

## **HEALTH BOARD Meeting**

**April 16, 2015**

**Wayne County Health Department**

### **Multipurpose Room**

**PRESENT:** Richard Siebert, DVM, Chairperson  
John Lebo, M.A., Vice-Chairperson  
Elizabeth Bennett, RN, B.S.  
Patricia Ravinet, B.S.  
Jon Igelman, MD  
Paul Rider, MD  
Jeff Butler, M.A.  
David Keller, MD, Secretary of the Health Board  
Eric Coulter, MBA, Ed.D., Executive Director  
Kathy Jordan, Secretary

**ABSENT:**

**GUESTS:** Kim Flanigan, Supervisor of Clinic Operations, Mark Linderman, Supervisor, Chris Beeson, Liaison

**ROLL CALL**

**DETERMINATION OF QUORUM**

Dr. Siebert called the meeting to order and it was determined that there was a quorum and asked for a motion to accept the minutes from March 19, 2015 which were mailed to Board members. Dr. Igelman made the motion and it was seconded by John Lebo. The motion passed unanimously.

**COMMUNICATIONS:**

Each member received a copy of the Agenda.

**OLD BUSINESS:**

Dr. Coulter reported to the board that the FQHC review team could be here as early as May 19<sup>th</sup>. The review team will look at all clinic policies, meet with Dr. Keller, Dr. Coulter, Kim Flanigan, Carol Stoker, Cherie Juhasz, Jenny Mackey, Kathy Jordan and the FQHC User Board members.

**NEW BUSINESS:**

Dr. Coulter reported that the revenue for the first quarter of 2015 is up from the same time last year. This in part is attributed to the clinic working with a full staff of care providers.

Dr. Coulter also reported that our tax rate was set higher than first reported, so we should receive more tax dollars than expected.

Dr. Coulter reviewed with the board events surrounding the hiring of two Environmental Health Specialists. The Personnel Committee approved the hiring for two open positions. Interviews were conducted with a member of the health board and key personnel from the Health Department. They were satisfied that the applicants were highly qualified and they are current long time employees of the County earning higher salaries than the entry salary. Both candidates are furthering their education and hope to have

degrees in the near future. Dr. Coulter informed the Board that their qualifications were being questioned. Dr. Coulter showed a series of emails regarding this issue. Dr. Coulter does wish to hire both applicants at a salary higher than the entry salary of \$30,273. Discussion followed with board members in favor of negotiating a higher salary. The board members asked if the savings from Marshall Kern was enough to support the higher salaries. Dr. Coulter assured the board the savings would cover the higher salaries. Dr. Coulter said over the years' experience and background has been a very important consideration when hiring employees without degrees. We have dealt with this issue before and the entry salary is an issue for degreed candidates. The board members agreed that if the job required a degree then the salary should be higher. Dr. Rider commented that the salary range is consistent with the bottom of the salary range and takes into account the people that don't have a degree. Chris Beeson said this issue should be taken before the Personnel Committee but is supportive of the higher salary. Dr. Coulter showed the board the proposed salaries he will take before the Personnel Committee. Dr. Coulter proposed a question to the board regarding downgrading the position and Dr. Rider said "No", it is the manager's prerogative to hire people that are willing to further their education. Jeff Butler commented that there is a reason the phrase "and/or" is in the job description with the thought that if the candidate does not have a degree their experience will be considered.

Dr. Coulter commented that Wayne County used to be in a higher pay range for the Environmental Health Specialist position than the surrounding counties that is no longer the case. Dr. Rider made a motion to recommend to County Council a higher salary be offered to the two Environmental Health Specialists candidates that have been selected. Jeff Butler seconded the motion. The motion passed unanimously.

Dr. Coulter said it takes about two months to train Environmental Health Specialists and it is important we have people to train for the upcoming summer events.

Mark Linderman explained to the Board that we have another contract for social media with G101.3 radio station. He said they will be responsible for directing viewers to the health department Facebook page for information on services provided. The total cost for this contract will be \$3,600 over the course of a year. Dr. Igleman made a motion to enter into a contract with G101.3 radio station to promote clinic and environmental services via Facebook, after final review by Rick Boston. Dr. Rider seconded the motion. The motion passed unanimously. Dr. Rider said the need for pre-natal care need to be stressed on this website.

Kim Flanigan spoke about the sliding fee scale and FQHC requirements regarding discounts. We are required to have three discount areas we only have two so we will adjust our fee scale to the required three. Dr. Rider said this will probably only have an impact on the insured patients.

Dr. Rider spoke about Neonatal Abstinence Syndrome (NAS) and showed a film about the signs and symptoms of babies being born addicted. The number of addicted babies and fetal deaths is increasing in the area. Indiana has a high infant mortality rate. Dr. Rider spoke about the use of narcotics for treatment of pain and how women are becoming addicted. Dr. Rider has been working with the Richmond Treatment Center (RTC) and asked them if they would be interested in working with the Clinic to get women on birth control. Kim Flanigan said she will follow up with RTC, also, she has been in touch with them in the past.

The next meeting will be Thursday, May 21, 2015 at 12:00 (noon) in the multipurpose room.

Dr. Igleman made a motion to adjourn John Lebo seconded the motion. The motion passed unanimously.

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Dr. Richard Siebert, Chairperson

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Date

