

PUBLIC HEALTH SOLUTIONS District Health Department

Board of Health

March 21, 2024

Board Members in Attendance:

Larry Cerny	Donald Harmon	Janet Henning	Judy Henning
Dr. Bruce Kennedy	Tim Pickering	Mark Schoenrock	Don Schuller

Board Members Absent:

Dr. Josue Gutierrez	Stephanie Knight	Richard Koch	Christy Lucking
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Staff Members in Attendance:

Kim Showalter, Director; Sonya Williamson, Fiscal Administrator; Debra L. Wendelin, Administrative Program Assistant, Angela Johnson, Healthy Families America Coordinator

Call to Order:

The meeting was called to order at 10:00 a.m. by President Mark Schoenrock. Notice of the meeting was given in advance thereof by posting required by law.

Approval of Agenda:

Meeting agenda was reviewed. Motion to approve the agenda by Janet Henning, seconded by Don Schuller. All ayes, motion #1 carried.

Approval of Minutes:

Previous meeting minutes were emailed before the meeting. Motion to approve the minutes by Don Schuller, seconded by Tim Pickering. All ayes, motion #2 carried.

Financial Reports: Acceptance:

Sonya Williamson presented on the Financial Reports. We are approximately six months into our fiscal budget with all grants in line. The Maternal Child Healthcare grant is done the end of March. The Maternal Child Healthcare grant supports our dental program. The program manager will complete spend down of remaining funds toward supply purchases. On the Custom Transaction Detail Report check #19063 in the amount of \$16,200 to Dana F. Cole & Company, LLP, was to pay for our annual audit. Check #19066 in the amount of \$15,398 to Kidwell Companies was to pay for an upgrade to our entry door system and the addition of audio-visual equipment in the Thrive clinic area. The Profit & Loss Budget vs. Actual (FY23-24) has vaccine expense at 239.98% of budget. We purchase vaccine knowing we can return what we don't use at a later date. Program supplies is at 222.88% of budget. This occurs when a previous grant ends and a new grant begins and we need to clear out funds. Grants either front load or end load and each grant cycle runs differently. Grant funds are always zeroed out and no program manager goes over their grant budget for the year. As of the FY23-24 we see no concerns regarding grant renewals. We do know that next year the large COVID-19 grant will go away. Staff salaries that were added to new positions using the American Rescue Plan Act (ARPA) funding will need to be covered through other funding sources/categories. The FY24-25 budget has been started. We are also anticipating funding gaps as we start thinking ahead for FY25-26 salary increases. An option for the FY25-26 year would be to tap into carryover funds, if we need to. Tim Pickering noticed that software fees on the Profit & Loss Budget vs. Actual FY23-24 is at 66.18% and we are only half-way through our fiscal year. Microsoft now charges a monthly fee for software programs instead of being able to purchase the program. The dental billing system charges a monthly fee along with a percentage of income derived. We also experienced upfront costs during our conversion to CureMD as our new electronic health system. Larry Cerny was wondering if our reserve funds are drawing a competitive interest rate. Certificate of Deposit interest

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rates were reviewed and we are receiving a comparable, if not higher rate of return. Motion to approve the financial reports by Tim Pickering, seconded by Dr. Bruce Kennedy. All ayes, motion #3 carried.

Erin Eby, Account Representative with National Insurance Services presented a proposal to the Board of Health on a potential added benefit for staff of short-term disability. The maximum paid-time-off (PTO) that staff can accrue is 240 hours or one month (30 days) and does not include separate sick days. Our long-term disability policy becomes effective 180 days from completed paperwork. We reached out to National Insurance Services to find a policy that would fill the gap between the time you run out of PTO and long-term disability takes over. We contacted our law firm, Cline, Williams & Wright, to inquire whether, on an annual basis, if an employee could elect to move their PTO to a long-term sick policy. In the State of Nebraska this is illegal so, therefore, is not an option. The proposed plan is available in two different levels of either a 7/7 elimination period or 14/14 elimination period with the benefit amount based on 60% of the employee's basic earnings. Kim requested approval from the Board of Health for a short-term disability policy with a 7/7 elimination period with an annual fee of \$8,939. Board members agreed they were in favor of the benefit to our staff but expressed their concern that they did not have adequate time to review National Insurance Services prior to making a decision. Comments included consideration of a 14/14 elimination period to decrease the cost. Kim assured members that we have the infrastructure funds available to support the expenditure. The policy is reviewed on an annual basis and can be adjusted at that time. Motion to approve National Insurance Services group short-term disability insurance policy with a 7/7 elimination period with an annual fee of \$8,939 by Judy Henning, seconded by Janet Henning. All ayes, motion #4 carried.

Cost of Living Increase for FY24-25 for Approval:

A 4% cost-of-living increase was approved last year by the Board of Health into our merit rate increase system to be reviewed on an annual basis. Kim approached the Board recommending their consideration of a 3-4% cost-of-living increase this year. Upon further discussion it was suggested that we table a decision until our county officials can find out what percentage is being approved in our counties so we can be comparable. Motion to table agenda item #5 Cost of Living Increase for FY24-25 until the May 16, 2024 meeting by Larry Cerny, seconded by Tim Pickering. All ayes, motion #5 carried.

Program Report: Baby & Me Clinic (HFA Staff):

Angela Johnson, Healthy Families America (HFA) Coordinator, presented to Board members on "Baby & Me", a Thrive wellness project that will support baby weight checks, nutrition education, lactation support, provide resources to nursing moms return to work, social interaction, and education on appropriate developmental stages and milestones. Board members asked that they be provided with an update in six months on how the program is going and what assistance we may need from them.

