



NOTICE OF SPECIAL BOARD OF HEALTH MEETING

Notice is hereby given that the Southwest District Health Board of Health will hold a special meeting on Wednesday, March 24, 2021 at 1:00 p.m. at 13307 Miami Lane, Caldwell, ID, 83607. The purpose of the special meeting is for discussion of the SWDH COVID-19 Health Alert Level System and completion of the remaining agenda items from the Board of Health meeting held Tuesday, March 16, 2021 that were not completed prior to early adjournment of that meeting due to the power outage that impacted the Caldwell facility.

Public comments specific to an agenda item for the March 24, 2021 Special Board of Health meeting can be submitted at <https://www.surveymonkey.com/r/03242021> or by mail to: SWDH Board of Health, Attn: Administration Office, 13307 Miami Lane, Caldwell, ID, 83607. The period to submit public comments will close at 10:00 a.m. on Tuesday, March 23, 2021.

***Meeting Format :** In-person attendance at the meeting will be limited. Face coverings that fit close to the face and cover the nose and mouth will be required when physical distancing is not maintained. Acceptable face coverings include cloth masks made of tightly woven fabrics, such as cotton and cotton blends and medical and non-medical disposable masks.

Anyone unable to attend the meeting in-person is invited to view the meeting on their own device through live streaming available on [the SWDH You Tube page](#).

AGENDA

Wednesday, March 24, 2021
 1:00 pm
 13307 Miami Lane
 Caldwell, Idaho

	A = Board Action Required	G =Guidance	I = Information item
1:00 PM		Call the Meeting to Order	Vice-Chairman Kelly Aberasturi
1:02 PM		Pledge of Allegiance	Vice-Chairman Kelly Aberasturi
1:05 PM		Roll Call	Vice-Chairman Kelly Aberasturi
1:08 PM	A	Approval of Agenda	Vice-Chairman Kelly Aberasturi
1:10 PM		In-Person Public Comment	
1:20 PM	A	Health Alert Level Discussion	Nikki Zogg
1:35 PM	A	Employee Compensation	Nikki Zogg
1:50 PM	I	IADBH Executive Council Update	Commissioner Georgia Hanigan
2:00 PM	G	Director’s Report	Nikki Zogg
		Budget Committee	
		Legislative Update	
		IADBH Annual Meeting	
2:20 PM		Adjournment	

