



MINUTES

Southern Nevada District Board of Health Meeting September 22, 2016 – 8:30 A.M.

**Southern Nevada Health District, 280 S. Decatur Boulevard, Las Vegas, NV 89107
Red Rock Trail Conference Room A and B**

Bob Beers, Chair, called the Southern Nevada District Board of Health meeting to order at 8:30 a.m.

**BOARD:
(Present)** Bob Beers – Chair – Councilmember, City of Las Vegas
Richard Cherchio – Councilmember, City of North Las Vegas (arrived at 8:37 a.m.)
Cynthia Delaney – Councilmember, City of Mesquite (arrived at 8:35 a.m.)
Douglas Dobyne – Secretary, Regulated Business/Industry
Chris Giunchigliani – Commissioner, Clark County
Marilyn Kirkpatrick – Commissioner, Clark County
John Marz – Councilmember, City of Henderson
Frank Nemec – At-Large Member, Physician
Scott Nielson – At-Large Member, Gaming

(Absent): Lois Tarkanian – Councilmember, City of Las Vegas
Rod Woodbury – Vice-Chair – Mayor, Boulder City

**ALSO PRESENT:
(In Audience)** None

LEGAL COUNSEL: Annette Bradley, Esq.

**EXECUTIVE
SECRETARY:** Joseph P. Iser, MD, DrPH, MSC, Chief Health Officer

STAFF: Jason Banales, Karen Carifo, Andy Chaney, Rachell Ekroos, Jeng Feng, Joseph Franceschini, Tony Fredrick, Andrew Glass, Victoria Harding, Forrest Hasselbauer, Shandra Hudson, Michael Johnson, Paul Klouse, Fermin Leguen, Edie Mattox, Michelle Nath, Verallynn Orewyler, Ruchi Panchoy, Phillip Pilares, Jacqueline Reszetar, Jennifer Sizemore, Leo Vega, Linda Verchick, Jacqueline Wells

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. RECOGNITIONS:

- Congratulations to Jing Feng, a Biostatistician in the Division of Community Health (and co-authors Wei Yang and Dr. Joseph Iser) whose paper, entitled "***Medical encounters for opioid-related intoxications in Southern Nevada: Sociodemographic and Clinical correlates***" has been accepted for publication in the BioMed Central Health Services Research, August 2016 edition.

The publication identifies consistent patterns of disparities in healthcare utilization across sociodemographic groups for opioid-associated disorders. It also stresses that initiatives to evaluate the determinants of overdose and abuse and to implement targeted response efforts are needed.

IV. 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.

Cherie Mancini, President, SEIU 1107, noted a bonus was being given to Dr. Iser, however, the general membership, who does the work, has not had a cost of living increase raise and gave up money and cost of living raises to ensure that the community could continue to be served. Ms. Mancini has been told STD clients who do not have the ability to pay are being directed elsewhere for care; however the District denies that

anyone is turned away for care due to the inability to pay. Overtime is not being paid for after-hours inspections and staff was asked to increase duties without acknowledgement in order to make accreditation successful. During the last bargaining session when there were layoffs, the bargaining team was fiscally conservative in order to ensure that the District had money to keep going. Bargaining resulted in a small 1.5% increase for the first year of the contract only and the five year contract includes a wage reopener in the fourth and fifth years. Given the proposed raise and bonus for Dr. Iser, austerity no longer rules the day at the Health District. It takes an entire team to do the work of the District, not one person and the membership has not received the recognition or the pay increases that they deserve for doing the work. Ms. Mancini, as President of SEIU, does not feel that the bonus is deserved.

Carolyn Ivey-Mitchell, Union Steward, EH employee, read the following statement on behalf of an employee that did not want to suffer retaliation:

“Good morning. I am a proud employee of the Southern Nevada Health District working in Environmental Health. It has been brought to my attention that our Chief Health Officer, Dr. Iser, is being considered to receive a 2.5% raise along with a 15% bonus. My fellow co-workers, who are my brothers and sisters, have not received a cost of living raise in over five years. As for myself, I am new to the SNHD community; however, I write this letter to share my feelings with you that my heart hurts when I hear about a person who is considered to receive a bonus plus a raise, in addition to already receiving a monthly travel stipend. The bonus received alone can cover a new hires salary for one year. We all work very diligently to protect and preserve our community under the duties of Deputy Health Officers. Hearing about Dr. Iser's potential accession and finances and how my fellow brothers and sisters work hard every day and have not been rewarded or taken into consideration as far as their families, is disheartening. Not to discredit the accomplishments of Dr. Iser, and what he has achieved and how hard he works, we are working every day and most nights on an adjusted schedule, sacrificing our safety and time away from our families to ensure the community is safe. No other health department has to deal with living in a 24/7 county or deal with forty-four million people visiting their city each year like we do. I ask that the Board of Health discuss and take into deep consideration, about approving the allocation of cost of living raises for the employees as well.”

