



MINUTES

**Southern Nevada District Board of Health Meeting
CHIEF HEALTH OFFICER ANNUAL REVIEW COMMITTEE MEETING
September 18, 2014 – 1:00 P.M.**

**Southern Nevada Health District, 330 S. Valley View Boulevard, Las Vegas, NV 89107
Administrative Conference Room, 2nd Floor**

Rod Woodbury, Chair, called the Southern Nevada District Board of Health Chief Health Officer Annual Review Committee meeting to order at 1:06 p.m.

Annette Bradley, Attorney, noted a quorum was present at the start of the meeting with Members Woodbury, Dobyne, Giunchigliani, Jones, Noonan, and seated.

BOARD: Rod Woodbury, Chair – Councilmember, Boulder City
(Present) Douglas Dobyne – At-Large Member, Regulated Business/Industry
Chris Giunchigliani - Commissioner, Clark County
Tim Jones – At-Large Member, Environmental Specialist
Bill Noonan – At-Large Member, Gaming
Mary Beth Scow – Commissioner, Clark County (Arrived at 1:17 pm)

(Absent): None

ALSO PRESENT: Bob Beers, Councilman, City of Las Vegas
(In Audience)

LEGAL COUNSEL: Annette Bradley, Esq.

EXECUTIVE SECRETARY: Joseph Iser, MD, DrPH, MSc, Chief Health Officer

STAFF: Karen Atkins, Marcia Gershin, Alice Costello, Andy Glass, Victoria Harding, Ben Lehavi, Cassius Lockett, Shirley Oakley, Jacqueline Reszetar, Jacqueline Wells

PUBLIC ATTENDANCE:

<u>Name</u>	<u>Representing</u>
Ann Markle	Self
Kathleen Peterson	College System

CALL TO ORDER

- I. **PUBLIC COMMENT:** A period devoted to comments by the general public about those items appearing on the agenda. Comments will be limited to five (5) minutes per speaker. Please step up to the speaker's podium, clearly state your name and address, and spell your last name for the record. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chairman or the Board by majority vote.

Victoria Harding, VP, SEIU General Unit, expressed concern regarding low employee morale and general distrust of Dr. Iser. Ms. Harding believes Dr. Iser made derogatory comments related to the employees at the 6/25/14 All Hands meeting and has since retaliated against her and union members. She would like to get the JLMC (Joint Labor Management Committee) back up and running and start the process of an employee satisfaction survey to address these issues in order to move forward over the next year. Ms. Harding believes the issues within the Environmental

Health division are related to current leadership. Chair Woodbury asked Ms. Harding to wrap up her statement as she had exceeded the five minute time limit. Ms. Harding advised she was done, left the podium, retrieved her personal items and departed the conference room.

Chair Woodbury reminded all that the board wanted both full praise and criticism but needed civility as well.

Seeing no one else, this portion of the meeting was closed.

II. ADOPTION OF THE SEPTEMBER 18, 2014 AGENDA (for possible action)

A motion was made by Member Giunchigliani seconded by Member Noonan and unanimously carried to adopt the September 18, 2014 Agenda as presented.

III. Report/Discussion/Action:

1. Approval of Minutes from June 22, 2011 Chief Health Officer Annual Review Committee Meeting; direct staff accordingly or take other action as deemed necessary (**for possible action**)

A motion was made by Member Jones seconded by Member Giunchigliani and unanimously carried to adopt the Minutes from June 22, 2011 Chief Health Officer Annual Review Committee Meeting as presented.

2. Receive and Discuss the Chief Health Officer's (CHO) Report of Accomplishments and Discuss Proposed Goals for Next Review Period; direct staff accordingly or take other action as deemed necessary (**for possible action**)

Dr. Iser stated he was unaware of the challenges of the District coming in and was sidelined by the budget, building, lawsuit and lack of top management issues. His accomplishments have included resolving most of these issues and he is now able to focus on clinical issues and issues day-to-day management of the district. He is currently in the process of getting the initial findings in shape, although there is still some work to be done. Dr. Iser presented his accomplishments, the district's accomplishments and his proposed goals for the next year. (Attachment 1)

