

LUCAS COUNTY REGIONAL HEALTH DISTRICT
Board of Health Meeting
Zoom Virtual Meeting
August 27, 2020 – 8:30 A.M.

I. Call to Order and Roll Call

Dr. Johnathon Ross, President, called the meeting to order at 8:34AM.

A roll call was taken of Board Members for attendance:

Present: Fritz Byers, Richard Fernandez, DPT, Matthew Heyrman, Ted Kaczorowski, Susan Postal, Johnathon Ross, MD, Michelle Schultz, Donna Woodson, MD

Excused: Perlean Griffin, Donald Murray, Barbara Sarantou

II. Introduction of Guests

Union Representatives: Nancy Benedetto

Staff and others: Eric Zgodzinski, DrPH, Daniel Cadigan, MD, Dave Welch, Tina Stokes, Josie Smith, Gwendolynn Gregory, Brandon Palinski, Alice Dargartz, Jessica Poupard, Legal Counsel – Kevin Pituch

III. Additions/Deletions to Agenda

The Executive Session will be held at the end of the meeting to discuss the Evaluation of the Health Commissioner.

Dr. Ross brought up the thought of having a consent agenda. There will be further discussions on this at a later date. A sample of an agenda with all of the motions printed on it was sent which will give the members an idea of what will be voted on during the meeting. This might help to shorten the meetings.

IV. Approval of Board Minutes

July 23, 2020 Board of Health Meeting Minutes

(Resolution 2020.08.117) A motion was made by Richard Fernandez, DPT, and seconded by Susan Postal to approve the July 23, 2020 Board of Health meeting minutes. Motion carried, 8 Yeas, 0 Nays.

July 30, 2020 Board of Health Special Meeting Minutes

(Resolution 2020.08.118) A motion was made by Fritz Byers and seconded by Michelle Schultz to approve the July 30, 2020 Board of Health special meeting minutes. Motion carried, 8 Yeas, 0 Nays.

August 6, 2020 Board of Health Special Meeting Minutes

(Resolution 2020.08.119) A motion was made by Susan Postal and seconded by Michelle Schultz to approve the August 6, 2020 Board of Health special meeting minutes. Motion carried, 8 Yeas, 0 Nays.

August 13, 2020 Board of Health Special Meeting Minutes

(Resolution 2020.08.120) A motion was made by Richard Fernandez, DPT, and seconded by Ted Kaczorowski to approve the August 13, 2020 Board of Health special meeting minutes. Motion carried, 8 Yeas, 0 Nays.

the Strategic Plan. That forces them, in a good way, to buy in to the process because they are part of the process in getting something done.

Dr. Ross: Employee engagement means understanding and caring about your work and feeling that your work is meaningful. Those are important things for employees and if they don't see how it connects to the bigger picture, you are not going to get the best effort out of people.

IX. Prior Business

A. COVID-19 Update – Eric Zgodzinski

Eric gave an update of the Lucas County Confirmed COVID-19 Case County Trend. We are currently seeing daily case numbers in the 40's which are manageable right now rather than when they were in the 100s. Lucas County is still at the Red Level at 101 cases per 100,000 residents. In order to be in the Orange Status we would need to be at 100 per 100,000 residents.

Hospital ICU beds are still holding stable. Our numbers are still very high in the younger age groups. In regards to schools, a system is being put in place to have schools contact us with cases. We are using Formstack, a secure online webform, allowing schools to attach information and have it upload to our staff for follow-up. We are currently looking at 21 cases in school staff and students within academics and sports who are quarantined. University of Toledo has 44 who are being tracked and the university is looking at 62 who have been linked as close contacts to be quarantined. We are working closely with the university and they are aware that most of the issues will come from mass gatherings.

In regards to high schools, Sylvania Schools rethought their plans and decided to start later in September to make sure they have what they need in place in their system to meet their plans and keep them safe.

Dave Welch reported we are not seeing a pattern of outbreaks. Early on we saw the long-term facilities were driving the numbers up. We have a manufacturing company which has 45 employees and 18 of them are positive. The rest of the employees are now quarantined. The nursing homes are required to test every week. UT is testing their students as they are coming back to campus. There are about 10 different schools with positive students or staff with a number of them from sports. Average positive age is 42 which has been consistent the past two to three weeks. We are meeting regularly with the Superintendents from the school and have set up a Zoom call with the school nurses next week.

Dr. Fernandez asked if it would give the public relief knowing there is ongoing connection and support with the school and supporting the nurses. Would this reinforce the message that we are being responsible and looking after our schools? Eric stated that we use social media to enforce what we are doing for the schools. Reopening schools is a very heated topic. There are people on both sides who are steadfast in their opinions of what should be done.