Victoria Harding, SNHD, SEIU, noted she had chosen to not participate in the Employee Satisfaction Survey for two consecutive years because it was not useful to her as an employee, it asked nothing of interest, and it did not solve any of her problems. If any of the questions were answered they were so skewed, there was nothing to do but give an affirmative action which gives a skewed view of what the District is. In regard to Dr. Iser's raise and bonus, Ms. Harding referenced Chair Beers' sincere proposal at the sub-committee meeting, noting that he believes Dr. Iser has effected positive cultural change, particularly in Environmental Health. Ms. Harding stated the District has always had a positive culture, however, since Dr. Iser has been here, there has been a negative counter-culture and every day she continues to keep the positive culture going an what Mr. Beers described was here, as the person who comes in every single day, keeping the place running, ensuring the community is being served and making sure the employees are okay. Every day there is a freight train coming and she stands in front of it and throws herself in front of it so the employees can go on every day and serve this community. Ms. Harding does this because she loves the community and her fellow employees. In the notes from the Quality Circle, which is in Environmental Health, in the previous employee survey there were concerns presented that Dr. Iser degrades Environmental Health when he speaks to the Board of Health. It was also brought up that Dr. Iser is telling the Board of Health that the new building is great and we are all thrilled to be here and it isn't true. One of the specific issues that was offered, was how loud the work areas are, Larry Rogers requested that a wall be erected to isolate Environmental Health from other departments. The employee events are great, but staff, Environmental Health specifically, does feel appreciated and they will not attend. Jackie (Reszetar) said that Dr. Iser does not intend to degrade Environmental Health and is in fact, proud of what we do. It was suggested that Dr. Iser attend one of the meetings, which he did. Ms. Harding did not attend the meeting, but her understanding is that Dr. Iser did not quite answer the questions and Environmental Health staff continues to feel that they are continually thrown under the bus. It is perceived that that Environmental Health staff are negative, this is not true and it needs to stop. There need to be a positive environment here where the employees are supported for what they do every day. Well before Dr. Iser's arrival, the industry friendly measures that we are benefitting from now were being developed. The employees have been working on these measures behind the scenes for a long time.

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

V. ADOPTION OF THE SEPTEMBER 22, 2016 AGENDA (for possible action)

Chair Beers noted Agenda Item VI.3 is missing its petition number, 31-16, and should be amended as noted.

A motion was made by Member Nemeec seconded by Member Dobyne and unanimously carried to adopt the September 22, 2016 agenda as amended.

VI. CONSENT AGENDA: Items for action to be considered by the Southern Nevada District Board of Health which may be enacted by one motion. Any item may be discussed separately per Board Member request before action. Any exceptions to the Consent Agenda must be stated prior to approval.

