first module on communications with a collaborator and subsequently was entrusted with redoing the 5<sup>th</sup> module which was initially not satisfactory to the state. Later I was entrusted with the role of teaching all the other state wide instructors how to teach the program. I taught it myself in Cumberland County and was chosen as the outstanding instructor of the year for the first year.

In my role as an adjunct professor I also implemented a pilot program which combined sociology and psychology into a single semester using a compressed program of 7 weeks each instead of 15. The college often asked me to engage in special projects because of my interest in higher education. In addition I consulted with other divisions of the college in the areas of hospitality education and film production based upon my previous work experience and expertise.

At Salem Community college I had the opportunity to teach two semesters at Southgate State prison. These courses were for prisoners serving long term sentences who wanted to enhance their education. I was able to connect with them so that a dean from Rowan who was teaching in the next classroom jokingly said I had all these "groupies" who had been in my classes and wanted to be in any class I taught and not in his classes. I also taught high school students from Salem County Vocational tech who were taking college level classes.

Executive Director

April 2012 to January 2013

Cumberland County Office on Aging, Bridgeton, NJ

As director of the Office on aging I brought a different perspective to the area of government which included examining the needs of the community and adjusting the programs under my care to address the needs of the community. I became a regular visitor to all the county Senior Citizen programs where I could interface directly with the staff and the participants in the program. The office administered a large budget that included congregate meals, meals on wheels, support and referral services, the homeless program, senior transportation (CATS), as well as oversight and awarding of contracts to assorted providers in the community,( Title IX) In this capacity I oversaw directly 7 different programs with over 90 employees. In addition I had the direct responsibility of

*developing new programs based upon input for the community and putting them out to bid every 3 years. During my time in this capacity I awarded a grant to inspira Home care for medication administration and supports . This particular service came from my years in homecare where I saw patients decline and end up back in the hospital after their nursing homecare services ended due to confusion in taking the necessary medications. Neither Medicare nor Medicaid offered this service despite the fact it was and still remains the main reason for re-admission to the hospital .I also implemented a second congregate meals location for Vineland at the Vineland Senior Center despite county opposition, reasoning that the single location in at the Tarklyn housing project was insufficient for a municipality that has nearly half the county's population. This program still exists and has been successful.*

*As the director I oversaw the homeless program and worked with representatives from the 5 southern New Jersey Counties to put together a HUD required mandate to consolidate the homeless services. Some of the challenges I faced were the "turf" issues where smaller counties feared they would lose clout to larger ones. It is currently working.*

*As executive director of the Office of Senior Services I also supervised the Cumberland Area transportation Service( CATS) which itself had a budget of nearly three million dollars a year. Most of the county freeholders did not realize the size of the program and asked me on more than one occasion if it was true the budget was that large. The city of Philadelphia was seeking to acquire this funding but we were successful in keeping it in Cumberland County and insuring that federal regulations were followed so as not to jeopardize the program. Apparently the regulations had been loosely followed in the past as powerful interests sought to use its services for their own needs which put the program at risk. Along with the director, Sue Sauro, we opened up lines of communications with the CATS drivers which had never before existed. This increased worker productivity and created a better atmosphere so that the frequency of suits and grievances decreased . Careful documentation also helped to mitigate this issue and overall morale improved.*

*Interfaced with the native American Community in Fairton to develop and successfully implement a congregate meals program with the Lenne Lenape community center which had initially been isolated and had not benefitted from title IX funding sources. Worked closely with Mark Gould, the local chief to fund and accept support for the program. Worked with their diabetes awareness program which is very important in this community.*

*Unfortunately my tenure was cut short due to a change in the political structure of the freeholder board despite the recognition that my management style was effective and my grasp of the money was excellent.*

*Also in this capacity I was engaged with the other directors in the state in developing the MLTSS program in which I currently work. This interface earned me the reputation of speaking out about many of the challenges and grasping some of the potential issues the program would face. I was credited with encouraging many of the other directors to speak up and challenge the state policy makers and the result was a better program. Although I am not so sure the state commissioner was one of my biggest fans.*

**Director of Volunteer Services, Director of Bereavement and  
Social Work Supervisor**

**April 2010 to July 2012**

**VNA Health Group, Hainesport, Cape May and Red Bank, NJ**, Initially recruited by the hospice director with whom I had worked previously to develop two aspects of the hospice program which was in its initial stage and not doing so well. She improved the program and increased the census making it a profitable enterprise and I was entrusted with several responsibilities including

*developing a volunteer program, which did not exist and which is a Medicare requirement, creating a bereavement program which included regular memorial services and support groups in addition to required ongoing bereavement services to families . In addition I supervised other social workers working in hospice and homecare in Salem, Cumberland, Gloucester, Camden and Burlington Counties. When the organization expanded into Cape May County, I assumed the role of volunteer, bereavement and medical social worker .This capacity was a collaborative effort with the Cape May county health Department of which I was an employee at the time .*

*Later I was asked to interface with the hospice social workers in the Monmouth County office to assist and train in ensuring proper process was followed. It seems the social workers there had not followed correct procedure in interfacing and reporting to the county Medicaid offices and the agency was at risk of writing off \$750,000.00 worth of services which the agency had paid to nursing homes and was not going to get back from state Medicaid. I was able with lots of perseverance to recover nearly all of it. I set up a new process with the social workers to insure this did not happen in the future.*

*In my capacity as a medical social worker in the community I interfaced with doctors and other medical care providers to support patients in the community. Furthermore because of my hospice experience I was able to transition many homecare patients into the hospice program when it seemed the best options for them. My skill in addressing the difficult subject of death and dying enabled me to be effective in this area and many of the people I worked with were Vineland residents so that I eventually became the "go to 'person in the community for many people and families. This is a role I still retain.*

**Medical Social Worker**

**April 2007 to April 2010**

**Holy Redeemer Homecare and Hospice. Runnemede and Cape May, NJ**

Initially hired as a hospice social worker whose role is to support family members and hospice patients in the often difficult transition from life to death, I also eventually took on the role of medical social worker and worked with patients receiving home care. In this capacity I learned and continue to learn the regulations and mandates of home care . I made it my job to learn how Medicare and Medicaid worked . It was a moving target and one must be ever vigilant in keeping up with the changes. I soon discovered that all the experts who worked for those entities knew only about their small area of responsibility and no one knew everything. I wanted to be that person and am actively engaged still in learning.