B. Racism as a Public Health Crisis

A Declaration on Racism as a Public Health Crisis was sent to the Board Members for review. Dr. Ross stated this is a nice statement, but a statement means nothing unless we put some actionable items in which should be part of our Strategic Planning process. We need to go back and look at how we are attacking racism as a public health issue within our community. A lot of our early childhood issues go back to social determinants of health and one of those is the effects of

institutional and overt racism on our communities of color in Northwest Ohio. We need to bring community partners to the table to talk about what we can be doing. With some openings on the Board we should be thinking about the Board as well in terms of appropriately reflecting the diversity in our community.

Dr. Woodson commented that on the second WHEREAS on page two that the phrase “African Americans” should be changed to “Community of Color” so that it does not exclude other communities when this is being discussed. Dr. Ross stated that getting advice from people in the community might be helpful before finalizing the resolution. In the third paragraph the word systemic may be a little too broad so we need to look at possibly another word there. In the THEREFORE BE IT RESOLVED section, item (f) add the the words “Equitable treatment in”. In section (c) add the word “Opportunities”.

Susan Postal suggested that we use the words “Minority Population” as a broader term for the first item that Dr. Woodson presented. That would be inclusive of every religion and culture.

Dr. Ross suggested we take this back and make any of the changes to bring back to the next Board of Health meeting for a vote. We might want to take some time to talk about the prioritization of those action areas too. Where do we think we can have the most immediate and best benefit?

Fritz Byers commented he is very much in favor of the Board making this strong statement with the inclusion of the statements that were made by Board members. Encourage everyone to focus on this in terms of how we word our aspirations and principles we want to pursue and our sense of responsibility as Board Members and figuring out how we want action items. The third part of that is to identify, in respect to the action item metrics for specific objectives and the ongoing process of monitoring and reporting on progress and compliance to pursue those objectives.

Dr. Fernandez asked with a document like this that will live for some time has it or can it be vetted through any of our other local stakeholders which work on minority issues? Those who may in the future look at it and maybe have something to say about it once it goes public? Do we get their blessing or their input in some sort of way? Do we have the time for that or the process to do that or do we have a process for doing that?

Eric has spoken with the City several month ago when we were discussing this. There is a link with the City of Toledo which has ties with several other organizations so we can push through the city and out to those organizations. Once we finalize the actual document, if it is okay with the board we can push it forward for others to review. Dr. Ross said getting more community input would be good especially when looking at getting feedback on the actionable items for prioritization. We may not be able to get everything done that we want to but where should we be focusing first. Where are there other areas we can partner? Pushing out to the City and County and organization which are combating racism in our community already is a great idea. Working on the wording and getting back to Eric as soon as you can get your suggestions. Eric will get it out to other organizations for feedback.

X. Committee Reports

A. Audit/Finance Report

Ted Kaczorowski reported that the committee met on Monday, August 17, 2020. The packets were sent to the board members for review prior to the meeting.

Transfer of Appropriations:

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 July 2020 in the ordinary course of business. Total transfer is \$11,385.00 consisting of changes in various expense categories.

(Resolution 2020.08.122) A motion was made by Fritz Byers and seconded by Michelle Schultz to approve the Transfer of Appropriations for the month of July, 2020 in the amount of \$11,385.00. Motion carried, 8 Yeas, 0 Nays.

Revenue Estimates and Expense Appropriations: Board of Health Resolution is required to approve changes in Revenue Estimates and Expense Appropriations for the month of July 2020 in the amount of \$576,797.52 for Revenue Estimates and Appropriations.

(Resolution 2020.08.123) A motion was made by Matt Heyrman and seconded by Fritz Byers to approve the Revenue Estimates and Expense Appropriations for the month of June, 2020 in the amount of \$576,797.52. Motion carried, 8 Yeas, 0 Nays.

(Resolution 2020.08.124) A motion was made by Matthew Heyrman and seconded by Fritz Byers to approve the Audit/Finance Committee report as given. Motion carried, 8 Yeas, 0 Nays.

B. Personnel Report – Josie Smith

The Personnel Committee met on August 24, 2020 and provided a report to the Board of Health. The following are items which need Board action:

1. Eleven (11) applicants were extended employment as emergency hires prior to the Board meeting, due to the imminent need for additional staff to perform contact tracing who were already trained and ready to assume cases. The Personnel Commitment discussed and recommends a change in appointment status for the emergency hires to unclassified intermittent temporary, through December 31, 2020, at the rate of pay of \$18.00 per hour.

Kelsey Casalini	Vickie Dugat	Daniel Roberts	Kailee Sigsworth
Jeanna Tran	Stephanie Vilella	Shiloh Reynolds	Caitlin Mutti
Rajesh Nagisetty	Robyn Duckworth	Leah Arnsby	

2. **(Resolution 2020.08.125)** A motion was made by Ted Kaczorowski and seconded by Susan Postal to approve changing the eleven emergency hires to unclassified intermittent temporary, through December 31, 2020, at the rate of pay of \$18.00 per hour. Motion carried, 8 Yeas, 0 Nays.