Healthier Together

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, March 19, 2021 10:46:47 AM
Last Modified: Friday, March 19, 2021 10:46:52 AM
Time Spent: 00:00:05
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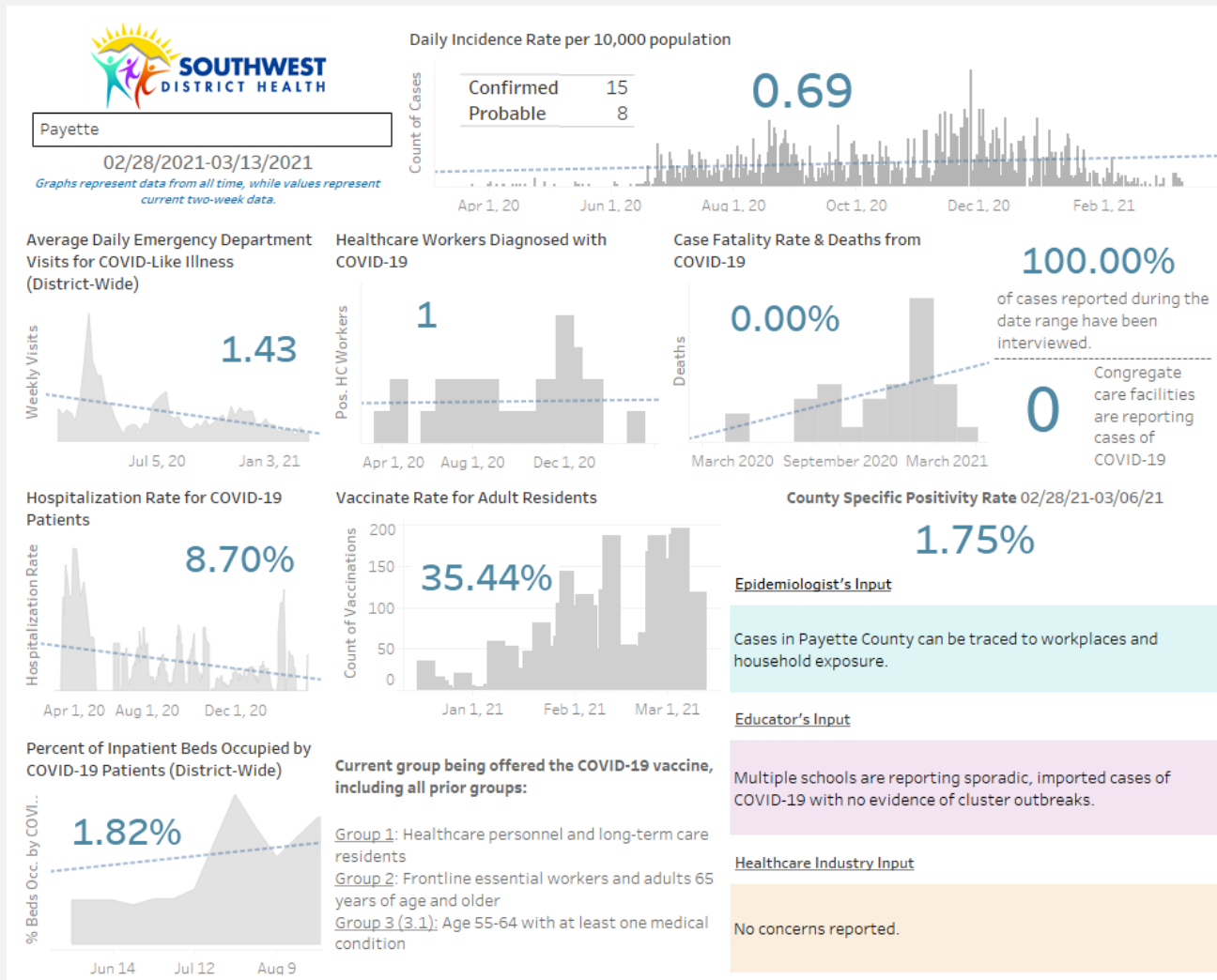
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Public comment

