



MINUTES

Southern Nevada District Board of Health Special Meeting January 26, 2017 – 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 8:32 a.m.

BOARD: Bob Beers – Chair – Councilmember, City of Las Vegas
(Present) Douglas Dobyne – Secretary, Regulated Business/Industry
Chris Giunchigliani – Commissioner, Clark County
Marilyn Kirkpatrick – Commissioner, Clark County
Lois Tarkanian – Councilmember, City of Las Vegas
Rod Woodbury – Vice-Chair – Mayor, Boulder City (*arrived at 8:38 a.m.*)
Brian Wursten – Councilmember, City of Mesquite

(Absent): Richard Cherchio – Councilmember, City of North Las Vegas
John Marz – Councilmember, City of Henderson
Frank Nemeč – At-Large Member, Physician
Scott Nielson – At-Large Member, Gaming

ALSO PRESENT: None
(In Audience)

LEGAL COUNSEL: Annette Bradley, Esq.

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

STAFF: Heather Anderson-Fintak, Mark Bergtholdt, Rachell Ekroos, Regena Ellis, Jason Frame, Andrew Glass, David Greer, Heather Hanoff, Victoria Harding, Rose Henderson, Shandra Hudson, Michael Johnson, Paul Klouse, Mikki Knowles, Fermin Leguen, Edie Mattox, Sharon McCoy-Huber, Bradley Mayer (Argentum), Michelle Nath, Diane Piar, Jeff Quinn, Jacqueline Reszetar, Gary Robinson, Anthony Santiago, Herb Sequera, Jennifer Sizemore, Adele Solomon, Leo Vega, Jacqueline Wells

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. RECOGNITIONS

- Chair Beers welcomed the UNLV Nursing students attending the Board meeting.
- Rose Henderson, Environmental Health Manager, was honored for serving almost 28 years with the Southern Nevada Health District.
- Jason Frame, Information Technology Manager, was the honoree of the sixth annual Las Vegas Top Tech Exec Award, collaboration between Cox Business and VEGAS INC. This award recognizes Southern Nevadans who are helping shape the future through technology.
- Susan Zannis, Vital Records Supervisor and Pam Thomas, Vital Records Assistant, both received a Certificate of Appreciation from Centers for Disease Control and Prevention for Participation in pneumonia and influenza mortality surveillance through the 122 Cities Mortality Reporting System. Ms. Zannis was unable to attend today's meeting.

- **EH Badging Ceremony**

The Oath of Office for Deputy Health Officer was administered to the following individuals by Dr. Iser:

Mikki Knowles, Environmental Health Specialist II
Diane Piar, Environmental Health Specialist II
Gary Robinson, Environmental Health Specialist II
Anthony Santiago, Environmental Health Specialist II

Heather MacDavid, Environmental Health Specialist II, also earned Deputy Health Officer Credentials; however, she was unable to attend today's ceremony.

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.

Mark Bergtholdt, EH Supervisor, SEIU Vice President, SNHD Supervisor Unit, read a prepared statement for the record. ([Attachment 1](#))

Victoria Harding, SNHD and SEIU, agrees with Mr. Bergtholdt that the Help Desk and Application Support Supervisor position should be union eligible. Regarding the IT Mobile Computing Support Technician position, Ms. Harding read a prepared statement for the record. ([Attachment 2](#))

Ms. Harding added that a general IT Technician is more valuable than a specialized technician as the general technician is able to work across the District.

Regarding the Executive Administrative Analyst position, Ms. Harding noted the current version is closer to truth in what the position is going to be. It will serve in the capacity of a confidential Executive Assistant to the Chief Health Officer. Ms. Harding had several discussions with management and has indicated if there is a need for an Executive Assistant, an Executive Assistant position should be created and not take an Analyst position and try to work it into something else. This position has nothing to do with budgets or grants. Bargaining for the wage re-opener will start soon and there is nothing so specific that would require another person to be hired. Ms. Harding is willing to take minutes and scribe if needed. She has been approached by several employees who have been told by management that the District is having financial problems, now that it is time to negotiate wages. Filling this position is a gross waste of public funds and the continued presentation of this specification to the board after numerous denials should be investigated.

