



MINUTES

SOUTHERN NEVADA DISTRICT BOARD OF HEALTH CHIEF HEALTH OFFICER SUCCESSION COMMITTEE MEETING

November 14, 2019 – 1:00 P.M.

Southern Nevada Health District, 280 S. Decatur Boulevard, Las Vegas, NV 89107
Red Rock Trail Rooms A & B

BOARD: Scott Black – Chair, Mayor Pro Tempore, City of North Las Vegas
(Present) Olivia Diaz – Council Member, City of Las Vegas
Marilyn Kirkpatrick – Vice Chair, Commissioner, Clark County
Frank Nemec – At-Large Member, Physician
Tick Segerblom – Commissioner, Clark County
Dan Stewart – Council Member, City of Henderson

(Absent): None

ALSO PRESENT: None
(In Audience)

LEGAL COUNSEL: Annette Bradley, General Counsel

EXECUTIVE SECRETARY: Fermin Leguen, MD, MPH, Acting Chief Health Officer

STAFF: Heather Anderson-Fintak, Ernest Blazzard, Michelle Cintron, Amy Hagan, Michael Johnson, Joann Rupiper, Christopher Saxton, Jennifer Sizemore, Jacqueline Wells

I. CALL TO ORDER

Chair Black called the Southern Nevada District Board of Health meeting to order at 1:11 p.m.

- II. 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.

Thomas San Nicolas, SNHD/SEIU, reported a survey (**Attachment 1**) had been sent to all union employees and reviewed the results (**Attachment 2**) with the board. Mr. San Nicolas encouraged the committee to focus their time and energy to commit to find a strong candidate that exhibits the defined knowledge, skills, and abilities that will transform and progress the District to meet its mission and vision for everyone.

Victoria Harding, SNHD/SEIU, noted there may be a second survey required to flesh out additional characteristics for the new leader. Many of the traits currently identified have been missing over the last few years, however the survey did not delve into competency and experience.

Lorraine Oliver, SNHD/SEIU, is not surprised that "honest" is the top response identified in the survey and it should not be to anyone who lives in this area or listens to the news. Ms. Oliver stated times have been difficult at the District and she believes this is an opportunity to change the culture. Ms. Oliver has a lot of questions based on what she has seen in the news and finds it confusing that there is now someone new in charge and there was no statement after the departure of Dr. Iser, which speaks to the

way management works. This is an opportunity to fix what has not been working and move forward. As Las Vegas is an international city, the District needs to be an international public health destination.

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

III. **ADOPTION OF THE NOVEMBER 14, 2019 AGENDA (for possible action)**

A motion was made by Member Stewart seconded by Member Diaz and carried unanimously to approve the November 14, 2019 Agenda as presented.

IV. **REPORT / DISCUSSION / ACTION**

A. **Nomination of Chair of the Chief Health Officer Succession Committee Meeting**; direct staff accordingly or take other action as deemed necessary (***for possible action***)

A motion was made by Member Stewart seconded by Member Nemeč and carried unanimously to nominate Scott Black as Chair of the Chief Health Officer Succession Committee.

B. **Approve Chief Health Officer Succession Committee Meeting Minutes - September 6, 2013**; direct staff accordingly or take other action as deemed necessary (***for possible action***)

A motion was made by Member Nemeč seconded by Member Diaz and carried unanimously to approve the Chief Health Officer Succession Committee Meeting Minutes - September 6, 2013 as presented.

C. **Succession Planning and Recruitment of District Health Officer – Review/Discuss/Approve**;

- i) Succession planning and recruitment options;
- ii) Recruitment next steps; and (above)
- iii) Recommendation to the Full Board at the November 21, 2019 Board of Health meeting

direct staff accordingly or take other action as deemed necessary (***for possible action***)

Amy Hagan, Director of Human Resources, reviewed the District Health Officer Recruitment Options (**Attachment 3**). Ms. Hagan outlined 3 options:

- (1) Full Recruitment by an Outside Agency
- (2) Partial Recruitment by an Outside Agency; and
- (3) Full Internal Recruitment

Ms. Hagan does not believe that Option 3 is viable option as a full internal recruitment will not have access to the data bases to attract passive candidates, however, they will be able to deliver candidates.

Member Segerblom arrived at 1:30 pm

Member Nemeč believes it is important to get as many applicants as possible to get the most promising candidates.

Member Stewart believes the money spent on this recruitment is vital and the right person must be selected. He believes Option 2 is the best route to take. Member Stewart does not believe the new leader has to be a physician.

Jacque Raiche-Curl, Chief Steward for the Supervisory Unit, thanked the Board for being actively involved in working hard to mend relationships and change the culture. She believes the current Human Resources Director brings insight as to some of the positions and characteristics that are needed in this position. As a long-term employee, Ms. Raiche-Curl noted there has not been a Chief

Health Officer or a leader of this organization who has had strong business practice principles. While they have been professional medical staff, which may be necessary for public health, it has resulted in a lot of brilliant ideas without the skills to follow the steps to effectively implement the ideas. Ms. Raiche-Curl believes someone with a strong business background would help the District grow in the right direction and she prefers Option Two.

Member Kirkpatrick arrived at 1:45 pm

Regena Ellis, SEIU, noted the survey results indicate the majority of employees believe the new District Health Officer should be a physician and her preference is Option One.

Victoria Harding, SNHD/SEIU, prefers Option Two, and believes it will result in a larger pool of applicants to draw from. She noted the union and HR will need to work closely together with the new leader to change the culture.

The committee would like to interview viable recruitment agency candidates at the November 21, 2019 Board meeting.

A motion was made m Member Nemec seconded by Member Stewart and carried unanimously to select Recruitment Option Two, which will be defined moving forward.

- V. **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.

XIII. **ADJOURNMENT**

The Chair adjourned the meeting at 2:15 p.m.

Fermin Leguen, MD, MPH
Acting Chief Health Officer/Executive Secretary

/jw