test

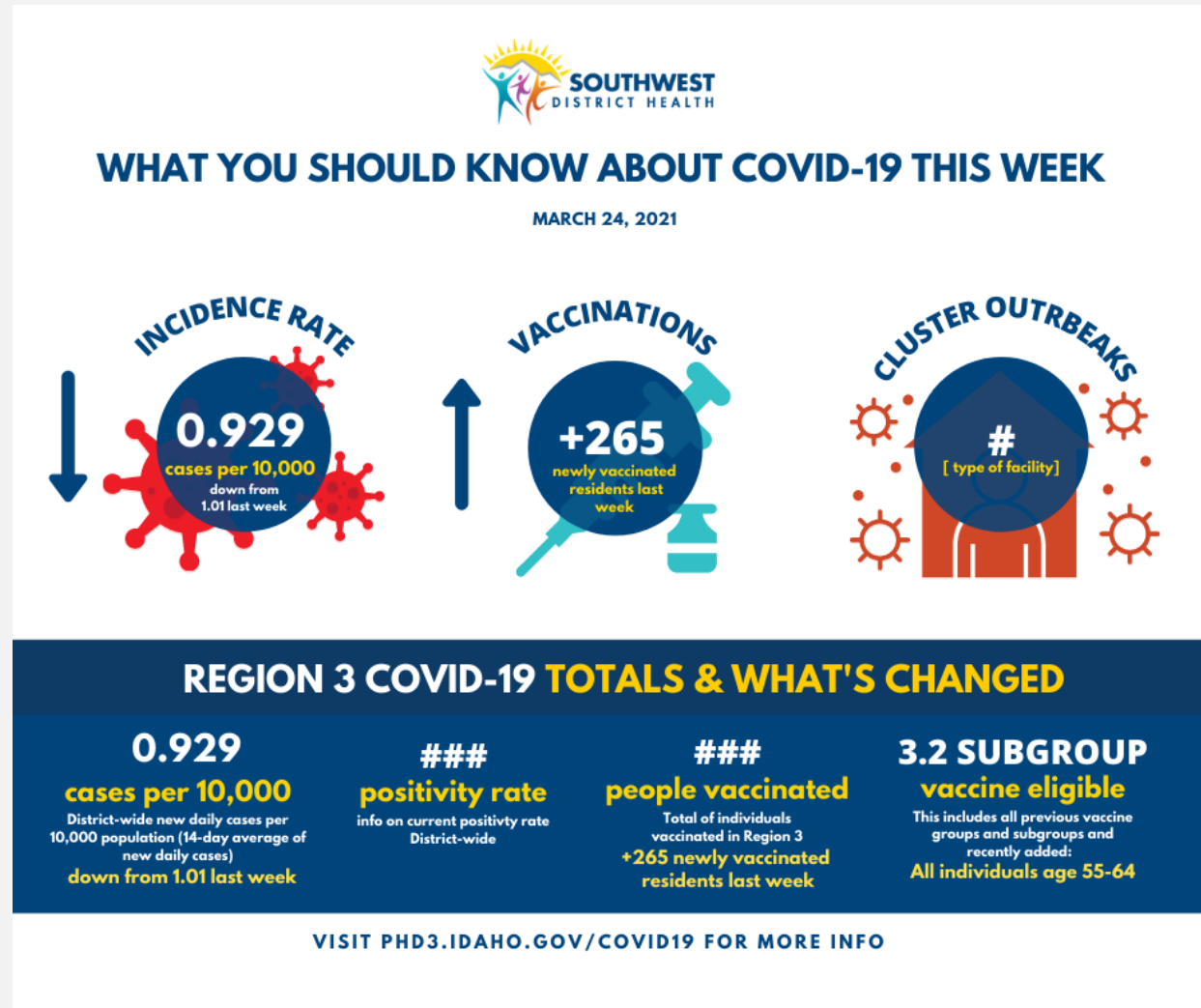
COVID-19 WEEKLY REGIONAL SUMMARY

COVID-19 WEEKLY STATUS REPORT



- Uses the most current data points, approved by the board on 3/16/21
- No longer assigned a color that would influence recommendations
- We will no longer distribute a weekly press release with data and assignment summarized
- Intended to inform County Emergency Managers, school superintendents, school boards, members of the public, businesses, and event planners

SOCIAL MEDIA POST



- Shared via Twitter, Facebook, & Instagram
- Published weekly- by close of business on Wednesdays
- Will not include levels or recommendations

OTHER METHODS OF DATA DISSEMINATION

- Social Media Posts
 - Public facing
- Weekly School Report
 - School partners
- Weekly COVID-19 Status Report
 - Public facing
- COVID-19 Data Dashboard
 - Public facing
- Situational Report
 - Emergency Managers



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TRANSITION

- Remove Health Alert Level Advisory System tab from our website
 - Remove guidance and recommendations (available by request)
- Move the proposed status report dashboard and graphic to our COVID-19 Resources tab
- No longer contains recommendations or level assignment based on current data
- Continue to follow Governor's orders
- Reference CDC guidance and recommendations when providing education and consultation to the public



Employee Compensation Discussion - FY22

- No merit-based pay increases approved by the Board of Health in FY21
- Legislature approved FY22 Change in employee compensation plan:
 - 1) pay schedule adjusted upward by 2% and
 - 2) 2% change in employee compensation
- Recruiting and retention challenges:
 - Wages not keeping up with private sector
 - Ex. Human resources opening – only entry-level candidates applied although needing experienced professional
 - Entry-level positions do not pay enough to cover the cost of living
 - Ex. Environmental health specialist 1 openings – made 4 job offers due to housing prices
 - Salary compression and inequities created when pay increases are not provided, but the legislature approves pay schedule increases and pay line exceptions for some hard-to-fill positions
 - Ex. RN (Nurse Family Partnership) – accepted a new public sector job paying several dollars more an hour. At SWDH, she was making \$0.75 more an hour than entry-level staff despite having 4+ years at SWDH and over 10+ years of prior nursing experience



Employee Compensation Discussion - FY22



County	2019 Median Home Value	10 Year Percent Increase
Ada	\$334,300	42.30%
Adams	\$215,500	4.83%
Canyon	\$227,300	39.24%
Gem	\$168,700	4.15%
Owyhee	\$147,800	9.68%
Payette	\$165,600	18.60%
Washington	\$148,900	5.84%

Source: <https://www.noradarealestate.com/blog/boise-real-estate/>

The Consumer Price Index is the most widely used measure of inflation and is often referred to as the cost of living index. The national CPI-U is typically used to measure inflation in Idaho because it more closely represents our cost of living.

