



BOARD OF HEALTH MEETING MINUTES

Thursday, April 25, 2023

BOARD MEMBERS:

Jennifer Riebe, Commissioner, Payette County – present
Lyndon Haines, Commissioner, Washington County – present
Zach Brooks, Commissioner, Canyon County – present
Kelly Aberasturi, Commissioner, Owyhee County – present
Viki Purdy, Commissioner, Adams County – present
Sam Summers, MD, Physician Representative – present
Bryan Elliott, Gem County Board of Health Representative – not present

STAFF MEMBERS:

In person: Nikki Zogg, Katrina Williams, Colt Dickman, Doug Doney, Troy Cunningham, Kassady Lee, Rick Stimpson, Charlene Cariou, Cas Adams

Via Zoom: Jeff Renn, Jenifer Spurling

GUESTS: One member of the public attended.

CALL THE MEETING TO ORDER

Chairman Kelly Aberasturi called the meeting to order at 9:03 a.m.

PLEDGE OF ALLEGIANCE

Meeting attendees participated in the pledge of allegiance.

ROLL CALL

Chairman Aberasturi – present; Dr. Summers – present; Commissioner Purdy – present; Vice Chairman Haines – present; Commissioner Brooks – present; Commissioner Riebe – present; Mr. Bryan Elliott – not present

REQUEST FOR ADDITIONAL AGENDA ITEMS; APPROVAL OF AGENDA

Chairman Kelly Aberasturi asked for additional agenda items. Board members had no additional agenda items or changes to the agenda.

MOTION: Commissioner Haines made a motion to approve the agenda as presented. Dr. Summers seconded the motion. All in favor; motion passes.

IN-PERSON PUBLIC COMMENT

One person made public comment.

OPEN DISCUSSION

Commissioner Purdy distributed an opinion from a medic at Camp Pendleton regarding the COVID vaccine. She also presented nine pages of adverse events from the Pfizer vaccine.

GEM COUNTY BOARD OF HEALTH REPRESENTATIVE CONFIRMATION

Bryan Elliott has been confirmed by the Gem County Board of County Commissioners as the Gem County Board of Health representative.

APPROVAL OF MEETING MINUTES – MARCH 28, 2023

Board members reviewed meeting minutes from the meeting held March 28, 2023.

MOTION: Commissioner Haines made a motion to approve the March 28, 2023 Board of Health meeting minutes as presented. Dr. Summers seconded the motion. All in favor; motion passes.

INTRODUCTION OF NEW EMPLOYEES

Division administrators introduced one new employee.

MARCH 2023 EXPENDITURE AND REVENUE REPORT

Troy Cunningham, Financial Manager, presented the March 2023 Expenditure and Revenue Report.

Troy has worked with the State Controller's Office to set up a separate fund account for the crisis centers to provide more segregation and avoid co-mingling with regular district operating funds. This will also assist with the transition to LUMA, the new accounting system.

CANYON COUNTY COMMUNITY HEALTH ACTION TEAM OVERVIEW

Daniel Adams, Senior Health Education Specialist, presented an overview of the Canyon County Community Health Action Team (CHAT) and their achievements over the past year, which included improving access to healthy foods for seniors at local farmer's markets and providing internship opportunities to College of Idaho students. The CHAT teams aim to ensure all people have equitable opportunities to achieve optimal health and work to build community infrastructure for health. Board members asked which grant supports the CHATs. There is no grant specifically that funds this work. Commissioner Purdy asked for a definition of equitable. Daniel explained that equitable means ensuring all people have access to the different points of care available. For example, an individual with a disability is provided the tools to get the care they need and that may look different for someone without disabilities.

ORAL HEALTH PROGRAM OVERVIEW

Virginia Reyna Walling, Dental Hygienist, provided an overview of the SWDH Oral Health program that provides care to children. The program is working to expand services to more school districts, to Head Start participants, and to health fairs across the region.

WESTERN IDAHO COMMUNITY CRISIS CENTER (WIDCCC) PROPOSAL RESPONSE

Emily Straubhar, SWDH Program Manager, explained that a Request for Proposal (RFP) process was utilized to identify a behavioral health agency to provide services for WIDCCC. The current provider chose not to re-apply. One RFP response was submitted. An internal review team completed the scoring process and conducted a key staff interview. The team presented their recommendation to the WIDCCC Advisory Committee, and the committee supported their recommendation. Pathways of Idaho was selected as the agency to provide services for WIDCCC. Chairman Aberasturi serves on the WIDCCC Advisory Committee and noted that Pathways is already doing crisis services work in Ada County, and he expects it to be a great fit.

Lifeways, the current provider, and Pathways are working together to ensure a seamless transition for providing services.

WESTERN IDAHO YOUTH SUPPORT CENTER PROPOSAL RESPONSE

Cas Adams, SWDH Project Manager, oversees the youth crisis center implementation. The youth crisis center is now referred to as the Western Idaho Youth Support Center (WIYSC). The Request for Proposal (RFP) process was used to help identify a provider for delivery of crisis services for WIYSC. One application was received, and the internal review team completed the scoring process and conducted a key staff interview. The SWDH project team recommended the approval of Pathways of Idaho as the services provider and the advisory committee accepted their recommendation. Pathways has extensive experience providing behavioral health services in Idaho and has very strong relationships with local law enforcement partners.

REQUEST FOR CHANGE IN EMPLOYEE COMPENSATION

Nikki Zogg, Director, presented a request for a 5% performance-based change in employee compensation with the option of implementation immediately or on June 12, 2023, for an effective date of July 1. Nikki provided a justification for the request including results of an independent salary survey showing SWDH salaries are approximately 8% to 10% behind compared to our market area. Other justifications include increasing costs of living, and a desire to retain highly trained staff and keep our turnover rate low.

