

LUCAS COUNTY REGIONAL HEALTH DISTRICT
Board of Health Meeting
Department of Operations Center (DOC) #254
February 28, 2019 – 8:30 A.M.

I. Call to Order and Roll Call

Dr. Donna Woodson, President, called the meeting to order at 8:35AM.

A roll call was taken of Board Members for attendance:

Present: Richard Fernandez, DPT, Perlean Griffin, Matthew Heyrman, Ted Kaczorowski, Donald Murray, Susan Postal, Johnathon Ross, MD, Michelle Schultz, Donna Woodson, MD.

Excused: Barbara Conover, Barbara Sarantou

Absent: Fritz Byers, Reynald Debroas

II. Introduction of Guests

Eric Zgodzinski introduced guests: Ron Wells, a guest of Richard Fernandez, DPT, from Promedica and Lauren Lindstrom from the Blade.

Staff & Others: Kelly Burkholder-Allen, Cindy McLeod, Nathan Fries, David Welch, Shannon Lands, Barry Gordon, Tina Stokes, Alice Dargartz and Legal Counsel: Kevin Pituch.

Dr. Woodson introduced Katie Chenevey, 4th year medical student going into OB/GYN and planning to stay in the area

III. Additions/Deletions to Agenda

There were no additions or deletions to the agenda.

IV. Approval of the January 24, 2019 BOH Minutes

The January 24, 2019 Board Meeting minutes were sent out prior to the meeting for review.

(Resolution 2019.02.019) A motion was made by Ted Kaczorowski and seconded by Perlean Griffin to approve the January 24, 2019 Board Meeting Minutes. Motion carried. 9 yeas, 0 nays.

V. Executive Session

There was no Executive Session needed.

Dr. Woodson brought the Board's attention to the document in the packet titled "Potential Topics for Board Retreat Discussion-Final Update." In the packet last month there were copies of "The main items for the Strategic Plan" and information for the Community Health Assessment with the Improvement Plan and other general topics. The suggestions from Board members in last month's meeting were included in this revised list. The idea now is to select your top 5 topics of importance, with number 5 being your most important. These will be tallied and ready for Saturday's retreat. Richard Fernandez suggested the topic of communications and Matt Heyrman suggested budget

prioritization that have been added to the list. Choice “F” was to look at other large organizations in the community to see their goals and strategic plans. There are some redundancies in services within the community. Sue Postal stated that during the lead discussions with the City of Toledo, there are many organizations that have been brought up when it comes to discussions on lead which come into play once we get children into the program and what are the resources that are available? Dr. Woodson stated there was an editorial about putting more urgency to the issue of lead in children. Susan stated there are many groups out there in the community doing great work but they are not working together.

Richard stated this relates to another topic of our role as community organizers. National Association of Local Boards of Health (NALBOH) considers one of the primary focuses of governance for a BOH is resource stewardship- which is developing agreements to streamline across jurisdictional sharing of resources within neighboring entities. We will add that in under “X” on the ranking sheet.

Eric brought up that the way we start the strategic plan is that we look at major health systems strategic plans that dovetail into ours. The last time we canvased 182 individuals representing 144 unique stakeholder and partner organizations when conducting a community partner SWOT analysis and only received 17 responses back.

Dr. Woodson stated that when our efforts involve other agencies in the community, the result is greater than the sum of the individual parts. We saw this effect during the Federal Government shutdown. The Health Department took the lead role in bringing community partners together and organizing what the community response would look like if the shutdown lasted beyond the assistance benefits available for our constituents.. This showed the Health Department as a neutral agency working together with partners for our community.

VI. Approval of Payment for January Vouchers

Ted Kaczorowski stated that the committee met on February 25, 2019 and reviewed the vouchers. Nothing out of the ordinary for this month. The blanket purchase orders are put on a separate sheet each month.

Dr. Ross asked if the percentages that were collected and expended are due to the way the money flows and at the end of the year we balance it out. Tina Stokes stated yes and reminded that the percentages are based on the budget that was created two years ago.

(Resolution 2019.02.020) A motion was made by Johnathon Ross, MD and Seconded by Susan Postal to approve the January 2019 vouchers. Motion carried. 9 yeas, 0 nays.