CPI-U: % Change Dec. '19 to Dec. '20 = **1.4% and 2.3% the prior year**

Source: <https://lmi.idaho.gov/cpi>



Employee Compensation Discussion - FY22

COUNTY							
FISCAL YEAR	SWDH	ADAMS	CANYON	GEM	OWYHEE	PAYETTE	WASHINGTON
FY-21	No increases approved	1.5% COLA and Up to 3% Merit Increases on individual basis	Zero (0) COLA approved however the step increase for qualifying personnel was approved resulting in an avg salary increase of 1.8%	3% increase was budgeted, all employees received 2% of that with 1% being held back, it may be given later in the fiscal year	No Increase given until 2/1/21. Average increase 4% across the board beginning 2/1/21	3% COLA with exception of Sheriff's office. They implemented a new step and grade system which resulted in a 3% to 17% increase for the first year. The Sheriff cut other areas of his budget to implement this as the overall county budget did not increase from FY20 to FY21. Merit and promotion wages have ranged from 1% to 17% .	Up to 3% at the dept heads discretion
FY-20	\$550 per year increase for permanent state employees and an average of 3% merit-based CEC based on rating with awards being 2.25% to 3.50%	3% COLA and Up to 3% Merit Increases on individual basis	2% COLA and step increases for qualifying personnel which resulted in an avg salary increase of 4.1%	\$2500 increase for all full-time employees, part-time employees received prorated amount	Average 3.5% across the board	3% COLA. Merit and promotion wages 3% to 21% increase	Up to 3% at the dept heads discretion
FY-19	Avg of 3% Merit Based CEC based on rating from a minimum of 80% compa-ratio baseline for eligible employees with awards being 1.70% to 3.90%	3% COLA and Up to 3% Merit Increases on individual basis	2% COLA and step increases for qualifying personnel which resulted in an avg salary increase of 4.3%	5% increase for all employees	Average Increase 3% - 4% with emphasis on correcting pay scale deficiencies	4% COLA. Merit and promotion wages 3% to 13% increase	Up to 2% at the dept heads discretion



Employee Compensation Recommendation - FY22*

REQUEST

- FY21 2% merit-based increase for staff hired prior to July 1, 2020 (88.3 FTE)
- FY22 3% merit-based increase for all staff who have successfully passed entrance probation (92.7 FTE)

BUDGET IMPACT

- \$73,037**
- \$168,520**

IMPLEMENTATION DATE

- July 1, 2022
- July 1, 2022

*Complete a salary equity and compression study in FY22 and make adjustments as needed

**Costs include increases in wages and benefits



Employee Compensation Alternate Recommendations - FY22*

ALTERNATE RECOMMENDATIONS

- 3% merit-based increase for all staff
- 2% merit-based increase for all staff
- 1% merit-based increase for all staff

BUDGET IMPACT

- \$169,019**
- \$112,679**
- \$56,340**

*Complete a salary equity and compression study in FY22 and make adjustments as needed

**Costs include increases in wages and benefits

Idaho Public Health District Update Week 9

Balance of Power at the Statehouse

On Friday, March 12, the Senate voted 27-7 in favor of SB 1136, which would limit the powers of the Governor in times of human-made events, like a terrorist attack. A similar bill in the House, H0016, addressed the Governor's authority during natural disasters, but has not progressed since early February. Lawmakers who support SB 1136 say the pandemic has shown us that the current system allows for too much power within the executive branch, and does not represent a proper balance of power. Both bills permit the Governor to extend a declared state of emergency past 60 days, but only for the purposes of keeping Federal funding.

