



210 East Walnut Street | Nicholasville, KY 40356 | [www.jessaminehealth.org](http://www.jessaminehealth.org)

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## JESSAMINE BOARD OF HEALTH MEETING MINUTES

October 25, 2022

The Jessamine County Board of Health met on Tuesday, October 25, 2022 at 7:00 A.M. in the Community Room of the Jessamine County Health Department.

**Members present** were: Dr. William McCaw, DVM; Dr. C.Darrell Jennings, MD; Suzanne Ogden, DO; Mr. Johnny Bolton, JD; Mr. Justin Ray, Magistrate; Dr. Amanda Eschelbach; Dr. Jon Quillen; and David West, Judge Exec.

**Members absent** were: Mr. Christopher Horne, Dr. Thomas Coburn, MD., Ms. Susanna Moberly, APRN, RN; and Dr. John Musick, OD.

**JCHD Staff present** were: Randy Gooch, Executive Director; Ann Stevens, Clinic & Population Health Director; Carla Stinnett, Administrative Services Manager; Becky Adams, RN Hands Director; Lisa Bolton, Environmental Services Director; Sidney Bisschop, Harm Reduction Director, and Becky Wallace, Administrative Specialist (taking the minutes).

Chairman, Dr. McCaw called the meeting to order at 7:00 A.M.

Dr. McCaw asked for any changes for the August 23<sup>rd</sup> minutes. If not, he requested a motion for approval of the minutes. Dr. Suzanne Ogden made the motion for approval of the minutes and David West, Judge Executive seconded the motion.

Numbers voting for: 8      Against: 0

**Old Business:** No old business.

**New Business:**

### **Kentucky Deferred Compensation Plan**

Randy requested everyone refer to their packet in regards to the material from Kentucky Deferred Compensation Plan requiring an updated Joinder Agreement to continue participation in their plans. The JCHD doesn't provide any matching benefit at this time but this participation allows employees the opportunity to invest in another type of retirement benefit in addition to the Kentucky Public Pension Plan. Randy then made the request the board authorize him under the Resolution of Governing Body to execute the Joinder Agreement for the JCHD.

Motion was then made to accept Randy Gooch to execute the Ky Deferred Comp plan for JCHD by Judge David West. Motion was seconded by: Dr. Amanda Eschelbach.

Numbers voting for: 8      Against: 0

**Building Committee Update:**

Preliminary Design Plans have been completed and CMW is now beginning with the Construction Design Plans. Design Boards were set up at the Board meeting for everyone to view the interior layout as well as exterior dimensional plans.

**Merit Compensation Plan:**

Randy shared in the packet the communication from Dr. Steven Stack, Public Health Commissioner as well as his communication to our JCHD Team regarding changes in the Local Health Department Merit Compensation and Classification Plan. We are appreciative of Dr. Stack and the committee's efforts to get this accomplished! Although, we have not experienced a reduction in employee's, most health departments throughout the state have experienced as much as a 40% loss in staffing over the last 10 years. This, coupled with Public Health Transformation funding, should help build the workforce back to a much-needed capacity. These changes will cost us approximately \$165,000 including fringe benefits. Randy stated we are financially well positioned and don't expect to have challenges managing this increase. And, he spoke for the entire team that they are all very appreciative of these changes. Randy asks if there were any questions.

**Board Nominations**

Randy stated these are all done electronically now. He shared the link (see below). The only positions serving Nurses, Engineers, Optometrists, Veterinarians and Consumer needs to reapply as your terms end 12/31/2022. And, as always Randy made mention, he certainly hoped all would consider renewing as we're very appreciate of their service!

This is the link to the electronic nomination form and he stated he will send it by email to those whose term expires in December.

<https://prd.webapps.chfs.ky.gov/genlogex/Detail.aspx?TK=88>

Please submit all questions to this inbox, [LHDBoardofhealth@ky.gov](mailto:LHDBoardofhealth@ky.gov)

## Important things to remember:

- *Only nominations using the online portal will be accepted and processed*
- **All fields** must be filled out **COMPLETELY** (term dates, New/Reappointment, position, etc.)
- All nominations must be submitted no later **11/01/2022**.
- Term dates for the upcoming nomination period need to be entered as 01/01/2023- 12/31/2024.