1. **APPROVE MINUTES/BOARD OF HEALTH MEETING:** August 25, 2016 (*for possible action*)
2. **PETITION #26-16:** Approval of Competitive Award and Service Agreement between the Southern Nevada Health District and Orchard Software Corporation for purchase of a Laboratory Information Management System; direct staff accordingly or take other action as deemed necessary (*for possible action*)
3. **Review/Discuss Approval of Revision to Southern Nevada Health District Clinical Services Fee Schedule;** direct staff accordingly or take other action as deemed necessary (*for possible action*)
4. **PETITION #32-16:** Approval of revised classification specifications in support of reorganization of the Southern Nevada Public Health Laboratory to include a title change from Clinical Laboratory Scientist to Senior Laboratory Technologist, Schedule 24 (\$63,024 - \$87,942); to reactivate the Laboratory Supervisor classification with minor adjustments, and update the status from FLSA Non-Exempt to Exempt, Schedule 26 (\$69,846 - \$97,427); direct staff accordingly or take other action as deemed necessary (*for possible action*)
5. **PETITION #33-16:** Approval of an amendment to an Interlocal Contract between the Southern Nevada Health District and the City of North Las Vegas to provide services to support the Southern Nevada Partnerships to Improve Community Health (PICH) Year Three grant awarded to the Southern Nevada Health District by the Centers for Disease Control and Prevention (Award #5NU58DP005705-03-00); direct staff accordingly or take other action as deemed necessary (*for possible action*)
6. **PETITION #34-16:** Approval of an amendment to an Interlocal Contract between the Southern Nevada Health District and the Regional Transportation Commission to provide services to support the Southern Nevada Partnerships to Improve Community Health (PICH) Year Three grant awarded to the Southern Nevada Health District by the Centers for Disease Control and Prevention (Award #5NU58DP005705-03-00); direct staff accordingly or take other action as deemed necessary (*for possible action*)
7. **PETITION 35-16:** Approval of Second Extension of the Interlocal Agreement between the City of Mesquite and the Southern Nevada Health District for the lease of property at Mesquite Public Health Center located at 830 Hafen Lane, Mesquite, Nevada; direct staff accordingly or take other action as deemed necessary (*for possible action*)

Member Giunchigliani asked for further discussion regarding Item VI.6.

A motion was made by Member Giunchigliani seconded by Member Nielson and carried unanimously to approve all items on the Consent Agenda with the exception of Item VI.6.

IV.6 – Petition 34-16 - Member Giunchigliani asked if there were changes to the grant. Michael Johnson, Director of Community Health stated there were no changes, only renewal of the existing contract in which SNHD works closely with Regional Transportation Commission to ensure that in their planning, there are bicycle and pedestrian lanes in new areas around Southern Nevada. Member Giunchigliani would like more information on how the Southern Nevada Partnerships to Improve Community Health (PICH) grant interfaces between the RTC, Clark County and City of Las Vegas. Dr. Iser proposed this item as the program update for the October agenda.

A motion was made by Member Giunchigliani seconded by Member Nielson and carried unanimously to approve Consent Agenda Item VI.6 as presented and receive a program report at the next meeting.

VII. PUBLIC HEARING / ACTION: Members of the public are allowed to speak on Public Hearing / Action items after the Board's discussion and prior to their vote. Each speaker will be given five (5) minutes to address the Board on the pending topic. No person may yield his or her time to another person. In those situations where large groups of people desire to address the Board on the same matter, the Chair may request that those groups select only one or two speakers from the group to address the Board on behalf of the group. Once the public hearing is closed, no additional public comment will be accepted.

There were no items to be heard.

VIII. REPORT/DISCUSSION/ACTION

1. **Receive Report From the September 14, 2016 CHO Annual Review Committee; Approve CHO Employment Agreement and Performance Bonus in Accordance with the Committee's Recommendations:** Committee Members: Bob Beers (Chair) Doug Dobyne, Chris Giunchigliani, Frank Nemec, and Rod Woodbury; direct staff accordingly or take other action as deemed necessary (*for possible action*)

Chair Beers reported the CHO Annual Review Committee met on September 14, 2016. Proposed changes from that meeting were:

- Increase base pay by 2.5%
- Give a 15% onetime bonus
- Extension of the contract for two additional

Member Kirkpatrick does not support extending the contract for an additional two years. Dr. Iser noted the contract provides for three month notice of termination/resignation without cause for both himself and the Board.

Member Giunchigliani believes Dr. Iser has done a good job, but does not support the bonus.

Chair Beers noted the proposed bonus was not the Districts idea. It resulted from spontaneous discussion within the committee as fifteen percent bonuses were proposed and approved for the City of Las Vegas and Clark County Managers. The committee believes this action is consistent with those taken by the City and County.

Member Marz confirmed general employees who have not topped out receive a 2.5% step increase annually. Shandra Hudson, Human Resources Administrator added approximately one-third of the District's employees are topped out and do not receive pay increases.

Victoria Harding clarified during negotiations for the 2008 – 2011 contract, they were given 19% that had to be divided between steps and Cost of Living Increases (COLA). It was decided to go with 3% COLA for three years. For employees getting step increases, there used to be two steps (5%) every year, maxing out at seven years. That has been reduced to 2.5% in the contract; however it states in the contract that it is not intended to be long-term. It was done due to the status of the economy and District at that time and Ms. Harding hopes to get the additional 2.5% back soon.

