



BOARD OF HEALTH MEETING MINUTES
Tuesday, March 19, 2024

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 via Zoom
Viki Purdy, Commissioner, Adams County – not present
John Tribble, MD, Physician Representative – present via Zoom
Bill Buttici, Commissioner, Gem County – present

STAFF MEMBERS:

In person: Nikki Zogg, Katrina Williams, Colt Dickman, Beth Kriete, Troy Cunningham, Jody Waddy, Don Lee

Via Zoom: Jeff Renn

GUESTS: John Lamm, Katja Wees

CALL THE MEETING TO ORDER

Vice-Chairman Lyndon Haines called the meeting to order at 10:00 a.m.

PLEDGE OF ALLEGIANCE

Meeting attendees participated in the pledge of allegiance.

ROLL CALL

Chairman Aberasturi – present via Zoom; Dr. John Tribble – present via Zoom; Commissioner Purdy – not present; Vice Chairman Haines – present; Commissioner Brooks – present; Commissioner Riebe – present; Commissioner Buttici – present.

REQUEST FOR ADDITIONAL AGENDA ITEMS AND APPROVAL OF AGENDA

Vice-Chairman Lyndon Haines asked for additional agenda items. Board members had no additional agenda items or changes to the agenda.

MOTION: Commissioner Riebe made a motion to approve the agenda as presented. Commissioner Buttici seconded the motion. All in favor; motion passes.

IN-PERSON PUBLIC COMMENT

No public comment given. No members of the public present.

FISCAL YEAR 2025 BUDGET WORKSHOP

Nikki provided an overview of the current fiscal year and a high-level summary of Fiscal Year 2025 (FY25) proposed budget.

Division Highlights

Colt Dickman, Environmental and Community Health Services (ECHS) Division Administrator, provided a few highlights from the ECHS division including:

- Development of soils lab completed
- Engaging with community to build trust
- Ensuring staff are trained and able to provide collaborative efforts
- Working to adopt use of drones for final reviews of septic system
- Community Health Needs Assessment (CHNA) and now the Community Health Improvement Plan (CHIP) being used to inform the strategic plan and focus efforts on those strategic goals
- Ensuring a conservative approach to planning for stability in allowing responses to community

Beth Kriete, Family and Clinic Services (FCS) Division Administrator, provided a few highlights from Family and Clinic Services and noted the FCS budget has increased due to absorbing the behavioral health services and contracts.

Don Lee, Chief Operating Officer, District Operations, highlighted projects underway in FY25 including:

- Improving customer service for clients and customers to ensure needs are met
- Expanding work with data and data-driven decisions with additional analytic capacities on board to allow timely decisions closer to real time
- Investing in the life cycle of our buildings and infrastructure
- Expanding our capacity to operate within Luma

Fiscal Year 2025 (FY25) Proposed Budget

Troy Cunningham, SWDH Financial Manager, presented the FY25 proposed budget. He pointed out that fee revenues have increased slightly and contract revenue has decreased significantly due to the sunseting of COVID funds. He also explained that appropriations and transfers are notably different due to no more direct appropriations coming in from the state and those monies now being transferred to SWDH from Department of Health and Welfare (DHW).

Board members asked for clarification about which part of the budget includes funds for future improvements. Nikki explained that SWDH does have necessary maintenance expenses to budget for such as cooling tower replacement and updated phone systems. Also, this calendar year SWDH satellite offices are being evaluated and she will request board member input to develop a strategy once the evaluation is complete. By the end of the calendar year, Nikki expects to be in a position to make a more informed decision on funds needed for future improvements.

In response to board member confusion about board committed reserve funds being the same as operating reserve funds, Nikki clarified the difference. She explained that SWDH maintains three months of operating reserve in addition to the board committed reserve funds for purposes such as facility improvements, 27th pay period, and employee development.

Board members also discussed crisis center management and the transition to Magellan. No agreements are in place yet as to the FY25 management of the youth and adult crisis centers. Nikki has received a

contract amendment from Division of Behavioral Health (DBH) to extend the adult crisis center operations, which would imply Magellan is still working to figure out how they will assume responsibility for the crisis centers. She anticipates further discussions with DBH around funding.

Troy discussed the expanded budget report format that works to connect SWDH's activities and programs to strategic initiatives and brings SWDH into conformity with the Governmental Finance Officers Association (GFOA). This report will also be posted to Transparent Idaho under House Bill 73 which adds health districts into the existing law to provide a uniform system of accounting and financial transparency. The Transparent Idaho platform will allow for a bigger audience.