Member Giunchigliani believes improving morale should be part of the next year's goal and suggested generating an employee satisfaction survey and establishing a work group to address the results. In regard to Ms. Harding's reference to retaliation, during Dr. Iser's interview he stated that he did not tolerate working relationships when someone goes behind his back, which she understands, but believes Dr. Iser was angry with the board and employees after the decision to maintain the MCH program against his wishes. Dr. Iser does not believe there has never been any retaliation with any problem, particularly around the MCH program as it was the recommendation of Bonnie Sorenson, Director of Clinics and Nursing Services to eliminate the program. Dr. Iser is aware that Victoria thought he was "in her face" as this was brought to the attention of Shirley Oakley, Human Resources Administrator. As the meeting was recorded, the video was reviewed and this incident did not occur. Member Giunchigliani agrees that perception can be reality, however, three employees came to her individually expressing concern about some of the comments made at that meeting.

It was determined that the last employee satisfaction survey was completed in 2012. Member Giunchigliani provided a survey that was used by the school district as an example.

Member Dobyne suggested looking into a very effective employee satisfaction survey by Xerox that may be public domain by now. Mr. Dobyne has also heard about employee

morale issues; however, he has been treated far better by Dr. Iser than his predecessor and has noticed overall improvement to the district.

Member Noonan recommend looking at the district's 2012 survey as a benchmark then develop outreach strategies such as small focus groups or coffee with Dr. Iser. Member Noonan noted Dr. Iser has been the first to recognize employee accomplishments at the board meetings which is a very positive credit and should continue. Member Noonan suggested monthly meetings with union leadership to have regularly scheduled dialogue.

Member Jones noted Dr. Iser's leadership has resulted in better circumstances in terms of decision making, presenting budget and challenges of the budget to the board. He is surprised to hear the union's presentation as the last time he heard from the union two months ago, they were giving accolades to Dr. Iser. Apparently something has happened between now and then and Member Jones agrees that finding out what the problems are is worth special effort to achieve resolution. Member Jones likes that fact that when a decision needs to be made, Dr. Iser is able to make it. As far as goals, Member Jones would like to see some progress made towards accreditation. Overall, Member Jones believes Dr. Iser had a very successful year and looks forward to more.

Member Scow agrees that Dr. Iser came into this job with inherited challenges and she appreciates his straight forwardness regarding the budget. Member Scow was surprised to hear the comments from Ms. Harding. In the past she has felt when board gets information it is not fully complete, however she has felt better about the information she receives from Dr. Iser. Member Scow is still concerned about purchasing a building and hopes this will be resolved soon.

Member Beers agrees that a program of employee satisfaction surveys need to be established to measure progress or reverse activity over time. Member Beers believes the work on the budget was long overdue, but due to circumstances, the district is not out of woods yet.

Member Dobyne is happy that Dr. Iser is working to balance the budget balanced as he is not a fan of deficit spending. Member Dobyne stated Dr. Iser walked into "hornet's nest" in Environmental Health and has done a great job turning that division in the right direction. The biggest goal is to find a new home.

Member Noonan added that Dr. Iser's role as legislative representative should be a goal. He also noted the selection of a new lobbyist was not listed an accomplishment, but was an important, long overdue change that was implemented with a good outcome.

Member Giunchigliani asked if the cost of accreditation is in the budget. Dr. Iser stated the Accreditation Coordinator is in the FY15 budget and in the next three year budget proposal the budget for the accreditation cost will be presented, which is approximately \$48,000.

Member Giunchigliani confirmed 16.6% reserve is a board directive and asked that going below that reserve be brought to the attention of the board if it means saving viable programs or services.

Member Giunchigliani stated she has received calls and emails from constituents that are business owners with regard to the Environmental Health division. There are concerns about the licensing issue, which needs to be resolved. She has also received calls from small minority businesses, Asian and Hispanic, who feel they are being targeted. Member Giunchigliani hopes this is not true, however, Dr. Iser needs to be aware of this situation and there should be conversation with management to deal with it. Member Giunchigliani added there should be no favoritism or perks to the staff. Dr. Iser advised he has met with

Environmental Health staff and made it clear that previous behaviors in the division will not be tolerated.

Regarding the recycling program, Member Giunchigliani suggested that required documents be based on jurisdiction versus county wide so correct recycling audit rates can be established.