Chair Beers noted with the exception of grants and user fees, the District runs entirely on property taxes, which are decreasing.

Member Giunchigliani noted a majority number of employees of the District have degrees and have a higher level of education/background that is not always a requirement with other entities. Salary requirements are tied to education and background. Member Giunchigliani does not believe the intent was to always have the 2.5% step increase, however, approving a 15% bonus for someone who already has a contract in place would not send a positive message.

Dr. Iser stated he had emailed Chair Beers and suggested discontinuance of the bonus part of the recommendation as he did not request it.

Member Marz would like Dr. Iser's total compensation package provided to him.

Member Giunchigliani suggested leaving the contract status quo as the extension was not discussed and the current contract does not expire until 2017.

Chair Beers noted Dr. Iser and his team have implemented cultural change, particularly in Environmental Health.

Member Cherchio stated no municipality has been hit harder economically than North Las Vegas and he does not support the bonus and recognizes that Dr. Iser did not ask for a bonus. Member Cherchio does not believe in rewarding anyone with a bonus for doing their job. He has not read the Employee Satisfaction Survey, but it sounds like cultural issues still exist. Member Cherchio does not support extending the contract.

Member Nemec reminded the Board that during the Chief Health Officer recruitment, the pool of applicants was very limited, resulting in two qualified applicants. He does not believe the proposed compensation package is excessive, based on those of other Chief Health Officers.

Chair Beers asked for a motion. Dr. Iser suggested removing the bonus from the package, Member Giunchigliani added removal of the contract extension. Dr. Iser noted his current salary is less than that of his two previous predecessors, Drs. Sands and Middaugh, as he agreed to take a significant pay cut to serve the Board and this community.

A motion was made by Member Giunchigliani seconded by Member Nemec and carried by a vote of 8-1 to accept the CHO evaluation report from the subcommittee and recommend a 2.5% increase.

<u>AYES</u>	<u>NAYS</u>
1. Nemec	1. Marz
2. Nielson	
3. Kirkpatrick	
4. Beers	
5. Dobyne	
6. Delaney	
7. Cherchio	
8. Giunchigliani	

Dr. Iser thanked the Board and reported, like last year, he will be donating his increase to the Employee Events Committee.

Michelle Nath, Executive Administrative Secretary, thanked Dr. Iser for his donation on behalf of the Employee Events Committee and outlined various activities supported by the committee within the last year. With the support of Dr. Iser's donation and fund raisers, the Employee Events Committee has sponsored an Employee Open House to welcome everyone to the new building, an employee/family picnic, and ice cream giveaways and is currently planning the 2016 Service Awards program. The committee has had very well supported basket raffles and blood drives and is currently participating in fundraisers and activities to support United Way. Ms. Nath hopes the committee is making positive changes within the District.

Referencing Consent Agenda item IV.3., Clinical Services Fees, Member Giunchigliani asked how the fee increases were determined. Rachell Ekroos, Chief Administrative Nurse advised fee changes increases were a direct reflection of actual cost from distributor and the cost factor is applied equally to all items. Patient eligibility is checked before insurance is billed, and in addition, a set of the same devices are available regardless of the ability to pay.

2. **Review/Discuss Employee Satisfaction Survey Results:** direct staff accordingly or take other action as deemed necessary (*for possible action*)

Member Nielson left the meeting at 9:34 a.m. and did not return

Shandra Hudson, Human Resources Administrator, noted in 2015 SNHD obtained the services of the Society for Human Resource Management (SHRM) in order to do an employee survey that was conducted in the month of 2015. The results from that survey allowed for benchmark percentages for the 2016 survey, which indicated areas where the District has improved and needs improvement. SHRM also provides data base percentages from other United States employees and in comparison; SNHD is above 71% reported overall in the U.S. A brief overview of the survey results from 2016 compared to 2015 indicated:

- Overall employee job satisfaction is up 2%
- Career Development is up
- Relationships with management have increased
- Compensation is down, however, some benefits increased or remain neutral

- Work environment has mostly increased or remained neutral

The survey identified the organization's top five areas of satisfaction as:

1. Paid time off
2. Defined benefit pension plan
3. Overall benefit package
4. Health care/medical benefits
5. Relationships with co-workers

Top five areas of dissatisfaction were identified as:

1. Communication between employees and senior management
2. Career development opportunities for learning and professional growth
3. Career advancement opportunities within the organization
4. The organization's overall commitment to professional development
5. Overall corporate culture

Areas relative to overall employee engagement have improved.