Regena Ellis, SNHD and SEIU, stated the Executive Administrative Analyst classification specification has been discussed for several months. The decision was no and it comes back in a new format the next month. The job description is bargaining unit ineligible. One of the job duties is to "provide support during the Health District's collective bargaining processes; coordinate communications with and from the bargaining team(s); maintain bargaining process proposals, prepare meeting minutes; and update the collective bargaining agreement." In the past, the executive team has bargained with the union and the proposals have probably been done by some secretary in the executive offices. Ms. Ellis questions why there is now a need for an Executive Administrative Analyst to do that job, when it has been done in the past by someone else. The union opposes that the position is bargaining unit ineligible as there is no reason on the classification that disqualifies the position from the bargaining unit. There is now an Employee Health Nurse that is bargaining unit ineligible, because she will be helping with bargaining, and now the Executive Administrative Analyst, who supposedly will also be helping with bargaining. Currently, there is an existing classification specification for Administrative Analyst and approximately six employees are in this position. Ms. Ellis opposes addition of this classification specification.

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

V. ADOPTION OF THE JANUARY 26, 2017 AGENDA (for possible action)

The Chair noted Item VI.4, Petition #05-17: Approval of Construction Contract between SHF International, LLC and the Southern Nevada Health District for Tenant Improvements to Renovate Space for the Southern Nevada Health District Clinical Laboratory will be moved to the February agenda.

Member Giunchigliani requested Item VI.2, Petition #01-17: Approval of New Classification Specification for Helpdesk and Application Support Supervisor and Item VI.3, Petition #02-17: Approval of New Classification Specification for Information Technology Mobile Computing Support Technician be taken off the Consent Agenda.

A motion was made by Member Giunchigliani seconded by Member Kirkpatrick and carried unanimously to adopt the January 26, 2017 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: December 12, 2016 *(for possible action)*

A motion was made by Member Giunchigliani seconded by Member Tarkanian and carried unanimously to adopt the December 12, 2016 minutes as presented.

2. PETITION #01-17: Approval of New Classification Specification for Helpdesk and Application Support Supervisor, Schedule 26 (\$69,846 - \$97,427); direct staff accordingly or take other action as deemed necessary *(for possible action)*

Andy Glass, Director of Administration, noted the position of Helpdesk and Application Support Supervisor is a critical position. Over the course of the past three years, the Information Technology (IT) area has been operating without a supervisor, necessitating that all supervisory and management work be conducted through the manager of that unit. The supervisor position that had existed prior to the current position was a union exempt position. The primary reasons for this position being union ineligible is because this individual will work, on a daily basis, with all of the critical infrastructure databases of the District and directs and advises reporting staff on working with those systems. This individual will be into every database, whether it be Human Resources or Financial Systems, in addition to having supervisory responsibility for six direct report staff. Shandra Hudson, Human Resources Administrator, added the position had been discussed with the union and described as similar to the IT Supervisor position, which was union ineligible. This position is very similar, except it relates to the Helpdesk and the Applications area in IT. Ms. Hudson asks that the Board approve the position for IT.

Member Kirkpatrick asked for clarification on the process of approving new classification specifications. Ms. Hudson stated by the Collective Bargaining Agreement (CBA) the District is required to inform the union at least five days before the position is implemented. If there is any opposition as far as the determination as to whether it should be union eligible or ineligible, a meeting is scheduled within five days of the position being approved. This meeting has been held and an agreement could not be reached. There is a mechanism built into the CBA whereas if there is an impasse, it can be submitted to the Employee-Management Relations Board (EMRB) for resolution.

Member Kirkpatrick asked how the positions were funded and how job classifications are created.

Member Woodbury asked why the Board is required to approve positions because they are policy makers, and should not be micromanaging at the ground level. Dr. Iser explained it is long standing tradition and there is one sentence in the CBA that says new positions have to be approved by the Board. He added there has been discussion with Chair Beers regarding taking classification specification approval out of the purview of the Board and allow the District to create positions like probably every other governmental agency around here does. Member Woodbury remarked that classification specifications do not come before the board in Boulder City. Dr. Iser stated he would be happy to come back with a petition that would delegate that authority to the Chief Health Officer.

Dr. Iser noted that although the District did have layoffs three years ago, it is now in much better shape and the next budget update is to be expected in February/March. Despite the loss of \$2M in grant funds, the general fund is stable and the District has needs. The layoffs included two LPNs in Clinical Services, 2 non-union managers in Environmental Health and all the other layoffs occurred in Administration, which is now down to the bone.

Chair Beers indicated the City of Las Vegas board is not involved in classification specifications.