COVID-19

The Idaho COVID-19 Vaccine Advisory Committee (CVAC) has sent recommendations to Governor Little for prioritizing Group 3 and clarifications regarding the definition of Group 2, all of which are subject to the Governor's approval, rejection, or modification. CVAC is currently recommending that Group 3 consist of Idahoans between the age of 16-64 with one more medical condition that puts them at increased risk. Essential workers who haven't yet been eligible are also included in this group. These fields include:

- Transportation and logistics
- Water and wastewater
- Food service
- Shelter and housing (e.g. construction)
- Finance (e.g. bank tellers)
- Information technology and communications
- Energy
- Legal
- Media
- Public safety (e.g. engineers)
- Public health workers

CVAC's next scheduled meeting is March 19th. Learn more [here](#).

New Fetal Heartbeat Bill

This past Friday, March 12, legislators introduced a new a version of the fetal heartbeat bill that would increase the penalty to a felony for doctors who perform abortions, compared to the previous bill which called for disciplinary action through the Idaho Board of Medicine. Senate Bill 1183, backed by the Family Policy Alliance, would also require doctors to check for fetal heartbeats before performing an abortion, and a police report would be required before the procedure to determine if the pregnancy was the result of rape.

Picketing Bills

This past Tuesday, House Bill 288, which would prohibit the disclosure of personal identifying information in order to prevent harassment, intimidation, or targeted residential picketing, passed a motion to lay on the table. Additionally, House Bill 195, which would have prohibited targeted picketing, failed 31-38-1.

Catastrophic Health Fund & Public Health Districts – Senate Health and Welfare

Last week, House Bill 316 passed 66-2-2 in the House and was introduced in the Senate. The legislature has recessed for a couple of weeks and make pick-up where they left off. HB 316 prohibits Idahoans who qualify for Medicaid or insurance from receiving assistance through the Catastrophic Health Care fund and limits eligibility for the county medically indigent program. This legislation also eliminates state aid for public health districts, and replaces it with new county aid, which would be funded by savings in the county medically indigent program. Additionally, this legislation ensures that health districts can continue existing administrative relationships with state agencies if desired, and clarifies that it is the responsibility of local district health boards to set the salaries for their officials.

Industrial Hemp

The Idaho House has voted in favor of HB 126, which would legalize the production of industrial hemp. Those in favor of the bill, such as Rep. Clark Kauffman (R-Filer), noted that Idaho is the only state that hasn't legalized the production of hemp in any form, which makes this bill less constrictive because currently there is no production at all. Many in favor also cited support because this legislation gives Idaho farmers an opportunity that every other state already has. After a do-pass recommendation from the Senate Agricultural Committee, HB 126 is up for a vote on the floor of the Senate.

Tobacco Bill – House 3rd Reading

Senate Bill 1087 passed 25-10 on Tuesday, which would raise the minimum age to 21 to purchase tobacco. Sen. Kelly Anthon (R-Burley), the bill's sponsor, said that it is more about the consistency in policy and how it benefits retailers and grocers who sell tobacco products than it is about the age. Those who oppose the bill, such as Sen. Grant Burgoyne (D-Boise), are concerned that it would subject Idahoans under the age 21 to unnecessary "stop and search" measures.

SB1060 – Public Health Districts – Headed to the Governor

This legislation requires county wide or district wide orders of a Public Health District to be approved or denied by the County Commission in the county in which those orders are to take effect. This would also reduce the penalty for violating these orders from a misdemeanor to an infraction.

HB73 – Relating to the Finances of Local Governmental Entities - Law

Changes 39-414A. Audit of Health District Finances to say, "...Such audit shall be made by the legislative services office, pursuant to section 67-702, Idaho Code...".

HB74 – City Health Ordinances – Law

The proposed legislation would limit city health ordinances to the city limits. Currently, these ordinances would allow for those ordinances to cover up to 5 miles outside the city limits.

HB38 – Telehealth: Prescribing – Law

This bill clarifies the requirements necessary for prescribing medications via telehealth, expanding beyond the current limitations of the act. This is in alignment with the allowances made during the COVID-19 pandemic response.

HB42 – Medical Debt Collection – Law

This legislation adds a new section of code to the Idaho Patient Act that provides for a time extension for the requirements for extraordinary collection actions on medical debts for all goods and services provided to a patient prior to July 1, 2021.