



## MINUTES

**Southern Nevada District Board of Health Meeting  
January 23, 2020 – 9:00 a.m.  
Southern Nevada Health District, 280 S. Decatur Boulevard, Las Vegas, NV 89107  
Red Rock Trail Conference Room A and B**

**BOARD:  
(Present)** Scott Black – Chair, Mayor Pro Tempore, City of North Las Vegas  
James Adams – Council Member, City of Boulder City (arrived 9:11 a.m.)  
Olivia Diaz – Council Member, City of Las Vegas  
Marilyn Kirkpatrick – Vice Chair, Commissioner, Clark County  
Frank Nemecek – At-Large Member, Physician  
Scott Nielson – At-Large Member, Gaming  
Tick Segerblom – Commissioner, Clark County  
Brian Wursten – Council Member, City of Mesquite

**(Absent):** Nicole Brisson – At-Large Member, Regulated Business/Industry  
Brian Knudsen – Council Member, City of Las Vegas  
Dan Stewart – Council Member, City of Henderson

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

**LEGAL COUNSEL:** Annette Bradley, General Counsel

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

**STAFF:** Heather Anderson-Fintak, Ernest Blazzard, Michelle Cintron, Andrea Green, Amy Hagan, Michael Johnson, Joann Rupiper, Christopher Saxton, Jennifer Sizemore, Leo Vega

**I. CALL TO ORDER**

Chair Black called the Southern Nevada District Board of Health meeting to order at 9:02 a.m.

**II. PLEDGE OF ALLEGIANCE**

**III. RECOGNITION**

- Nancy Hall, Senior Environmental Health Specialist, co-author on “Environmental Health Practice Challenges and Research Needs for U.S. Health Departments” published in the Journal, *Environmental Health Perspectives*.

**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.

Victoria Harding, SNHD/SEIU, spoke about the “M” Plan, noting employees’ benefits are talked about therefore it’s only fitting to speak about management’s benefits. It’s important to be competitive and attractive as the District looks for a new Chief Health Officer. Employees don’t care about how many days management is given off because they are happy when they are gone. However, the employees being gone is not good because they are the ones providing services. There needs to be consistency on

where thoughts and values are placed as far as employees, like keeping longevity, because longevity has been discontinued for all new employees starting July 1. She asked if this is being considered now, especially because many years ago the Board gave a directive to management to get rid of longevity entirely for the Executive Team, and this never happened. In the longevity language there is nothing which says what they are getting for longevity because there are so many tiers and so many people have been at the District for a long time and were grandfathered in on the Clark County Plan, earning a percentage of their salary. That's still happening at the Health District, whereas other people are getting a different type, which is consistent with the employees, \$110 for every year. Longevity has typically not been an issue at the Executive level. It's not something being paid out very much because they are coming from somewhere else and staying a short period of time. It used to be an issue because they would develop through the ranks and people would move into those positions. In the last few years that hasn't been done. There's not a high level of longevity, but hopefully there's a move back to that. Therefore, for those moving up into management it's good to have longevity. It will be brought up the next time the employees are bargaining. The board is looking at longevity for management while employees will no longer be eligible.

Nadia Noel, University of Nevada, Reno, noted the proclamation is being received and she wanted to share a few things. Many don't know that radon is a health concern. It's estimated approximately 21,000 die from lung cancer caused by radon and testing is the only way to know if there is a radon issue in the home. The University of Reno, Nevada, is offering test kits to all Nevadans through the end of February. She offered test kits to anyone in the audience who would like one. She explained testing is important, especially in Southern Nevada, 11% of homes tested have elevated levels of gas. Of those homes 20% have been fixed for radon so testing is encouraged. Residents can get free kits at a number of locations and she left flyers with the details ([Attachment 1](#)) Test kits can also be ordered online and shipped directly, but there will be a cost for shipping. There will be several presentations coming up on radon: James Gibson Library, A.D. Guy Knowledge Center, Boulder City, Sahara West Library and Paso Verde Library. She is presenting to realtors too. Anyone who wants more information about radon can call 888-RADON10 or visit the website: [www.RadonNV.com](http://www.RadonNV.com). She thanked the Board for allowing to share information about the free radon test kits.