Member Giunchigliani noted there is commission involvement with classification specifications at Clark County. Member Giunchigliani added that a petition could be brought forth to remove the Board approval from the classification specification approval process, however, if it is stated in the CBA, the CBA is the controlling factor. Also, these issues of disagreement should be worked out before bringing the documents before the board. Member Giunchigliani added Clark County rarely adds positions after the budget is adopted.

Chair Beers asked how many positions have been added this fiscal year. Dr. Iser reported eleven positions have been added in Environmental Health, one Epidemiologist and six Disease Investigators in Community Health, and an Academic Affairs Coordinator in Administration. Chair Beers clarified that the Board was not required to approve hiring these positions. Dr. Iser noted the person for this position could be hired without going through the Board by hiring as the current position of IT Supervisor, which is also a union ineligible position; however, technology has changed over the last three years, and it is best for the classification specification to address the current needs.

Mr. Glass explained the District goes through a critical analysis before any job descriptions are brought up. What necessitates this particular position is 1) there is one person, the manager, who is responsible for the overall supervision of the thirty plus employees in the program and 2) our technical needs have change dramatically over the course of the past three years, and the District needs someone with these particular talents as described in the job description.

Member Kirkpatrick feels there should be more vision for new positions when budgeting.

Dr. Iser stated he was hired to make decisions and come back to the Board with recommendations and he trusts that his staff has gone through the best processes to bring him up to date. He routinely hears there is a distrust of management and getting past that requires some trust on the Board's part that management is doing the best that it can in trying to create a twenty-first century Health District. Although it is not there yet, there are many information technology systems that we are woefully behind most other jurisdictions on. The District has recently started training on the ERP and the Electronic Health Records, both which will begin to bring us up to date. Dr. Iser asked the Board to trust that he and management are making the best decisions and by now, if the Board does not think that he is fiscally conservative enough, he doesn't know what more he can do to assure them. The District is doing fiscal management to do the best it can to bring this jurisdiction up to where it should be.

Member Woodbury does not disagree with Member Kirkpatrick on the budgeting process; however the District is a large organization and there is constant change and allowance should be made for change.

A motion was made by Member Woodbury to approve the position of Helpdesk and Application Support Supervisor.

Member Giunchigliani clarified that this position is not the position recommended by staff at Public Comment to be a general specialist position. Member Giunchigliani feels leaving this position as union ineligible will force the District/union to go to EMRB again, which will cost time and money, so for that reason, she does not support the position. She does not think it should be union ineligible and the disagreement should have been resolved before bringing the petition back to the Board in the first place.

Member Woodbury's motion was seconded by Member Tarkanian and approved by a vote of 5-2 to approve the New Classification Specification for Helpdesk and Application Support Supervisor, Schedule 26 (\$69,846 - \$97,427) as presented.

AYES
1. Beers
2. Dobyne
3. Tarkanian
4. Woodbury
5. Wursten

NAYS
1. Kirkpatrick
2. Giunchigliani

Chair Beers asked Annette Bradley, Legal Counsel, to prepare an opinion as to whether the Board's approval of new job classifications can be legally delegated to the CMO, to be presented at the February Board meeting, along with a petition if Ms. Bradley agrees.

3. PETITION #02-17: Approval of New Classification Specification for Information Technology Mobile Computing Support Technician, Schedule 20 (\$51,438 - \$71,698); direct staff accordingly or take other action as deemed necessary (**for possible action**)

Mr. Glass explained this is a new position to primarily support the Envision Connect system in Environmental Health. A senior IT member as well as a number of staff has been involved with the implementation of the Envision Connect system. The District recognizes the need for a technician to be specifically assigned to that program because of the breadth and depth of this particular system. As implementation continues, an individual needs to be assigned as this particular application goes significantly beyond the duties performed by the current Helpdesk individuals. It requires a different level of knowledge and understanding of working within the Envision Connect system, also understanding this is a specialized skill this individual will have to bring with them in order to be able to administer this program.

Member Giunchigliani asked if the review committee met for just new positions or all positions. Mr. Glass explained it is for any change within the District. All positions go through the committee, where it is determined:

- 1) An understanding of what the position is, how it fits into the organizational structure or the requesting division and what is the need;
- 2) From the HR component, adequately and correctly describing what the job entails and that particular job description and recommended classification are consistent with the system that we use and;
- 3) Review the financial impact as to whether it is a change from one position to another (the position is budgeted and the funds are already there) or if it is truly a new position, determine where the funds will come from to be able to support this position if it is not a grant funded position.