VII. Legal Update

Kevin Pituch updated the Board on the appeal of the injunction regarding the City of Toledo Lead Ordinance. Our legal brief is due sometime in March and the other side’s brief is due the end of April. The court will hold arguments in July or August with a decision passed by the end of the year. Other health districts in Ohio will be filing amicus briefs to claim that they are also affected by this issue. Briefs from Summit County and a few others will be filed to support us.

Dr. Ross asked what we are doing in the meantime in regards to lead. Dave Welch stated we are keeping the program alive. We have a couple of volunteer programs and the ODH lead program. A couple of people have submitted their paperwork for a lead certificate. We also have the Healthy

Homes program. We need to do a better job marketing the program to get more homeowners involved. We are meeting with some community groups to keep them updated on what we are doing.

Dr. Ross asked if a child demonstrates having lead exposure do we still have some enforcement capabilities to insist the landlord remediate the property? Dave Welch stated that we still have the OHD Program which includes children with a lead level of 5 – 9ug/dL. A questionnaire is completed on the household. For any reading above 9 we do an assessment on the house. If we find lead, we issue lead control orders.

Dr. Woodson referred to the editorial in The Blade from February 12 on lead talking about the sense of urgency. Mr. Sykes and Mr. Cole stated that the lead poisoning of Toledo's children is urgent.

VIII. New Business/Points for Consideration

Eric Zgodzinski stated that there are none

IX. Board of Health Retreat 3/2/19 Update

Eric thanked Alice Dargartz for getting the retreat date together. The only date that worked was March 2nd. The retreat will be at the SIM Center at UTMC Health Science Campus. Alice will send out a map this afternoon. Topics of the retreat will be: Ethics, History of Public Health, Discussing Programmatic issues, Strategic Planning and the future of public health globally, nationally, statewide and local. Hopefully have good conversation on where we want to go. Finally, we will be talking about policy.

We will look at any policies that need to be discussed and voted on. There is a process we are proposing for policies. There will be red team/blue team with a positive and negative side to do research, debate it internally, bring to the board and debate it again. This will give the board all of the information they will need to make policy decisions.

Richard asked if this is a time that we do a self-assessment as a board on how we are functioning. Eric stated that we have not done this in the past. Dr. Woodson stated that one of our main responsibilities as a board is to hire and fire the Health Commissioner. That is the number one responsibility. There is a very lengthy and thorough assessment that includes numerical and written assessments. That has been done with the executive committee and personnel chair. Those are available for board to review.

Eric stated that there is something available for self-assessment of board members. He will contact NALBOH and make it available to the personnel committee.

X. Prior Business

There is no prior business from the last board meeting.

XI. Committee Reports

A. Audit/Finance Committee Report

Ted Kaczorowski stated that the Audit/Finance Committee met on Monday, February 14, 2019. The packet provided includes all of the financial data that was reviewed by the Audit/Finance Committee. This information was sent to all Board Members via email prior to this meeting for review.

General Revenue:

Collected 15% and expended 5%

Special Revenue:	Collected 2% and expended 7%
Special Revenue Fund – Grants:	Collected 5% and expended 3%
Special Revenue Fund – FQHC:	Collected 0% and expended 0%

Update - Grant Funded Programs

- 2018: Total applications of \$7,108,629 and awarded \$6,928,844.
- 2019: Total applications of \$10,818,655 and awarded \$7,251,958.
- 2020: Total applications of \$1,518,650
- Three notices of award totaling \$174,736, 7 pending grant applications, and 0 grant applications needing Board approval to apply.
- There are 6 contracts needing approval for the month of February 2019.

A transfer reallocates funds from one cost object to another. Board of Health Resolution is required to approve Transfers of Appropriations performed in the month of January 2019 in the ordinary course of business. Total transfer is \$196,576 consisting of changes in various expense categories.

(Resolution 2019.02.021) A motion was made by Perlean Griffin and seconded by Johnathon Ross, MD to approve the Transfers of Appropriations for the month of January 2019 in the amount of \$196,576. Motion carried. 9 yeas, 0 nays.

Board of Health Resolution is required to approve changes in Revenue Estimates and Expense Appropriations for the month of January 2019 in the amount of \$1,621,900.35 for Revenue Estimates and \$2,077,621.77 for Appropriations.

(Resolution 2019.02.022) A motion was made by Donald Murray and seconded by Susan Postal to approve the changes in Revenue Estimates and Expense Appropriations for the month of January 2019 in the amount of \$1,621,900.35 for Revenue Estimates and \$2,077,621.77. Motion carried. 9 yeas, 0 nays.