Commissioner Brooks expressed concerns about being unaware of hiring wages or salary increases. Nikki explained that the District Director historically and statutorily sets the rates of pay for employees. Onboarding staff starting pay is approved by the Director and she makes those hiring decisions, with equity pay increases applied on a case-by-case basis.

Dr. Summers asked how the SWDH change in employee compensation plan compares to what is going on at Central District Health (CDH). Sarah Price responded that CDH is considering a 5% COLA and a 2% merit so a 7% average increase.

Commissioner Haines asked for a brief explanation of how the performance-based increase is calculated. Sarah explained that the levels are three tier – achieves, solid, and exemplary. Based on how many employees fall within those categories, the average for each level is developed.

Commissioner Brooks does not support implementing in the middle of the fiscal year. Commissioner Haines asked if Board members are comfortable with implementation of July 1st date.

Commissioner Riebe asked for some background as to what the employee compensation has been over the last few years. Nikki explained that in 2020, there was a 0% increase, but the board then approved two subsequent pay increases the next fiscal year. Last year Board members approved a 2% COLA and a 3% performance-based raise.

Dr. Summers reiterated that our most valuable asset is our employees and keeping those staff are critical. Commissioner Brooks responded to Dr. Summers saying we all agree staff are our most valuable assets and recruitment and training is an expensive cost to consider.

MOTION: Commissioner Brooks made a motion to adopt the proposed 5% merit-based increase as presented in the Change in Employee Compensation document for implementation at the start of Fiscal Year 2024. Commissioner Haines seconded the motion. Commissioner Purdy opposed the motion. Motion passes.

FISCAL YEAR 2024 COUNTY CONTRIBUTIONS

Nikki Zogg presented information and calculations to request an increase in contributions from the counties. Board members discussed the impact of House Bill 316 to counties and the historical consequences of approving less than a 3% increase. Following further discussion, Board members asked to move forward with Nikki's presentation of the Fiscal Year 2024 Budget Proposal and then revisit the discussion of county contributions later in the meeting.

MOTION: Commissioner Brooks made a motion to proceed with a 3% increase to the budget as requested. Commissioner Riebe seconded the motion. All in favor; motion passes.

Commissioner Brooks amended his motion following a request from administrative staff for clarification to the wording of the motion to reflect that the motion is to proceed with a 3% increase in county contributions rather than a 3% increase to the budget.

AMENDED MOTION: Commissioner Brooks made a motion to proceed with a 3% increase in county contributions for Fiscal Year 2024. Commissioner Riebe seconded the amended motion. All in favor; motion passes.

FISCAL YEAR 2024 BUDGET PROPOSAL

Nikki presented the SWDH Fiscal Year 2024 Budget Proposal. She provided a summary of the last fiscal year and the current fiscal year.

Commissioner Brooks suggested that rather than a flat percentage of compensation increase, that a method to help increase compensation for staff not at top tier pay levels be considered. Board members asked for additional Board of County Commissioner education regarding services SWDH provides, what percentage of the services overall Canyon County residents receive, and information around what the program was, what the cost is, how many staff it takes to run the program, and how many the program serves.

MOTION: Commissioner Riebe made a motion to approve the Fiscal Year 2024 Budget Proposal. Commissioner Haines seconded the motion. All in favor. Motion passes.

Following this motion, Board members returned to discussion regarding county contributions.

FENTANYL RESOLUTION REVIEW AND APPROVAL

Nikki Zogg presented a draft resolution for consideration at the upcoming Idaho Association of District Boards of Health (IADBH) Conference.

MOTION: Dr. Summers made a motion to approve the resolution to Support the Increase of Collaboration, Funding, and Access to Life Saving Tools to Prevent and Reduce Fentanyl Overdose and Poisoning. Commissioner Purdy seconded the motion. All in favor. Motion passes.

DIRECTOR'S REPORT

SWDH Opioid Settlement – Environmental Scan

Some of SWDH's opioid settlement funds were used for employing an outside contractor to evaluate the issues around opioid use and its impact on the community and how counties and cities intend to utilize their settlement funding. Results from the environmental scan will be used by district staff to develop recommendations on how best to use SWDH's settlement funding in the coming years. The recommendations will be presented to the board later this year.

Budget Committee Proxy Forms

The Budget Committee Hearing will be held next month. For those Board members who are not County Board of Commissioner Chairs, a proxy will be needed from the chair in order to vote at the Budget Committee Hearing.

Board of Health Term Expirations

No board member terms expire.

Summer IADBH Meeting Proxy Forms

Board members who are not attending the IADBH conference are asked to complete a proxy form to designate a Board member to vote in their place.

Summer IADBH Registration Deadline

The deadline to register for the IADBH conference in June is Monday, May 8. Katrina will reach out to confirm board member attendance.

EXECUTIVE SESSION

At 12:20 p.m., Commissioner Haines made a motion to go into Executive Session pursuant to Idaho Code 74-206(b). Commissioner Riebe seconded the motion. Roll call was taken. All in favor.

At 12:28 p.m. Board members came out of Executive Session. No action was taken as a result of the executive session.

No executive session is needed at this point pursuant to Idaho code 74-206(c).

There being no further business, the meeting adjourned at 12:31 p.m.

Respectfully submitted:



Nikole Zogg
Secretary to the Board

Approved as written:



Kelly Aberasturi
Vice-Chairman

Date: May 23, 2023