Member Giunchigliani asked how this position compared to a Program System Specialist. Jason Frame, IT Manager, explained the Program System Specialists are generic, general helpdesk technicians who provide general support. This position is different as it will support a small subset of the systems, but it will primarily support the mobile systems for approximately one hundred and twenty-five Environmental Health inspectors, as well as support the mobile initiatives in Emergency Medical Services and Trauma System (field ambulance inspections) and the mobile applications used by the Office of Epidemiology and Disease Surveillance.

Member Kirkpatrick asked how many applicants were anticipated to apply. Mr. Frame expects a lot of interest in this recruitment, as it is not an entry level position.

Member Kirkpatrick stated she will not be supporting any positions today and thinks that there should be more vision and does not know what the expectations are.

Member Woodbury does not feel it is the job to micromanage the employees and thinks this is a management decision.

A motion was made by Member Woodbury seconded by Member Dobyne and approved by a vote of 5-2 to approve the Classification Specification for Information Technology Mobile Computing Support Technician, Schedule 20 (\$51,438 - \$71,698) as presented.

<u>AYES</u>	<u>NAYS</u>
1. Beers	1. Kirkpatrick
2. Dobyne	2. Giunchigliani
3. Tarkanian	
4. Woodbury	
5. Wursten	

~~4. **PETITION #05-17:** Approval of Construction Contract between SHF International, LLC and the Southern Nevada Health District for Tenant Improvements to Renovate Space for the Southern Nevada Health District Clinical Laboratory; direct staff accordingly or take other action as deemed necessary **(for possible action)**~~

Member Tarkanian would like to look into the possibility of doing a better job and suggested a study committee to discuss ideas. Member Giunchigliani added the Board wants the Health District to be healthy and it seems like every Board meeting, over the last years, there has been contention that bubbles up. Member Giunchigliani understands that they are policy makers, but overall, they are still the bosses in the long run. She is frustrated when items continue to come back to the Board repeatedly until it gets the votes to pass. She thinks this is irresponsible public policy and not good for government.

Chair Beers suggested the District schedule internal roundtable discussions and invite Board members, always taking care not to reach quorum.

Dr. Iser asked the Board members to communicate their exact interests' wants/need through Chair Beers and they would determine next steps.

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.

CLOSED SESSION – To Be Held Following the Public Hearings

Go into closed session pursuant to NRS 241.015(3)(b)(2), to receive information from the Southern Nevada Health District's attorney regarding potential or existing litigation involving matters over which the Board has supervision, control, jurisdiction or advisory power and to deliberate toward a decision on the matter **(for possible action)**

The Chair closed Open Session at 9:47 a.m. and moved to Closed Session.

Chair Beers reconvened Open Session at 10:25 a.m. with Members Beers, Dobyne, Giunchigliani, Kirkpatrick, Tarkanian, Woodbury and Wursten present.

IX. **REPORT/DISCUSSION/ACTION**

1. **Review/Discuss Petition #03-17**: Approval of New Classification Specification for Executive Administrative Analyst, Schedule 23 (\$59,883 - \$83,512); direct staff accordingly or take other action as deemed necessary **(for possible action)**

Dr. Iser explained what was heard in public comment is not true at all. This position would have many more responsibilities than being part of the Union contract team. Initially, it was presented as an Administrative Analyst, confidential employee (union ineligible), dependent upon work location, much like the Administrative Secretary position, but it was confusing to the Union and Board. It was brought back as new position description, and Dr. Iser hopes it is approved quickly and easily. This position is the same grade as the Administrative Analyst position. The responsibilities will be broader than administration, crossing into contracts and project management and will report generally to Dr. Iser or a delegate, much like the Grant Writer. The Grant Writer reports directly to Dr. Iser; however, she is union eligible. This Executive Administrative Analyst will have access to other information and will be part of the negotiating team, which, in his opinion, makes him or her union ineligible.

Ms. Hudson explained as this position was reviewed for union eligibility, it was compared to the position of Administrative Secretary who, depending on their work location, is union ineligible or eligible. It was along those same lines that this position was determined to be union ineligible. In terms of duties and responsibilities, this position has been through the test and has various components of the position which have been determined to be exempt, and they will be performing along the lines in the areas of managerial assistance to the Chief Health Officer and/or his designee.

Member Giunchigliani noted it would be helpful if changes are noted on items that were previously rejected and brought back to the Board.