Other Items – Clinic Reporting

January 2019 receipts were \$118,895.10 and expenses were \$90,522.68, therefore a net profit of \$28,372.42.

Eric stated that Tina Stokes has been working on the savings we are seeing in regards to the FQHC vs. what services are continuing. We can safely say that our saving is plus \$300,000. We will have a better number closer to the DAC meeting.

(Resolution 2019.02.023) A motion was made by Perlean Griffin and seconded by Richard Fernandez, DPT to approve the entire Audit/Finance report. Motion carried. 9 yeas, 0 nays.

Dr. Ross asked how often we review the agency insurance. Eric stated that this is done annually. This year the cost went down substantially due to the FQHC. There were a few items that we had to get additional coverage for because the original company does not cover them. HIPAA Issues and Law suit coverage is being underwritten by another insurance carrier.

Dr. Ross asked in regards to the FQHC and the failure of the billing agency to perform, where are we in regards to billing issues? Eric stated that Dave Welch is working on the billing issues. A

new system has been set up with more monitoring. There is due process for some things that CHMB was not doing which are in place now. Dave gave an update on the new system is with Aprima. The new system interfaces with other programs. We have a reporting system that we can now look at what is being done on a weekly basis and holds people accountable if items are not being billed. We can look at denials now and go back on those for follow through.

B. Personnel Committee Report

Perlean Griffin reported that the Personnel Committee met on Monday, February 25, 2019. Perlean wanted to thank those who were involved in the interview and recruitment of these individuals.

The Personnel Committee would like to recommend to the Board the conditional hiring of Sofia Montarmani RN, BSN, to the position of Travel/Immunization nurse that was vacated by Mary Sheehy. This is a bargaining position within the ONA. Starting rate of pay is \$23.49.

(Resolution 2019.02.024) A motion was made by Johnathon Ross, MD and seconded by Matt Heyrman to approve the conditional hiring of Sofia Montarmani. Motion carried. 9 yeas, 0 nays.

The Personnel Committee would like to recommend to the Board the conditional hiring of Latasha Asad to the Clerk 1 position in Environmental Health. This is a full-time bargaining unit position within AFSCME. Starting rate of pay will be \$11.36. Dave Welch stated that we were looking for someone with customer service experience. There were six candidates interviewed. Ms. Asad had the best qualifications, interviewed well, and was unanimously approved by the interview committee.

(Resolution 2019.02.025) A motion was made by Johnathon Ross, MD and seconded by Ted Kaczorowski to approve the conditional hiring of Latasha Asad. Motion carried. 9 yeas, 0 nays.

Perlean Griffin reported interviews have been scheduled for the Supervisor of Minority Health. They will begin on Monday, March 4, 2019 and will continue on Tuesday, March 5, 2019. This position is being taken very seriously as we have many issues pertaining to Minority Health. There are four candidates to be interviewed.

There are interviews scheduled for the Nursing Supervisor position beginning next week. We want to make sure that the TLCHD is competitive with external organizations. Based on what we are looking at, we are in for a tough time in finding someone based on the salary we are going to be offering. Our Human Resources Director, Health Commissioner, and the Personnel Committee will be looking at our current salary schedule to see where we are in regards to other organizations. Mrs. Griffin asked Kelly Burkholder-Allen to share some of what was discussed through the interview process. Kelly stated that during the interviews for the nurse's position the interviewees were quoting at least \$3 to \$5 differential of what they are being paid at their current place of employment. Some were working in hospitals and others in long term care. We have to bring in the nurses at the lowest pay step. Our benefit package is very good but that may not be the thing the candidate is most interested in with regards to their compensation.

Dr. Ross asked if we increase the salary for nurses we are going to employ, do we have an idea what the dollar figure would be. This would then include increasing the current nursing staff. Do we know what the overall economic impact of this would be?

Barry Gordon stated that this is something we have to take into consideration in regards to collective bargaining. We have a full contract coming up this fall and the nurses have an economic reopener. Our contracts, as far as our employees go, are based on the success of the agency financially this year. As we are aware, we have been pretty much limited to give any more than we can actually afford at this time. Eric stated that we can do a salary study. We have salary studies from other health departments in the state.

(Resolution 2019.02.026) A motion was made by Donald Murray and seconded by Ted Kaczorowski to accept the entire report of the Personnel Committee. Motion carried. 9 yeas, 0 nays.