In comparing SNHD "satisfied" aspects of conditions for engagement to other U.S. employees, SNHD is above in the areas of:

- Meaningfulness of job
- Relationship with immediate supervisor
- The work itself
- Relationships with co-workers
- Autonomy and independence to make decisions

To that same respect, it falls below average in the areas of:

- Overall corporate culture (organization's reputation, work ethics, values, working conditions, etc.)
- The organization's overall commitment to professional development
- Career advancement opportunities within the organization
- Organization's financial stability
- Recognition by management about job performance (feedback, incentives, rewards)
- Communication between employees and senior management
- Career development opportunities for learning and professional growth (mentorships, cross training, etc.)
- Organization's commitment to corporate social responsibility (balance financial performance with contributions to the quality of life of their employees, the local community and society at large)
- Job specific training

Member Nemeč left the meeting at 9:53 a.m. and did not return

Ms. Hudson noted approximately 80% of employees participated in the survey.

A motion was made by Member Kirkpatrick seconded by Member Giunchigliani and unanimously carried to accept the report as presented.

IX. A BOARD REPORTS: The Southern Nevada District Board of Health member may identify emerging issues to be addressed by staff or by the Board at future meetings, and direct staff accordingly. Comments made by individual Board members during this portion of the agenda will not be acted upon by the Southern Nevada District Board of Health unless that subject is on the agenda and scheduled for action.

Member Kirkpatrick asked if there is a mechanism in place to measure the intensity of septic system usage when single family homes are converted to group homes. Dr. Iser stated there should be an assessment of the septic system in the disclosures for the sale of a house. Paul Klouse, Environmental Health Manager, noted if a property changes from residential use to commercial use, an assessment is required, however, these changes are under the jurisdiction of City of Las Vegas Code Enforcement.

Referencing the Environmental Health monthly report, Member Giunchigliani asked if there is any follow up initiated once a landlord/tenant complaint is closed. Mr. Klouse reported additional steps are taken only if the complainant notifies the work was not completed. Landlord/Tenant issues are not regulated by the District, but are part of a cooperative agreement with the University of Nevada Las Vegas, School of Community Health Sciences, where they actually vet the complaints and send the ones that deal with specific issues to the District, particularly loss of essential services. Upon notification, EH staff attempts to validate the complaint, speak with the landlord and gain compliance. Member Giunchigliani requested and will be provided contact information for UNLV staff as she would like to be informed of landlords in her district that are not in compliance.

Member Giunchigliani reported in an effort to combat illegal dumping, Clark County is considering minimal regulation on non-profit donation boxes.

X. HEALTH OFFICER & STAFF REPORTS

CHO Comments

- A Letter of Support for the accreditation process will be presented to the Board for Chair signature at the October consent agenda.
- There are still eleven positive cases of Zika. The number of referrals and positive cases has decreased over the last month. There is one confirmed case of West Nile Virus and three confirmed cases of St. Louis encephalitis.

Member Giunchigliani left the meeting at 10:07 a.m. and returned at 10:10 a.m.

Member Marz left the meeting at 10:08 a.m. and did not return

- Dr. Fermin Leguen, Director of Community Health, was available for consultation with concerned parents last weekend during the mercury incident.
- The Nevada State Medical Association (NSMA) met last week and passed resolutions that may or may not relate to SNHD. The most surprising was that the NSMA will come out in favor of Proposition One, which is the background check. Also in the resolutions was the support of Body Mass Index (BMI) in schools, Emergency Medical Services and Trauma System funding and including E-cigarettes and marijuana in the Clean Air Act.
- The District has been working with NSMA and others to get Google Talk up and running. The in-house studio has been developed and the District has the capability to do video messaging for the website.

Andy Chaney, Environmental Health Supervisor, introduced Dante Merriweather, new Environmental Health Manager. Mr. Chaney presented an overview of the Solid Waste program which identified the three basic categories for illegal dumping complaints as:

1. General solid waste complaints (witnessed illegal dumping or observed solid waste on property);
2. Sewage discharge, food grease interceptor overflows or imminent health hazards; and
3. Hazardous waste complaints.

Mr. Chaney explained the illegal dumping case process.

