



## MINUTES

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

January 22, 2020 – 3:00 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  
Dan Stewart – Council Member, City of Henderson

**(Absent):** Frank Nemec- At-Large Member, Physician  
Tick Segerblom-Commissioner, Clark County

**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, Andrea Green

#### I. CALL TO ORDER

Chair Black called the Chief Health Officer meeting to order at 3:12 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.

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

#### III. ADOPTION OF THE JANUARY 22, 2020 AGENDA (for possible action)

*A motion was made by Member Kirkpatrick seconded by Member Diaz and carried unanimously to approve the January 22, 2020 Agenda as presented.*

#### IV. REPORT / DISCUSSION / ACTION

A. Approve District Health Officer Succession Committee Meeting Minutes – November 14, 2019; direct staff accordingly or take other action as deemed necessary *(for possible action)*

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

**B. Succession Planning and Recruitment of District Health Officer – Review Recruitment Activities To-Date, Receive Presentations from Potential Recruitment Agencies; and Review/Discuss/Approve; direct staff accordingly or take other action as deemed necessary (for possible action)**

Amy Hagan, Director of Human Resources, introduced the following agencies to the board:

- i) Recruitment options and selection of recruitment agency;
  - a. Korn Ferry Health
  - b. CPS HR Consulting
  - c. Enterprise Medical Recruiting

Pamela Wu and Michelle Lee, representatives from Korn Ferry Health, briefed the board on their background, firm, and services they provide.

*Member Stewart arrived at 3:15 p.m.*

Chair Black thanked Pamela and Michelle for their brief background history and asked Korn Ferry to share some practices they have used to find candidates.

Michelle Lee explained the different tiers used to partner with organizations. **(Attachment 1)**.

Member Stewart questioned how candidates who fit the culture of the Health District will be selected. Ms. Wu informed the board they conduct two to three-days of onsite and in-person meetings with the board members and candidates. This allows screening of candidates who may fit the culture of the Health District. Townhall meetings will also be provided to allow community members to give their input.

Member Kirkpatrick inquired which tier of services ensures the townhall meetings. She is willing to spend the money but has high expectations. She believes there are some great candidates within our own organization who can't be overlooked but would like to see what is available outside too.

Ms. Wu responded that the town hall meetings would occur in either tier two or tier three.

Member Diaz inquired about culture competencies in Korn Ferry's recruitment process.

Ms. Lee explained their proprietary assessment to the board and the connection to cultural competencies. Conversations will be held with the board during this process, which helps to ensure the candidates presented to the board have those competencies.

Andrew Nelson and Josh Jones representatives from CPS HR Consulting briefed the board on their background and firm. **(Attachment 2)**.

Member Kirkpatrick inquired about reaching candidates outside of the public sector. Josh Jones suggested independent research and holding conversations with the board to then target those candidates, whether public or private sector. He also mentioned recruiting the Health District's Financial Services Manager from the private sector.

Chair Black reopened the question of which phase was used to recruit the Financial Services Manager. Andrew Nelson stated phase one was used to recruit the manager.

Paul Smallwood, Enterprise Medical Recruiting – Executive Vice President briefed the board on the services he provides. **(Attachment 3)**.

Member Kirkpatrick inquired about his affiliations with the medical field. Paul Smallwood expressed he has placed over 300 physicians and 40 health care leaders a year.

Member Diaz questioned if he has had any experience with diversity. Mr. Smallwood responded he has had limited experience.

Chair Black inquired if any health leaders placed within recent years were within the scope of a Health District Officer. In response he noted not within recent years to this position.

ii) Recruitment Scope, Process, and Next steps

Amy Hagan briefed the board on the recruitment process. **(Attachment 4)**

Member Kirkpatrick inquired if everything must be conducted online as there may be missed opportunities. Ms. Hagan stated there will be face to face interactions through the townhalls and local groups such as: LinkedIn, Nevada Jobs, etc. The District can support the this recruitment except in phase one due to lack of a proprietary system which the recruitment agencies can provide.

iii.) Recommendation to the Full Board at the January 23, 2020 Board of Health meeting; direct staff accordingly or take other action as deemed necessary **(for possible action)**

Member Stewart believes the very most important thing is selecting a new leader who is concerned about the culture of the Health District.

*A motion was made by Member Diaz seconded by Chair Black and unanimously approved to accept the recommendations by the CHO Succession Committee as follows: 1) a customized package to include townhall meetings, three vetted candidates, cultural assessment tools; 2) a price point of \$35,000; and 3) the new DHO starting during the new fiscal year. The offer is extended to Korn Ferry, with a 10-day response lead to accept the offer. Should the offer not be accepted then it will be extended to CPS. Should CPS not accept the offer, the recruitment will be handled internally.*

- 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.

Seeing none, Chair Black closed public comment.

XIII. **ADJOURNMENT**

The Chair adjourned the meeting at 4:46 p.m.

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

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