Member Woodbury asked for reasons as to why this position should be Union exempt. Ms. Hudson noted, as outlined in the position description, part of the duties will be serving on negotiation team, and the individual will also be privy to information as negotiations progress, and be required to do reports consistent with CBA items. This person should not serve in a capacity where this information can be relayed. It is vital to the District that this position is not in the Union, by the mere nature of working with negotiations, as well as their research and investigation as it relates to grievances. Ms. Bradley added in addition to what Ms. Hudson and Dr. Iser has mentioned, the CBA identifies Administrative employees as non-union eligible. An Administrative employee is defined as someone who reports to the Chief Health Officer or Division Director. Although there has been a lot of focus on the CBA piece of this position, he or she will also be involved in special projects, budgets, personnel matters, quality assurance,

quality improvement and a whole host of executive administrative tasks, at Dr. Iser's direction. Depending upon the project, project size and complexity, they may have one or more people to supervise as part of the project. This position will require judgment and discretion on a routine basis.

A motion was made by Member Woodbury seconded by Member Tarkanian and carried by a vote of 5-2 to approve the new Classification Specification for Executive Administrative Analyst, Schedule 23 (\$59,883 - \$83,512) as presented.

<u>AYES</u>	<u>NAYS</u>
1. Beers	1. Kirkpatrick
2. Dobyne	2. Giunchigliani
3. Tarkanian	
4. Woodbury	
5. Wursten	

- X. **BOARD REPORTS:** The Southern Nevada District Board of Health members 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 would like additional information about the partnership with SNHD and Touro University. Also, Member Kirkpatrick recently met community garden groups and found that a component of some of the things that they do meet some of the wellness activities at the District. As collaboration is key, she would like an update on the District's work with community garden groups. Dr. Iser reported the Office of Chronic Disease Prevention and Health Promotion (OCDP&HP) does in fact work with community gardens and other issues; however, he added grant funds for that program will end this year, and there may not be a capacity to replace those functions.

Chair Beers requested future discussion on the District's integration into the educational community.

Member Giunchigliani thanked Jackie Reszetar, Director of Environmental Health and Andy Chaney, Environmental Health Supervisor for obtaining requested information on agricultural waste and wants to continue working together in order to update the County ordinance language regarding a boarding stable issue in a residential area.

XI. **HEALTH OFFICER & STAFF REPORTS**

- CHO Comments

Dr. Iser reported funding loss from the state for two Federal Ryan White grants in the amount of approximately two million dollars. The state has agreed to apply for Ryan White B funds through the Health Resources and Services Administration (HRSA) in order to attempt to replace the funds, but that may not occur until September. Staff in Community Health and Clinical Services has been successfully re-assigned to open positions to avoid losing any employees funded by these grants.

It was believed that the District was eligible for approximately \$1.3 million dollars in Arbovirus Zika funding, however, the funding that came to the state was reduced to \$95,000. This means going into the new mosquito season, the District does not have as full-fledged of a Vector Control/Surveillance program as desired. Surveillance has been enhanced through the general fund to include the outlying areas, where there are higher risks for the virus.

Dr. Iser and staff have met with most of the legislature related to the health committees. The Interim Health Committee has approved going forward with their Bill Draft Requests (BDRs) related to Body Mass Index and including e-cigarettes in the Clean Indoor Air Act. Senator

Woodhouse, Chair of the Finance Committee, has submitted a BDR related to Emergency Medical Services & Trauma System funding, and there is now a sponsor for obtaining funding for the Southern Nevada Public Health Laboratory to have its own independent laboratory. Senator Spearman has been very interested in health equity/disparities, and Dr. Iser would very much like to have a health equity person on staff. The Senator, who is the Chair of the Senate Health Committee, hopes to find additional Zika funding in hopes of freeing 8010 dollars for health equity. A lot of time has been spent educating the Assembly on a variety of issues, and Dr. Iser believes this is not beginning to come to fruition.

Shawn Gerstenberger, UNLV, School of Community Health Sciences is looking at funding for a Preventative Medicine Residency program here at the District.

Dr. Iser has been working with former Councilman Hardy and Assemblyman Oscarson regarding rural health issues, as these surrounding areas do affect Las Vegas. The next meeting will occur in Mesquite in order to meet with Esmeralda and Lincoln counties, in addition to Nye County. Funding will be sponsored from the Nevada Public Health Institute, which receives money from Robert Wood Johnson to do the County Health Rankings again, to which the Board will be invited to attend.