### Upcoming Term- Nominations 01/01/2023- 12/31/2024

- Nurses
- Engineers
- Optometrists
- Veterinarians
- Consumer

### JCHD Workforce Culture Assessment 2022 Survey Result

Randy included a summary representation of our JCHD Workforce Culture Assessment for 2022 in each one's packet. He briefly went over this new survey since it's been 2019 since the last survey. This was delayed due to COVID. As always, Randy stated we found areas that we are strong in and areas of opportunity allowing our organization to grow. Our leadership team will be assessing the survey and determining areas of opportunity as well as strategies and objectives for improvement. Our overall 2022 rating is 3.38 compared to 3.26 back in 2019. This represents a 3.64% improvement overall. The rating scale is structured as Strongly Disagree = 1, Disagree = 2, Agree = 3 and Strongly Agree = 4. Therefore, our overall rating falls between Agree & Strongly Agree! We had 33 team members participate in the survey. This means that any area there is an approximate 3% change can be affected by one employee. Randy said he's pleased with these overall results and will work diligently to assess those opportunities of improvement to make our team stronger in all the areas. And, Randy noted these survey results were complete before the team received any news of the Merit Compensation Plan changes. That news could have a positive impact on the survey results in the future.

### **Health Department Financial Update**

These were included in the packet and as of September 30, 2022, our operations indicate a \$127,161 deficit compared to a \$247,889 deficit at the same time last year, a difference of \$120,728. The cash balance for the health department at September 30, 2022 is \$1,791,010 as well as Certificate of Deposits totaling \$520,307.

### **Taxing District Financial Update**

As of September 30, 2022, the taxing district has a balance of \$2,602,760 with \$2,291,572 being held in Farmer's Bank, \$61,188 as a CD in Citizen's Commerce Bank, \$50,000 in a JP Morgan Market Linked CD and a \$200,000 CD in Citizen's Commerce Bank. The \$50,000 JP Morgan Market Linked CD is now 4 years old of a 7-year maturity and the market value at 9/30/2022 is \$55,428.82 which represents a growth of 10.86% or an average of 2.7% per year.

### **Personnel and Program Updates**

There have been some challenges with Population Health with staff changes however, we have advertised for (2) Health Educators for that Program.

WIC is still being done via phone at least through April, 2023.

Randy reminded the December 13<sup>th</sup> Meeting will be back to the Christmas breakfast complete with full staff members (where the Employee of the Year is announced and Years of Service Pins are given out at this time of year!).

### **Open Discussion**

Dr. McCaw requested that Board go into closed session. Judge West made the motion to go into closed session, Justin Ray seconded, motion carried.

Numbers voting for: 8      Against: 0

During closed session Personnel items were discussed, but no action taken at this time. Next meeting all Board Members that were absent will be brought up to speed from the previous meeting.

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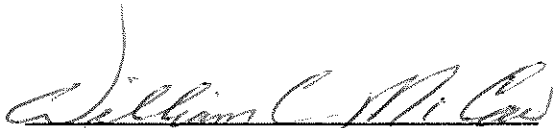
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Once the Board completed their closed session Dr. McCaw requested a motion to return to open session. Motion was made by Justin Ray to return to open session and Judge David West seconded the motion.

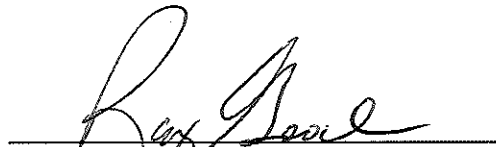
Numbers voting for: 8      Against: 0

Dr. McCaw then requested a motion to adjourn. Justin Ray made the motion to adjourn. Judge David West seconded the motion.

Numbers voting for: 8      Against: 0



Chairperson



Secretary

**The next regularly scheduled Board of Health Meeting is Tuesday, December 13, 2022 at 7:00am in the Jessamine County Health Department Community Room.**