

HEALTH BOARD MEETING

September 19, 2013

Wayne County Health Department

Multipurpose Room

PRESENT: James Howell, M.A., Chairperson
Richard Siebert, DVM, Vice-Chairperson,
Elizabeth Bennett, RN
Paul Rider, M.D.
John Lebo M.A.
Patricia Ravinet
Jon Igelman, M.D.
David Keller, M.D., Health Officer/Secretary of the Board of Health
Eric Coulter, MBA, Ed.D., Executive Director
Kathy Jordan, Secretary

ABSENT:

GUESTS: Chris Beeson, Liaison

ROLL CALL

DETERMINATION OF QUORUM

James Howell called the meeting to order and it was determined that there was a quorum and asked for a motion to accept the minutes from the meeting on August 15, 2013 which were mailed to Board members. Dr. Siebert made the motion and it was seconded by Dr. Igelman. The motion passed unanimously.

COMMUNICATIONS:

Each member received a copy of the Agenda.

OLD BUSINESS:

Dr. Coulter reported that we are starting the flu shot campaign. We will be advertising with billboards, radio, television, and newspaper ads. We will also be holding walk-in flu clinics in the multipurpose room three days a week. We will be using a \$20,000 grant from the State Department of Health to fund the promotions this year. Dr. Keller spoke about the new "Quad vaccine" and the high dose vaccines.

Dr. Halsted will be going to part time October 16th and will not be receiving any benefits.

Dr. Coulter gave an update on FQHC informing the Board that a meeting took place with Rick Boston and a representative from the consulting firm. A timeline is in the process of being developed. The process will take at least a year to a year and a half.

Next was an update on the physician search from the company performing the search.

NEW BUSINESS:

Dr. Coulter spoke about the 2014 budget showing the expected property tax we should receive. A significant reduction in the end of year balance is projected for 2014, depending on revenue.

Dr. Coulter updated the Board on the events regarding a part time position that we requested to be a full time position in the 2014 budget. A lot of confusion has surrounded this issue and we are not sure where it stands at this time. Dr. Coulter showed communication with Jeff Plasterer regarding this issue.

At this time Council increased the part-time line item in the 2014 budget by \$25,000 for another part-time employee. Dr. Coulter has said repeatedly that he is not interested in another part-time person, it is very hard to find a reliable person to do the work for the hourly wage paid and the clinic personnel are in a constant state of training and this creates a very inefficient environment. There is only minimal cost to the County for this full time position because of the savings from a full time physician going to part time, and being paid from a grant. Chris informed Dr. Coulter that he is on the agenda for the October personnel committee meeting. Some health board members may also attend this meeting because they consider it to be a very important issue.

Dr. Coulter showed how insurance premiums have increased in the last three years when employees received no pay increases. A slide was shown of an employee's check stub showing he was taking home less money in 2013 than in 2012, even with the small pay increase for 2013. A pay increase of \$.25 per hour is proposed for 2014. Dr. Coulter said it is very hard to recruit and retain employees with these pay rates and showed the number of employees we have lost in the last four years.

Discussion followed regarding the pay increases in some departments of \$2,000 to 3,000. Mr. Beeson reminded the Board that the property tax caps were the cause of a lot of the budget cuts, and went on to say that the new healthcare laws are coming under a lot of scrutiny, and that two of the employees have degrees. It was pointed out that almost all employees in the clinic have degrees. The Board pointed out that it is very important to treat all employees fairly.

Dr. Coulter made the point that when we became Rural Health Certified and our revenue increased, we received nothing in exchange for this, by way of upgrading pay for the employees. Dr. Coulter went on to say that when we become Federally Qualified we will need more consideration. The Board is supportive of this consideration.

The issue of the timekeeping system was also discussed with the general consensus being it was not necessary to spend the money for this when the system we use works fine.

Any relevant federal employment laws are being followed and monitored by the department management staff and any new employment laws or any other relevant federal/state or local laws, such as the Affordable Care Act would be monitored as well.

The next meeting is scheduled for Thursday, October 10, 2013 at 12:00 (noon) in the multipurpose room at the Wayne County Health Department.

Dr. Rider made a motion to adjourn, Dr. Igelman seconded the motion. The motion passed unanimously.

James Howell, Chairperson

Date