The Nevada Association of Local Health Officials (NALHO) has been successfully developed and has met on one occasion. Discussions are planned to continue.

Dr. Fermin Leguen, Director of Clinical Services, is now fully licensed in the State of Nevada and will be ending his probationary period within the month. The plan is to come back to the Board in February or March to request designation as Chief Medical Officer.

- Program Update – Hand Washing Intervention/Risk Factor Study
Jackie Reszetar, Director of Environmental Health, introduced David Greer, Environmental Health Specialist, Rose Henderson, Environmental Health Manager who along with Debbie Clark, Environmental Health Specialist, representing the Hand Washing Committee and the “Get the Message, Wash Your Hands” campaign, discussed risk factors and subsequent intervention strategies. ([Attachment 3](#))

Member Woodbury left the meeting at 11:07 a.m. and did not return

Member Giunchigliani asked for a better interpretation on the ADA guidelines for enforcing the issue of customers bringing dogs and cats in grocery stores carts and placing them in carts. Ms. Reszetar reported the District does not regulate that area of industry, but is able to put together a group to educate the parties involved on how to approach the customers when these circumstances occur. Ms. Reszetar will work with Member Giunchigliani and the retail association to create adequate signage for carts and education for retail staff regarding ADA compliance.

- Dr. Iser will forward the link for the City Health Project results to the Board.

XII. INFORMATIONAL ITEMS

1. Chief Health Officer and Administration Monthly Activity Reports – Nov 2016/Dec 2016
2. Clinical Services Monthly Activity Reports – Nov 2016/Dec 2016
3. Community Health Monthly Activity Reports – Nov 2016/Dec 2016
4. Environmental Health Monthly Activity Reports – Nov 2016/Dec 2016

- ## **XIII. 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.

Rachelle Ekroos, Clinical Administrative Nurse, Adele Solomon, Accreditation Coordinator, Rose Henderson, Environmental Health Manager and Regena Ellis, Community Health Nurse, all registered nurses, spoke to the nursing students in the audience and congratulated them on making the choice to join the nursing community.

Victoria Harding, SNHD and SEIU, stated the need to set straight alternate facts stated earlier. The number of layoffs previously in the Nursing Division was not two LPSs. Across the entire District, about fifty people were affected. Most were not demoted; they were actually out of a job. All of the temporary people are gone. About half of those who left were people who volunteered to leave so the District could become more financially stable. To not say that is a disservice to those who volunteered. About not wanting to bring forward to the Board job descriptions, that is in the contract. There is no job description that is a true job classification until it is approved by the Board. That is in the contract for checks and balances. Ms. Harding would love for there to be trust across the Board, but there isn't nor is there transparency. At September Board meeting, there were two positions before the Board, one to reactivate a Laboratory Supervisor, which had been eliminated and the other a title change from CLS to Lab Tech. What in actuality happened, there was another classification of employees called Senior CLS. Those CLS's lost their jobs. They were actually moved over to becoming the Laboratory Supervisors. Instead of being a senior they are now going to be supervisor for the same amount of money, primarily put forth so they don't have to be paid overtime and they can work alternate hours. This was not fair to them, and if they didn't take that, they were then demoted down two steps to the new Senior CLS. This type of reorganization should have been told to the union immediately and the union should have been involved. Had Ms. Harding not been informed by the employees, she would not have known. A grievance has been filed and this reorganization will be reviewed. Ms. Harding feels that job descriptions need to be reviewed by the Board for checks and balances and it is indicated in the contract.

Regena Ellis, SNHD and SEIU, noted although employees were reassigned when grant funding was lost, three additional positions were approved today. Ms. Ellis believes in fairness, had the Board known before that there was a loss of funding and employees could possibly lose their jobs, they may have thought a little bit differently about approving three additional positions that were opposed for different reasons. The employees have a Collective Bargaining Agreement. One of the agreements is when the positions are new, the union will be notified and there will be discussion. Ms. Ellis believes it is the Board's responsibility to be aware that those are things that will affect the employees of the District. When Mr. Woodbury put forth that he did not see why this had to go on and he would entertain a petition, and Dr. Iser said that he would be happy to put forward a petition that was in disregard to contract language and puts the Board in the situation of overriding the contract. Ms. Ellis does not understand what is so secretive and why positions are considered confidential. She understands there are private/HIPPA, public health records, but the District deals in public health.

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

XIV. ADJOURNMENT

The Chair adjourned the meeting at 11:45 a.m.

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

/jw