Member Giunchigliani hopes Dr. Iser is still working on bringing the WIC program back to the district. Dr. Iser acknowledged it is one of his goals, but it is not listed because he cannot control it. He has and will continue to have conversation regarding this program. The problem is there are contracts and the district will not be able to get into this program until another contract expires.

Member Jones confirmed WIC discussion would come before board as he may view it more of a Social Services program rather than a public health program. Dr. Iser stated the WIC program is almost cost neutral and the benefit of co-location with programs is so great that a little bit of 8010 dollars can go a long way towards enhancing public health related to WIC.

Member Jones believes the district was able to get Dr. Iser at a bargain price in comparison to other health officers in equitable positions. Member Jones confirmed all progressing employees receive a 2.5% or one step increase. Member Jones recommended a two year extension to Dr. Iser's contract in order to allow him the ability to have a future vision rather than try and solve everything from year to year.

Member Giunchigliani confirmed the outside employment clause is included in Dr. Iser's contract and that his current compensation is \$235,000 annually. Dr. Iser noted his predecessor was compensated at \$250,000 annually. Member Jones noted Transparent Nevada lists other physicians on public payroll at quite higher salaries.

Chair Woodbury stated he hates this public process and has a better perspective as he gets to meet with Dr. Iser more frequently. His review is generally positive. The Chair is not as surprised as some about the comments made at the beginning of the meeting, not because he believes there is validity or invalidity, but even if it is only one employee, morale needs to be addressed. Chair Woodbury believes Dr. Iser is sincere, genuine and wants to have good employee relations. He has never sensed any retaliation in Dr. Iser in any way. Chair Woodbury encouraged Dr. Iser to not take it personally and find ways to improve employee relations as he has with the jurisdictions. The Chair was pleased with the county settlement and surprised to find the true budget standing. Dr. Iser has handled it well and is making strides to balance the budget so the district is no longer deficit spending and has worked hard to get a new facility, although there is no result yet. Chair Woodbury believes Dr. Iser is doing a good job with the legislature and encouraged him to take the criticism heard today and turn it positively into something good.

Member Giunchigliani stated she will support a salary increase similar to the employees but not support a three year contract. If and when the district gets a new home, if the focus is on morale in general, a fundamental review needs to be done. Member Giunchigliani remarked sometimes the district is obligated to do something because it is the right thing to do or what is needed in the community and a health officer should be relied on for those decisions. This why she lobbied to change the law to have a manager manage the district and allow the health officer to be the health officer. Member Giunchigliani believes this is still the direction the district needs to follow, as he now has to put out fires for other issues. Dr. Iser clarified he has never recommended doing only mandatory programs.

A motion was made by Member Jones and seconded by Member Noonan to increase Dr. Iser's salary by 2.5% and extend contract for two years.

Dr. Iser noted his contract indicates he has to give the board six months notice and the board has to give him three months notice. Dr. Iser does not care if it is three months or six months, but in all fairness, they should both be the same. Member Giunchigliani suggested both the board and Dr. Iser should be required to give three months notice.

Member Noonan withdrew his second from the original motion.

A motion was made by Member Jones and seconded by Member Noonan to increase Dr. Iser's salary by 2.5%, extend contract for two years and allow for three months notice for both the employer and the employee.

3. Approve Recommendations to be Made to the Southern Nevada District Board of Health at its October 23, 2014 Meeting Regarding the CHO's Annual Review; direct staff accordingly or take other action as deemed necessary (**for possible action**)

The Chair noted this item is covered under Item 2.

- IV. **PUBLIC COMMENT:** A period devoted to comments by the general public, if any, and discussion of those comments, about matters relevant to the Board's jurisdiction will be held. No action may be taken upon a matter raised under this item of this Agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken pursuant to NRS 241.020. Comments will be limited to five (5) minutes per speaker. Please step up to the speaker's podium, clearly state your name and address, and spell your last name for the record. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chairman or the Board by majority vote.

Kathleen Peterson, former Environmental Health alternate for two years spoke very highly of Dr. Iser and thanked the board for working with Dr. Iser and the issues of the district.

Seeing no one else, the Chair closed this portion of the meeting.

XI. **ADJOURNMENT**

The Chair adjourned the meeting at 2:28 p.m.

Joseph P. Iser, MD, DrPH, MSc
Chief Health Officer/Executive Secretary

/jw