Director's Report:

Thrive, our new clinic model, has soft-launched with a free walk-in blood pressure check clinic being managed by our nurses and Community Health Workers (CHW's). The clinic not only offers blood pressure checks but education, referrals and tracking cards to document their readings to take to their healthcare provider. We are busy recruiting instructors from our district and the University of Nebraska Extension offices for our community classes. Vector-borne season is approaching and community classes could educate on tick bite protection as well as information on rabies exposure.

We received several interested candidates in our search for the Emergency Response Coordinator (ERC) position. Because we had applicants related to staff members, Kim asked Jen and Kate to be on an interview team with her as they are the most recent ERCs for this department. The interview team narrowed down the list of candidates to four that were offered interviews. After interviews were complete, the field was narrowed down to two, one being Cody Williamson. Kim requested that two of our district's Emergency Managers complete a Zoom interview with the top two applicants via Zoom.

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John McKee, Saline County, and Lisa Weigand, Gage County, stepped in to assist and offered their recommendations and observations. Once complete, Kim convened the BOH Executive Board to review both resumes, provide an overview of the interview process, share the applicant's responses to questions, and ask for the Board's recommendation. The Executive Board approved offering the position to Cody and he will start on March 25, 2024.

Johanna Pesante-Daniel has been approached by the Mayan Cultural Center in Omaha. Here in Crete specifically, because of the immigrant population, we have immigrants from Guatemala to include immigrants from the mountainous region of Guatemala where two languages are spoken that are not Spanish. It is a very hard to reach population because they separate themselves out from the Spanish speaking individuals but it is a large population in Crete. The Center would like to come and let these people from the mountainous region know they are there and can provide cultural services to help them learn more about the American culture. We have a lot of people from that community that work with us on different projects so we are going to invite them to join us and have a cultural demonstration day sometime in April.

Next week we will meet with CureMd to discuss concerns regarding reimbursement on submitted claims.

A couple of new projects coming our way. We were approached by the Nebraska Department of Health and Human Services (DHHS) to partner with them on a one-year, \$40,000 grant to work on two projects, one of which is pediatric behavioral health. We work with McKinney-Vento children and children in general and we know they won't come in and do support group with us in person as they do everything over the phone. Fillmore County Hospital Behavioral Health program will be offered a stipend to partner with PHS on offering some behavioral health services online. Staff member Jill Kuzelka is trained in the Wellness Recovery Action Plan (WRAP) process where she meets with a group in person and they work together to set individual plans on wellness, mental health, and things they can do to improve their mental health. Jill will do several group sessions throughout the county and then turn to Zoom for follow-up. Johanna will be utilizing grant funds to form focus groups in our community, especially women working at Smithfield, on what the barriers are to receiving prenatal care. The information gathered will be reviewed by a community action group to discuss what can be done to affect infant mortality rates in Nebraska.

We will issue a press release in conjunction with the current measles outbreak to promote kids have their standard immunizations. There are no reported cases in Nebraska at this time.

Public Health Week is the first week in April. We will publish press releases to highlight our services. Mark Schoenrock suggested we utilize social media as well as local radio stations to promote public health and use the opportunity to spotlight our staff on their work in our district.

Kim shared the challenges public health is facing in the Legislature. Kim is extremely grateful for Senator Dorn and Senator Brandt for their advocacy work and support of public health. We have a lot of work to do before the next session.

Megan and Chelsea will provide a tour of the Thrive clinic area for board members who would like to view the new space after the meeting.

Open Forum:

Board members officially welcomed Donald Harmon to our Board of Health.

Mark Schoenrock shared with the Board that NACO (Nebraska Association of County Officials) met with Governor Pillen and the revenue committee to discuss upcoming Nebraska tax policy revisions.

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After much discussion, this is the statement we provided to the Legislature yesterday. “This highlights the three key issues that we have been discussing with Governor Pillen, his staff, and you, the members of the Nebraska Legislature. Board member Rick Vess who is our Lancaster County representative made a motion to oppose the property tax reform package without reasonable exception for public safety costs because one of the proposals is a 3% cap on budgets such as ours. We are not sure if that is going to be in there or not but we have to have a reasonable exception for public safety costs. The current reduction or elimination of revenue streams without sustainable revenue replacement and an increase in total mental health funding across the state.” This will affect all our counties as mental health services are either not going to be there or is going to be dramatically reduced. This is an example of the Legislature taking action when they don’t understand the total picture and the ramifications of their actions.

Dr. Bruce Kennedy shared that a new associate has joined his practice this month and her focus in pediatric dentistry.

Congratulations to Kim as she awaits the arrival of her first grandchild!

The next Board of Health Meeting is Thursday, May 16, 2024, at 8:30 a.m. in Crete, NE

Being no further business, the meeting was declared adjourned.

Debra L. Wendelin
Administrative Program Assistant

PUBLIC HEALTH SOLUTIONS

Board Members Roll Call & Roll Call Votes

Meeting Date: 03-21-2024

Board Members		MOTIONS																		
		Roll Call		1		2		3		4		5		6		7		8		9
	Present	Absent	Yea	Nay	Yea	Nay	Yea	Nay	Yea	Nay	Yea	Nay	Yea	Nay	Yea	Nay	Yea	Nay	Yea	Nay
Larry Cerny	X		X		X		X		X		X									
Dr. Josue Gutierrez		X																		
Donna Harmon	X		X		X		X		X		X									
Janet Henning	X		X		X		X		X		X									
Judy Henning	X		X		X		X		X		X									
Dr. Bruce Kennedy	X		X		X		X		X		X									
Stephanie Knight		X																		
Richard Koch		X																		
Christy Lucking		X																		
Tim Pickering	X		X		X		X		X		X									
Mark Schoenrock	X		X		X		X		X		X									
Don Schuller	X		X		X		X		X		X									
Totals:	8	4	8	0	8	0	8	0	8	0	8	0								