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

**V. ADOPTION OF THE January 23, 2020 AGENDA (for possible action)**

*A motion was made by Member Segerblom seconded by Member Diaz and carried unanimously to approve the January 23, 2020 Agenda as presented.*

**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 19, 2019 (*for possible action*)
2. **PETITION #26-20: Approval of Amendment to Interlocal Agreement Among Clark County; The Clark County Water Reclamation District; University Medical Center of Southern Nevada;** direct staff accordingly or take other action as deemed necessary (*for possible action*)
3. **PETITION #27-20: Approval of the Space Lease Agreement for 220 E. Horizon Drive, Henderson, NV;** direct staff accordingly or take other action as deemed necessary (*for possible action*)
4. **PETITION #28-20: Approval of Agreement between the Southern Nevada Health District and Med-Strategies, Inc. dba Branson Management Group;** direct staff accordingly or take other action as deemed necessary (*for possible action*)

*A motion was made by Member Segerblom seconded by Member Kirkpatrick and carried unanimously to approve the January 23, 2020 Consent Agenda as presented.*

**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.

**1. MEMORANDUM #03-20: Public Hearing to Consider/Adopt Amendments to District Emergency Medical Services Regulations;** direct staff accordingly or take other action as deemed necessary (*for possible action*)

Laura Palma, EMS & Trauma System (EMSTS) Supervisor, presented the amendments of the District's Emergency Medical Services Regulations to the Board. ([Attachment 2](#))

Member Kirkpatrick inquired about penalties for out-of-state organizations hosting special events not in compliance with regulations. Ms. Palmer responded the Office of EMS & Trauma System only regulates agencies permitted through their office, and the issue is to be addressed with business licensing. Member Kirkpatrick noted bringing business licensing and EMSTS in partnership will be beneficial.

Member Segerblom inquired about trauma activation fees. Ms. Palmer noted the medical technicians are trained in destination protocols and delivering the appropriate level of care to the patient based on the severity of injury. Member Kirkpatrick expanded on the concept and asked how the trauma cases are validated. Ms. Palmer replied the Regional Trauma Advisory Board and the Trauma Medical Audit Committee reviews trauma data on a quarterly basis. Chair Black requested the trauma data be shared with the Board at least twice a year, adding the report can be incorporated in the Community Health Division report to the Board.

*A motion was made by Member Kirkpatrick seconded by Member Segerblom and carried unanimously to adopt the amendments to the District Emergency Medical Services Regulations as presented.*

**VIII. REPORT / DISCUSSION / ACTION**

**1. Petition #18-20: Approval of Southern Nevada Health District Management M Plan;** direct staff accordingly or take other action as deemed necessary (*for possible action*)

Amy Hagan, Director of Human Resources and Organizational Development, and Ernest Blazzard, Chief Financial Officer, presented the Southern Nevada Health District Management M Plan. The reported total for the "M" Plan impact is \$35,800. ([Attachment 3](#))

Amy Hagan noted the Health District is the only PERS eligible employer in the valley without an Executive Management Plan.

Member Diaz questioned the effectiveness of longevity pay, noting it is not a motivator. Ms. Hagan responded anyone hired after July 1, 2019 will not receive longevity. Chair Black added longevity is being phased out over time. Member Diaz compared longevity to productivity, noting there needs to be a match with productivity.

Member Kirkpatrick inquired how will the M Plan be implemented. Ms. Hagan noted there would be an increase in car allowance and additional leave bank and clarified there is no bonus implementation as there is a 5% increase noted in the CBA and Personnel code. There would be

consolidated annual leave for 42 days, extended illness bank, tuition reimbursement rate at twice the UNLV rate, and eight-weeks' severance pay. Member Kirkpatrick would like to see the M plan tied into the budget. Chair Black added this is an initial review and requested it be brought back with the budget. Member Segerblom stated for each position he is interested in knowing how long the person has held the position in order to get a better understanding of the turn-over rate.