**Social Worker : Archway program Step By Step, Atco , NJ 2006 to 2007**

As the social worker in the perinatal program I was a member of a team of professionals including special education teachers, physical therapists, occupational and speech therapists and nurses working with high risk mothers and medically fragile children from birth to 3 years of age. The children might have genetic issues or have been at risk due to low birth weight , drug addiction or other issues. The social worker provided education and counseling to the families and also engaged in direct face to face therapeutic work with children. Participants were directed to supportive services within the community that might include medical providers, medical day care programs and other outside resources. In addition as a therapist I was able to engage in direct counseling supports to individuals as well as groups. The team developed plans of care which were submitted to the state and interfaced with state auditors to insure best care for the children and families.

## *Prior related experience in New York City*

*Social worker with AHRC ( the first ARC in the USA)*

*Social Service Director at Retarded Infants Service ( included setting up pilot program for early childhood developmentally delayed)*

*Children's Aid Society of New York: Director of summer camp for developmentally delayed children*

*Edwin Gould Services for Children: Director of one of the first community residential programs for persons discharged from State Schools.*

## **Business and Entrepreneurial Accomplishments**

2010 to present **North Cypress rentals, LLC** ,principal of real Estate investment company.

2000-2004 **Footprints Events, LLC** ( owner) New Hope,PA & NYC

- Meeting and event marketing

1996-2000 **Masterpiece Productions,** (owner) Newport Beach, CA, event marketing

1980-1996 **Hollywood Party Rentals, Los Angeles, CA** subsidiary of HPR, Inc. Exec. VP **Hand Prop Room, Inc.,** Exec. VP Business Development and Marketing

## **Education**

***Master of Science in Social Work***

*Columbia University, School Of Social Work, New York, NY*

***Bachelor of Science in Business Administration***

*Ohio State University, Columbus, Ohio*

*\*Pending Summer 2018*

*Certificate of Public Health*

*University of Vermont*

*Enrolled in online program of 18 credits to be awarded Certificate of Public Health. This program which covers the pertinent aspects of Public Health including Biostatistics, Epidemiology and Public Health Planning will prepare me to take the NJ State examination in November or May to be certified as a public Health Officer.*

## **Accomplishments**

- ✓ Named teacher of the Year for the 2006 Academic year by Career ladders Program in the State of New Jersey
- ✓ Developed 2 new upper division course modules for the Career ladders Program ( Communications and Family Focused Child Protective Services)
- ✓ Developed and managed community based care facility for 16 adolescent developmentally disabled individuals released from long term care institution.
- ✓ Managed Six million dollar operating budget of Office on Aging for Cumberland County, NJ
- ✓ Helped direct community response to Hurricane Sandy in 2012



## Certifications and licenses

New Jersey Social Work License (LSW) #44SL05394200  
New York State Social work License(LMSW) #014552  
NJ certified School Social Worker  
Certified in ServeSafe( national restaurant Assn.)#7119220  
CPR certification

### SKILL SET: SOCIAL SERVICES AND HEALTH CARE

- Developed and initiated bereavement and Volunteer program for Hospice
- Direct care with 2 largest home care agencies in New Jersey; **VNA Health Group and Holy Redeemer Home Care and Hospice** . Worked with resources in Cumberland, Salem, Gloucester , Camden, Cape May, Atlantic and Burlington Counties
- Discharge planning with **Salem Hospital** and sub acute facility: **Cumberland Manor**
- Executive Director of **Cumberland County Office on Aging** in New Jersey under Federal auspices . Directly managed 90 employees
  - Interfaced with state and Federal entities to initiate and deliver services to aged and disabled
  - Reviewed and awarded multiple contracts with not for profits including substantial contracts with **Inspira Home Care, Gateway, Casa Prac** . Created and awarded Medication management grant to **Inspira** based upon my direct experience in home care.
- Well versed in state and Federal regulations regarding **Medicare** and **Medicaid** .
  - Hired as consultant by Inspira Homecare and Hospice to instruct staff on Medicaid billing and process and also to assess and recommend changes with Inspira Home Care social worker.
- Consultant for LIFE Program to do in-service on Cultural Diversity in the Hispanic Community.
- Case management for New Jersey's largest medical Insurance Company: **Horizon Blue Cross**. Involved in launch of MLTSS program statewide

**PUBLIC SERVICE AND NOT FOR PROFITS**

Currently serving on board of Directors of 3 not for profits:

- o Animal Friends ( president ) : Animal Welfare Foundation
- o Vineland Downtown Improvement District( board member ( urban re-development )
- o Elwyn New Jersey (secretary of the board) : Developmentally disabled
- o Recommended for Board of Directors for Ancora State hospital( approved by CEO and awaiting signature from NJ governor)

Past involvement:

- o PAFACOM: Developmentally disabled
- o Cumberland County Sheriff's Safety Board: Public Safety
- o Shanti: HIV&AIDS awareness
- o S.H.A.R. E. and Westside Children's Center : developmentally disabled