



MINUTES

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

February 18, 2021 – 10:00 a.m.

Southern Nevada Health District, 280 S. Decatur Boulevard, Las Vegas, NV 89107
Meeting Hosted via Webex Event

MEMBERS PRESENT: Scott Black – Chair, Mayor Pro Tempore, City of North Las Vegas
Olivia Diaz – Council Member, City of Las Vegas
Marilyn Kirkpatrick – Vice Chair, Commissioner, Clark County
Tick Segerblom – Commissioner, Clark County
Dan Stewart – Council Member, City of Henderson

ABSENT: Frank Nemec – At-Large Member, Physician

LEGAL COUNSEL: Annette Bradley, General Counsel

EXECUTIVE SECRETARY: Fermin Leguen, MD, MPH, District Health Officer (*Absent*)

STAFF: Heather Anderson-Fintak, Andrea Green, Amy Hagan, JoAnn Rupiper,
Christopher Saxton

I. CALL TO ORDER AND ROLL CALL

Chair Black called the District Health Officer Succession meeting to order at 10:07 a.m. Andrea Green, Executive Administrative Secretary, administered roll call.

II. PLEDGE OF ALLEGIANCE

III. **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 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.

Member Stewart joined the meeting at 10:09 a.m.

IV. ADOPTION OF THE FEBRUARY 18, 2021, 2020 AGENDA (for possible action)

A motion was made by Member Kirkpatrick seconded by Member Diaz and carried unanimously to approve the February 18, 2021 Agenda as presented.

V. REPORT / DISCUSSION / ACTION

1. **Approve District Health Officer Succession Committee Minutes – October 14, 2020**; 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 meeting minutes from the October 14, 2020.

2. **Review, discuss, and approve the District Health Officer Employment Agreement**; direct staff accordingly or take other action as deemed necessary (***for possible action***)

Chair Black outlined the three areas, paragraphs 2, 3 and 4, of the draft Employment Agreement that required discussion and action. Chair Black further outlined that paragraphs 5 and 6 may be removed from the draft Employment Agreement.

The Committee discussed the three areas and agreed to the following:

- i. The length of the term of the agreement should be a 3-year term (paragraph 2);
- ii. The base salary should include a 2.5% increase for a total of \$271,625.33 (paragraph 3);
- iii. The Paid Time Off (PTO) in the draft Agreement should be reduced to 30 days per year (paragraph 4a);
- iv. A one-time additional 10 PTO days should be included, to be used within the 3-year term and does not count against maximum accrual amounts (paragraph 4a); and
- v. Include a clause that Dr. Leguen's current account balance of accrued vacation and/or sick time will not be lost and will not count against maximum accrual amounts (paragraph 4a).

A motion was made by Member Stewart seconded by Member Segerblom and carried unanimously to approve the District Health Officer Employment Agreement, with the following amendments:

- i. *Term of the agreement should remain three year (paragraph 2);*
- ii. *Base salary should be \$271,625.33 (paragraph 3);*
- iii. *Paid Time Off (PTO) should be 30 days per year (paragraph 4a);*
- iv. *Include a one-time additional 10 PTO days, to be used within the initial three-year term, and does not count against maximum accrual amounts (paragraph 4a); and*
- v. *Include that the current account balance of accrued vacation and/or sick time will not be lost and will not count against maximum accrual amounts (paragraph 4a).*

3. **Discuss and approve recommendations to the Southern Nevada District Board of Health on February 25, 2021**; direct staff accordingly or take other action as deemed necessary (***for possible action***)

A motion was made by Member Stewart seconded by Member Diaz and carried unanimously to recommend the approval of the District Health Officer Employment Agreement, with the following amendments, to the full Board of Health at their meeting on February 25, 2021:

- vi. *Term of the agreement should remain three year (paragraph 2);*
- vii. *Base salary should be \$271,625.33 (paragraph 3);*
- viii. *Paid Time Off (PTO) should be 30 days per year (paragraph 4a);*
- ix. *Include a one-time additional 10 PTO days, to be used within the initial three-year term, and does not count against maximum accrual amounts (paragraph 4a); and*
- x. *Include that the current account balance of accrued vacation and/or sick time will not be lost and will not count against maximum accrual amounts (paragraph 4a).*

Member Kirkpatrick requested that this Committee not be dissolved, and it be reconstituted to address succession planning generally within the Health District. The Committee was in agreement and requested that an agenda item be placed on the February 25, 2021 Board of Health meeting for

a discussion on the activation and re-purpose of this Committee and the scope of succession planning activities.

- VI. 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 no one, Chair Black closed public comment.

XIII. ADJOURNMENT

The Chair adjourned the meeting at 10:47 a.m.

Fermin Leguen, MD, MPH
District Health Officer/Executive Secretary

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