- ▶ EHS conducts an initial investigation and confirms complaint is valid (site survey, photo documentation, voluntary statements, etc.)
- ▶ A Solid Waste Order is issued to the responsible party to remove the waste and provide receipts for disposal. Deadlines for issued Solid Waste Orders are typically in 30 day increments.
- ▶ Follow-up site survey:
 - Compliant - the case is closed.
 - Non-compliant - may proceed to a Notice of Violation (NOV) seeking corrective action with administrative penalties as adjudicated by the Solid Hearing Officer.

Raw sewage overflows are responded to within a four-hour time frame. Order and instructions for immediate repair of plumbing lines, clean up and sanitization of sewage are issued to the property owner. If the owner does not comply or remain in compliance, the Hearing Officer Process is initiated, which could result in administrative penalties.

Bob Coyle, Republic Services, made two suggestions for consideration regarding franchise rates:

- Currently, apartments only pay about half the rate of single family residents. When this rate was established, most complexes were four-plexes, today they are much larger complexes. Mr. Coyle's first suggestion is that they are charged by per unit basis and not allowed free disposal. His second recommendation is as part of licensing, all landscapers should be required to produce disposal tickets and provide monthly disposal bills.

XI. INFORMATIONAL ITEMS

- A. Chief Health Officer and Administration Monthly Activity Report
- B. Clinical Services Monthly Activity Report
- C. Community Health Monthly Activity Report
- D. Environmental Health Monthly Activity Report

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.

Victoria Harding, SNHD, SEIU, addressed the issue of the email policy, which as of November 1, 2016 will not keep emails past ninety days. All archived emails will be deleted on this date unless they are saved to another format. Ms. Harding has confirmed that if time is not taken from work to transpose these emails, they will not be retrievable. Ms. Harding is concerned that some data may not be available for public records requests.

Lorraine Oliver, SNHD, SEIU, participated on the bargaining committee and commented regarding the wages and survey. For the record, at the time of the last contract bargaining, the District was in the middle of layoffs and cognizant of that fact, the Union asked for nothing in terms of raises. Regarding the survey, Dr Iser previously stated to the Board "you can make a survey say whatever you want it to say." Parts of thing not said on the survey because there was no opportunity to comment are:

- Even though Ms. Oliver is in a grant funded position that was started at the beginning of 2015, her program has only been fully staffed for three months. Something needs to happen to keep the Maternal Child Health (MCH) funds in the valley to serve the community.
- Having sat through Interest Based Bargaining in good faith, there are still several issues that have been attempted to be corrected with management after the fact to no avail. Violations of the contract began almost immediately after the contract was enforced and has continued. Almost everything is going to arbitration, which does not say "good faith".

Ms. Oliver recalls that the Board requested to see the comments from the last survey and there are no comments now. Without comments, many issues are unseen. Ms. Oliver is still a MCH nurse and had a couple of clients call from a women's shelter because they needed service. That situation was immediately resolved by the Director of Nursing at that time, because someone in the community had a case manager that could help them. She is concerned with those clients who come in and do not have a case manager. Ms. Oliver thanked Dr. Iser for helping the District have the fun stuff for employees, but there are still unresolved issues with management. She hopes in the future, issues can be resolved without going to arbitration.

Joanne Engler, Administrative Secretary, Information Technology, noted there is a disconnect in the survey between senior management and employees. There does not seem to be enough appreciation or understanding of what the people in the trenches are doing. There was discussion about moving into the new building, however, Facilities or Information Technology (IT) staff has never been mentioned but the move could not have happened without them. Work is occurring throughout the District with reduced staff. Although it is a grand gesture to say that the 2.5% increase will be donated to the Employee Events Committee, it still comes out of the budget. Information Technology staff has been asked to zero out travel and training and \$6,000 could provide a lot of training for staff. The certificates in Public Health are of no need to IT staff. Fourteen years ago employees could get a two-step raise, based on the evaluation, which was incentive to go above and beyond. Now as employees only get one step and topped out employees get no COLA, this is working backwards. At the All Hands meeting there was a disparaging comment made saying, "Well, people have to start looking beyond the Health District to find that compensation or move up ladder". This was a bit of a slap in the face to people who have devoted their time, have stuck with the District through the poor times, taken a one percent

decrease in addition to not getting an increase. Ms. Engler wishes there was a better sense and understanding of the contributions from the employees that do the day-to-day jobs.

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

XII. ADJOURNMENT

The Chair adjourned the meeting at 11:20 a.m.

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