C. Environmental Health Committee Report – Donald Murray

- 1) A variance request was received for a holding tank at 8120 Seaman Road. The home is built and ready to be moved into however, the septic tank cannot be installed because the ground is very wet. The request is to use the septic tank as a holding tank and have it pumped on a regular schedule until such time as it can be permanently installed with an end date is July 1, 2019. There will be an alarm on the system to alert if it is filling up and in need of pumping. Nate Fries explained how the alarm system works.

(Resolution 2019.02.027) A motion was made Matt Heyrman and seconded by Susan Postal to approve the variance request to allow the Kaminski's to move into their new home in Jerusalem Township with this innovative new technology. Work to be done by July 1, 2019. Roll call vote was taken. Motion carried. 9 yeas, 0 nays.

- 2) HSTS Grant Review – The amount provided for the grant this year is \$150,000. This amount has continually been reduced over the years. There is a quite a bit of paperwork to be done in order to be approved for this grant by both our agency and the homeowner. If the money is not used within each grant year it is returned to the EPA. Last year our agency sent back money because two of the people in the program passed away before the grant was completed and another homeowner lost their home. We returned about \$200,000. We will be looking at other health departments to see what their success rate is in regards to this grant. This is a good grant for those who are low income. Perlean Griffin asked if it hurts our ability to receive the grant the next time if we are turning money back in from the unused funds. Dave Welch stated that this does not hurt us, the money returned is reallocated into the next grant year. This is the reason the amounts given each year have gone down. Eric stated that some health departments are not actually overseeing the grant. Someone else in the community has it and they are able to get through the process easier than we can because we are a government agency and have certain things to abide by. Only 2% of the grant can pay for the administration costs, the rest is given in grants to the homeowners. For a couple thousand dollars, it is a lot of work being done. This is the first year they have offered the administrative fee. The past years we have absorbed the cost of administering the grant.
- 3) Lucas County Engineers have approved a Grading and Drainage Permit policy, and Lucas County Flood Plain Permit Regulations. These are two new permits from the Lucas County Engineers office. These policies only apply to properties in the townships. Some of our staff attended a meeting with the County Engineers to get clarification of these policies. For the Grading and Drainage permit, if you are moving any dirt, more than a shovel full, you have to apply for this permit. The permit cost is \$200 plus \$75 for the application.

This is in addition to any other permits for septic systems in our townships. This policy will go into effect on March 18, 2019. We were given no prior knowledge of these required.

The Floodplain permit is required if you are going to do any work in a floodplain. If a septic system is being put in a floodplain it still has to be kept within the soil. The Engineers want fill to be added however that is not allowed. A homeowner will still have to apply for the floodplain permit, which will be denied because the elevation is being raised. This then can be appealed. If where the septic system is located is the only place available then the Engineers office will need to approve the system. This was proposed by the Lucas County Engineers office and approved by the Lucas County Commissioners.

Dr. Ross suggested to have the Lucas County Engineers come in and explain this to either the Environmental Health Committee or to the entire Board.

Dave Welch stated that he was told the reason this was enacted was because of the problems of homeowners bringing in fill and causing problems on the neighbor's property. They included in their packet that there are possibly another 15 different permits (NBDS, 401, etc.) that would be needed to build on a floodplain. Dr. Woodson asked is there if there is a way to appropriately let the citizens know where we are in this so they are not blaming the Health Department. Nate said that the contractors are aware of what is going on and they are the ones who have to pass the cost on to the homeowner and explain to them. Dave said the new floodplain maps are coming out in September 2020. From this, about 2/3 of the properties in Jerusalem Township will come out of the floodplain.

Susan Postal asked as to how long it takes to go to the appeals board. Dave state that he was told the appeals board meets monthly and they can also meet as needed. Don Murray asked how long a permit is valid. Nate stated that our permits have a 5 year life once it is approved. Our plans will not be approved until everything else is done, so it would affect their permit with us.

Matt Heyrman suggested that we have a specific liaison in the Commissioner's office so that when issues come to the Commissioner's we can work together before these thing become an issue. Cross-agency communication is important.

(Resolution 2019.02.027) A motion was made by Johnathon Ross, MD and seconded by Richard Fernandez, DPT, to approve the Environmental Health report in its entirety. Motion carried. 9 yeas, 0 nays.