Employee Compensation Plan Presentation

Jody Waddy, Human Resources Associate, presented the changes made in the Employee Compensation Plan including modifications to retention and incentive strategies such as higher salaries, one-time retention bonuses, telecommuting arrangements, flexible work schedules, reduced work days, employee engagement and wellness perks. She also explained that part of the performance cost savings bonus language has been removed.

Jody also highlighted the changes in the compensation schedules for FY24 and FY25 and explained that the new pay schedule applies only to new incoming employees except for several staff who fall below the new \$16.74 per hour minimum threshold.

Change in Employee Compensation

Nikki Zogg, District Director, presented the Change in Employee Compensation Request to board members. The request includes a cost-of-living adjustment (COLA) rather than a merit-based pay adjustment due to recent implementation of a new performance management evaluation system. The request also includes a one-time bonus which provides a larger bonus amount for those in the lower pay ranges and would exclude any employees with exempt status. This one-time bonus cost can be covered with district funds and infrastructure funds. In combination with the proposed COLA, the one-time bonus would reach the 4% salary increase recommended by the third-party salary assessment SWDH obtained.

Board members discussed the proposed FY25 pay schedule shift. Nikki explained that the pay schedule shift does not equate to a COLA for staff as it applies only to new employees. Jody explained the impact of compression as well as the SWDH's policy to bring on new incumbents at minimum of 85% of policy. Positions marked as hard to recruit or retain have some flexibility to go above that 85% hiring wage point.

Board members discussed the proposed bonuses. Commissioner Brooks does not support bonuses for public sector agencies due to the fact that taxpayer dollars are accepted as funding. His philosophy is that a public entity should not be handing out bonuses. Commissioner Buttici and Commissioner Riebe supported the bonus concept.

County Contributions

Troy Cunningham presented the FY25 county contribution proposals.

OPEN DISCUSSION

Commissioner Riebe noted that Payette County has seen an increase in suicides in their county. The new coroner has recently begun using a new record tracking system. Vice-Chairman Haines indicated he has responded to a few calls in Washington County. Commissioner Riebe asked for awareness from other board members.

APPROVAL OF MEETING MINUTES – FEBRUARY 27, 2024

Board members reviewed meeting minutes from the February 27, 2024 meeting.

MOTION: Commissioner Riebe made a motion to approve the minutes as presented. Commissioner Brooks seconded the motion. All in favor; motion passes.

INTRODUCTION OF NEW EMPLOYEES

New employee introductions were made.

FEBRUARY 2024 EXPENDITURE AND REVENUE REPORT

Troy Cunningham, Financial Manager, presented the February 2024 Expenditure and Revenue Report.

FISCAL YEAR 2025 EMPLOYEE COMPENSATION PLAN DISCUSSION AND APPROVAL

Board members discussed the compensation plan options presented.

CHANGE IN EMPLOYEE COMPENSATION REQUEST APPROVAL

This action item will be carried over to the April Board of Health meeting. Board members directed SWDH staff to develop proposals for permanent increases for 3 ½% and 4% permanent increase without the addition of the bonus.

FISCAL YEAR 2025 COUNTY CONTRIBUTIONS REQUEST REVIEW AND APPROVAL

This action item will be carried over to the April Board of Health meeting.

SOCIAL SECURITY PARTICIPATION (SSA 218) FOLLOW UP DISCUSSION AND VOTE

John Lamm and Katja Wees with Nationwide's Public Sector Retirement Plans provided information on various Social Security replacement program options. Board of Health members voted to support offering an employer contribution of up to 6.2% for employees should the result of the SSA 218 vote be no and contributions to Social Security stop. SWDH staff will work with Nationwide staff to develop proposals for Social Security replacement program options.

The Board asked for SWDH staff to develop several proposals including disability insurance plans to bring back to Board members for review in the event of a no vote.

MOTION: Commissioner Riebe made a motion that in the case of a no vote we offer employees up to 6.2% that we would typically dedicate toward social security. Commissioner Brooks seconded the motion. All in favor; motion passes.


LEGISLATIVE UPDATE

The legislative update is provided in writing in the board packet.

DIRECTOR'S REPORT

There being no further business, the meeting adjourned at 1:03 p.m.

Respectfully Submitted,



Nikole Zogg
Secretary to the Board



Lyndon Haines
Vice-Chairman

Date: April 23, 2024