*A motion was made by Member Black seconded by Member Nielson and carried unanimously to accept the M Plan as a report, and to be presented to the Board in subsequent months relative to the budget, with enhancements and changes and the reporting requested for the analysis.*

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

**2. Receive Report and Accept Recommendations from the January 13, 2020 Advisory Board Meeting; direct staff accordingly or take other action as deemed necessary **(for possible action)****

Dr. Leguen reported the recommendations from the January 13, 2020 Advisory Board Meeting: 1) increase funding for staff to focus on illegal vending efforts; 2) encourage Health District inspectors to work closer with local jurisdictions

Member Diaz recommended developing education for the public rather than enforcement efforts only. Larry Rogers, Environmental Health Food Operations Manager, remarked there has been outreach in the community through events and educational pamphlets which are available to the public. Member Diaz requested to collaborate with outreach efforts moving forward.

*A motion was made by Member Segerblom seconded by Member Kirkpatrick and carried unanimously to receive the report as presented to the Board.*

**3. Receive Report and Accept Recommendations from the January 22, 2020 District Health Officer Succession Committee Meeting; direct staff accordingly or take other action as deemed necessary **(for possible action)****

Member Diaz provided a brief summary from the District Health Officer Succession Committee meeting. She reported after discussion and deliberation of the three firms which presented, the decision was to proceed with Korn Ferry. The committee agreed to a hybrid approach for the recruitment, and the firm will have ten days to respond to the offer. Chair Black restated the recommendation is to offer Korn Ferry the opportunity to engage their services based on a combination of the tiers offered.

Member Segerblom requested a report for comparable jobs and salaries. Ms. Hagan reported benchmarking data are being collected and will be shared as the District proceeds with the recruitment. Chair Black requested the Board be kept informed about Korn Ferry's response and to proceed with scheduling the next committee meeting date.

*A motion was made by Member Segerblom seconded by Member Wursten and carried unanimously to accept the recommendations from the Succession Committee meeting.*

**4. Receive Report on Embracing Healthy Baby Project; direct staff accordingly or take other action as deemed necessary **(for possible action)****

Margarita DeSantos, Community Nurse Health Manager, presented an update on the Embracing Healthy Baby Project. It was reported the Health District is exploring opportunities with the State and County to explore partnerships in expanding the scope of work. ([Attachment 4](#))

Member Diaz inquired about the data being collected by the program and expressed interest in data like age, ethnicity, zip codes. She commented the data are important to policy makers for consideration of services being offered to the community.

*Member Kirkpatrick left the meeting at 10:34 a.m. and returned at 10:36 a.m.*

*A motion was made by Member Segerblom seconded by Member Wursten and by a vote of 8-1 to accept the Embracing Healthy Baby Project Report*

<u>AYES</u>	<u>NAYS</u>
1. Adams	1. Kirkpatrick
2. Black	
3. Diaz	
4. Nemec	
5. Nielson	
6. Segerblom	
7. Wursten	

**IX. BOARD REPORTS:** The Southern Nevada District Board of Health members may identify and comment on Health District related issues. 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. **(Information Only)**

**X. HEALTH OFFICER & STAFF REPORTS (Information Only)**

- CHO Comments
  - Dr. Leguen reported an update on the influenza season, noting there were more than seven hundred patients admitted to the hospital and 11 influenza-related deaths.
  - There is one confirmed case of Novel Coronavirus, which stems from Wuhan, China, reported by the state of Washington. The Center for Disease Control and Homeland Security have initiated a screening process for international travelers coming from the identified region. The process has been implemented in the airports for the main ports of entry for travelers coming from this area of China.
  - Updates to the Nevada Clean Indoor Air Act became effective January 1. The use of vaping products or electronic cigarettes is prohibited anyplace cigarette smoking is not allowed. There are six pneumonia cases due to vaping related illnesses, and there have not been any additional cases reported.
  - The Hepatitis-A Outbreak is contained, as there has not been an increase in the number of cases.
  - Dr. Leguen provided a brief summary on the Nevada Public Health Institute. It is an organization created by the University of Nevada, Reno, in which the State and local health departments participate in activities channeled through the organization.

**XI. INFORMATIONAL ITEMS**

1. Administration Monthly Activity Report
2. Clinical Services Monthly Activity Report
3. Community Health Monthly Activity Report
4. Environmental Health Monthly Activity Report

**XII. 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 this portion of the meeting.

**XIII. ADJOURNMENT**

The Chair adjourned the meeting at 11:02 a.m.

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

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