D. Facility Committee –

The Facility Committee did not meet in February, however there will be a meeting in March. We have data from the survey that was conducted about the building. We will be compiling that to present to the Facility Committee next month.

E. Legislative Committee – Don Murray

There was no Legislative Committee meeting in February.

F. Bylaws Committee – Don Murray

At last month's meeting it was established by a consensus of those present that there would be a

total of 16 years serving on the board. What has not been finalized is how to handle partial terms that lead into the 16 years. There was no meeting this month to decide on this issue.

Eric talked with Legal Counsel, Jim Walter who stated that a legal mechanism from each of the jurisdictions would need to be in place to approve the change. This could be in the form of a standing resolution or to change it in the merger agreement. Jim suggested to continue working on the bylaws so that if there is another issue that would need to be put in a separate resolution, those entities can do that in the merger agreement. Don Murray stated that we will hold off on this for now. Dr. Ross suggested that if anyone has any points to be discussed to get those to the committee.

Don Murray would like to set a regular Bylaws Committee Meeting time each month. If there is a time when we do not need to meet then it can be cancelled. Possibly it could be following the Personnel and Audit/Finance meetings. This would at least put it on the calendar.

XII. Pending Business

A. Division Reports

a. Administrative Services – Tina Stokes

- i. Tina stated that she will be meeting with the directors to go over the budget to see the comparisons and trends so we can make adjustments to have a better idea of where our budget is now.

b. Health Promotion and Policy Integration – Shannon Lands

- i. Personal Responsibility Education Program (PREP) is an initiative that is managed and funded by ODH Youth Services. They provide training and materials for those working with adjudicated youth and those in foster care. The *Reducing the Risk* curriculum is being changed to *Making Proud Choices*. This has reduced the total sessions from twenty to eight which give time for work with additional individuals. The program talks about abstinence, contraception, and pregnancy prevention. Staff are also teaching about healthy relationships, financial literacy and career building skills. There is a Coordinator and Health Educator in the program that covers Region 1 which is 12 counties.
- ii. Smoking Prevention: There is emphasis on E-cigarettes. Safa Ibrahim presented to Maumee High School about a month ago. There have been advertisements on promoting smoke-free school policies. The staff is working to be sure the “We ID” signs are posted in stores. They are gathering information on the cost of e-cigarettes, cheapest cigarettes and the advertising locations.
- iii. Creating Healthy Communities has 9 new projects for 2019 to increase access to health foods, increase access to physical activity and Tobacco prevention. Projects include: access to walking trails, local farmers markets and corner stores, implementing 2 pop-up farmers market programs with WIC clientele and SNAP recipients, target a worksite with lactation support policies, and working to get T21 outside the City of Toledo.
- iv. Community Education: Mahj Steffin did a live interview with Jeff Smith on tobacco use and how it effects cardiovascular health. Gillian Wilke, RS did an interview with Tony Gefetos on the Restaurant Report Card talking about pizza handling rules. Lauren Wagener, Epidemiologist, did an interview on flu, how to keep you house clean and kids healthy. Eric did an interview with Lee Conklin of an update on what we are doing in regards to opiates, obesity, smoking, etc.