Shalonda Wimberly was extended employment as an emergency hire prior to the Board meeting, due to the imminent need for additional staff to perform data entry related to contact tracing. The Personnel Committee discussed and recommends a change in appointment status for the emergency hire to full-time permanent under the AFSCME bargaining unit, at the rate of \$14.72 per hour.

(Resolution 2020.08.126) A motion was made by Ted Kaczorowski and seconded by Fritz Byers to approve the hiring of Shalonda Wimberly as a full-time permanent Clerk as described above. Motion carried, 8 Yeas, 0 Nays.

5. The Personnel Committee discussed the remaining vacancies available as Contact Tracers, up to a total of 40 possible positions, including the eleven already approved. Following interviews which were held between August 19, 2020, and August 21, 2020, the Personnel Committee discussed the qualifications of the leading candidates, and recommends hiring the unclassified intermittent temporary service, through December 31, 2020, as follows:

Raysa Lopez (Bilingual)	Christine Lowry	Julie Smith	Terrie Castilleja
Catherine Loo	Alicia Nahhas	Saaviz Durrani	Brittany Croka
Nene Okonu	Teresa DeTano	John Keegan	Humzah Aftab
Stella Soto (Bilingual)	Elizabeth Peery	Denise Kaminski	Eva (Jeanette) Ball
Justin Gephart			

(Resolution 2020.08.127) A motion was made by Matthew Heyrman and seconded by Fritz Byers to approve the hiring of the above 17 candidates in the unclassified intermittent temporary service, through December 31, 2020, as follows as Contact Tracers. Motion carried, 8 Yeas, 0 Nays.

The Personnel Committee recommends hiring Darcy Rossi to full-time, permanent Public Health Nurse in the NOSS program under the ONA Bargaining Unit, at the rate of \$23.78 per hour.

(Resolution 2020.08.128) A motion was made by Fritz Byers and seconded by Ted Kaczorowski to approve the hiring of Darcy Rossi as Public Health Nurse in the NOSS program. Motion carried, 8 Yeas, 0 Nays.

6. The Personnel Committee requests permission to enter into contract negotiation with Zeba Haydar as a Certified Nurse Practitioner for the Reproductive Health & Wellness Center, on a part-time basis not to exceed 20-24 hours per week.

(Resolution 2020.08.129) A motion was made by Ted Kaczorowski and seconded by Donna Woodson, MD, to enter into contract negotiations with Zeba Haydar as a Certified Nurse Practitioner for the Reproductive Health & Wellness Center as described above. Motion carried, 8 Yeas, 0 Nays.

7. The Personnel Committee recommends the temporary hire for a Clerk to assist in HR temporarily for 30 days through Cardinal Staffing to assist with pre-employment and other processes.

(Resolution 2020.08.130) A motion was made by Susan Postal and seconded by Ted Kaczorowski to hire an HR/Office Clerk temporarily for 30 days through Cardinal Staffing to assist with pre-employment and new hire paperwork and processes. Motion carried, 8 Yeas, 0 Nays.

8. The Personnel Committee recommends approval of the terms and conditions of employment for unclassified intermittent temporary employees, specific to the employment arrangement of the Contact Tracers, and recommends:
- No paid time off such as sick, vacation, bonus, discretionary or personal time
 - Holidays, if worked, to be paid at the regular hourly rate plus an additional \$25 when 4 hours of work are completed, or a total of \$50 when 8 hours of work are completed.
 - \$100 lump sum payment for weeks in which an employee provides availability of at least four (4) hours within a single day but for which there exists a lack of work and work has not been assigned.

(Resolution 2020.08.131) A motion was made by Susan Postal and seconded by Richard Fernandez, DPT, to approve terms and conditions of employment for the Contact Tracers as outlined above. Motion carried, 8 Yeas, 0 Nays.

(Resolution 2020.08.132) A motion was made by Ted Kaczorowski and seconded by Fritz Byers to approve the Personnel Committee Report. Motion carried, 8 Yeas, 0 Nays.

IX. Environmental Health Committee Report

The committee met on August 19, 2020. Rosalyn Clemons from the City of Toledo presented a PowerPoint presentation to go over the City of Toledo's "Every Child, Every Home" Lead Program.

(Resolution 2020.08.133) A motion was made by Michelle Schultz and seconded by Richard Fernandez, DPT, to approve the Environmental Health Committee Report. Motion carried, 8 Yeas, 0 Nays.

X. Health Commissioner Comments – Eric Zgodzinski


No additional comments

Board of Health President Comments - Dr. Ross

No additional comments

(Resolution 2020.08.134) A motion was made by Ted Kaczorowski and seconded by Donna Woodson, MD, to adjourn. Motion carried, 8 Yeas, 0 Nays at 10:54AM.

Signed By:



Johnathon Ross, MD, President
Lucas County Regional Health District Board

9/28/2020
Date

Attested By:

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

Date