- v. Today is “Rare Disease Day”. On Tuesday, the Lucas County Commissioners passed a resolution allowing Lucas County to recognize February 28, 2019 as Rare Disease Day.
 - vi. Annual All Staff Retreat: The evaluations from the retreat were very positive. Staff enjoyed themselves and took away a lot of information presented at the retreat. They enjoyed the board members who were able to attend and engage at their tables. Thank you to those who were able to attend. We are planning something in early fall for staff.
 - vii. TLCHD Times newsletter was included in the packet. The CCI newsletter is also included.
 - viii. Richard Fernandez, DPT stated that he has been following the progress of T21. It seems like the framework and model will help us do a lot of other interventional things in making behavioral changes, which is very difficult. Dr. Woodson mentioned what has been done in the housing units with the smoke-free efforts and how amazing that has been. Dr. Woodson mentioned the Clean-Air Act which was several years ago, we had to have armed guards at those meeting. Lucas County was the smoking-est county in the state at that time. The drop is from 26% down to 17%; significant progress has been made.
- c. Environmental Health – Dave Welch
- i. A meeting of the sewage contractors in Lucas County was held at the County Engineer’s Office on February 12, 2019. A representative from the Engineer’s office came and went over the new permits fees. This is an annual training for the contractors.
 - ii. The Environmental Health Spring Forum will be held on Friday, March 9, 2019 at St. Luke’s Hospital auditorium. There are representatives from surrounding counties who attend this meeting. The agenda includes many topics such as reintroducing Lake Erie sturgeons into the Maumee, Hepatitis A outbreaks, mosquito control, and Meth Lab Training.
- d. Health Services – Kelly Burkholder-Allen
- i. Kelly recapped some of the 2018 programs.
 - ii. Tuberculosis Program:
 - 1. Investigated 10 possible active cases, 4 confirmed active and all four followed through with DOT treatment.
 - 2. Investigates 23 latent cases, 14 of these agreed to treatment
 - 3. Stryker Corrections I Facility Outbreak with 606 exposures: 204 exposed, no active cases identified, 3 latent cases identified.
 - iii. WIC Program 11,045 participants, \$40,200 farm stand coupons redeemed, breastfeeding support with 2,165 new moms.
 - iv. BCMH: active case load of 815
 - v. Pre-exposure Prophylaxis (PrEP): 126 enrolled with 44 currently active, 35% compliance rate (National avg. 12%), Launched two additional sites in 2018 (Falcon Health Center in BG, Sandusky County Health Department)
 - vi. DIS/HIV Prevention: investigated 60 syphilis cases, and 45 newly diagnosed HIV cases
 - vii. Sixty Plus Program: 1,653 nursing assessments, 3967 Tai Chi participants.

XIII. Health Commissioner’s Comments – Eric Zgodzinski

- A. Eric Zgodzinski and Dave Welch attended a meeting with the City of Toledo and are excited about the opportunity to employ precision public health on a wider scale. There is a section in the city of Toledo that needs some TLC. We have been invited to offer our services there. This will be one of our first major pushes to look at how to implement precision public health. We don’t have

all the resource to do the job we want to do but will be looking at our failures and successes. This is a multi-agency group to take all the resources we can and focus on this area. It will be about a year long process and will be a stepping stone to make this a model for other parts of the community. For public health it will be the model of how we do things in the near future with those critical areas where we need to spend resources.

XIV. Other Items and Public Health in the News – Dr. Woodson

Dr. Woodson stated that she had an opportunity to speak with Joe Dake, PhD, the head of the School for Population Health at the main campus at UT. He was very instrumental in working with us and the FQHC. Dr. Dake offered to come to a board meeting to give an update on the FQHC. Dr. Ross stated that he also spoke with Dr. Dake and asked him, that once things are established, to come back and let us know how things were going. One big concern with moving away from the FQHC was to not lose the resources coming into the community. Dr. Dake will give us a report on the progress and access to health care services in the community. Eric stated that Dr. Dake will come into the March BOH meeting.


Dr. Woodson stated that the FQHC has been working out at the Western Lucas County area. Eric reported that we are entering into a lease for the equipment that is at Western that we will no longer need. This will be a dollar lease for the equipment they will be using.

In the packet is an updated committee list which includes our newest board member, Michelle Schultz. When a new board member come on they meet with Eric and then the Executive Committee. We talked about what areas were of interest and Michelle mentioned her interest in human resources. Personnel Committee seems to be a good fit for her. She was able to attend this month's meeting. There was an update in October, 2018, where Dr. Fernandez and Susan Postal were assigned to the Strategic Planning Committee. We are starting a new Strategic Plan this year so this is a good time for them to start on this committee.

XV. Adjourn

(Resolution. 2019.02.028) A motion to adjourn was made by Donald Murray and seconded by Johnathon Ross, MD, to adjourn. Motion carried. 9 yeas, 0 nays Meeting ended at 11:05am.

Signed:

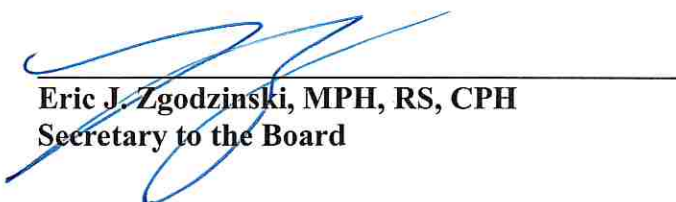


Dr. Donna A. Woodson, President
Lucas County Regional Health District Board

3/28/2019

Date

Attested By:



Eric J. Zgodzinski, MPH, RS, CPH
Secretary to the Board

03-28-19

Date