

**MCDONOUGH COUNTY BOARD OF HEALTH REGULAR MEETING MINUTES
WEDNESDAY, FEBRUARY 8, 2023**

The McDonough County Board of Health regular meeting was held in the board office on Wednesday, February 8, 2023. The regular meeting was called to order at 7:04 by Andrea Ratermann, President.

Members Present: Dr. Amy Waschull, Dr. Karen Blakeley, Terra Litchfield, Roger Ward, Dr. Richard Minter, Andrea Ratermann, and Dr. Nick Doll

Members Absent: Gwynne Worthington, Becky Mahr

Staff Present: Kerri Allen, Chris Adams, Jennifer Plate, and Kathy Cleer

Visitors Present: Niki Duffy

Call to Order:

Meeting was called to order at 7:04 by President Andrea Ratermann.

Public Comment:

NONE

Minutes:

A MOTION WAS MADE BY DR. AMY WASCHULL AND SECONDED BY DR. RICHARD MINTER TO APPROVE OCTOBER 12, 2022, WITH ONE CORRECTION, MCDONOUGH COUNTY BOARD OF HEALTH REGULAR MINUTES. MOTION CARRIED.

Claims:

DR. RICHARD MINTER MADE A MOTION; SECONDED BY DR. AMY WASCHULL FOR THE APPROVAL OF CLAIMS FOR THE PERIOD OF JANUARY 1, 2023 THROUGH JANUARY 31, 2023, IN THE AMOUNT OF \$103,823.00. ROLL CALL VOTE WAS TAKEN WITH ALL MEMBERS PRESENT SAYING YES. MOTION CARRIED.

Reports:

Board of Health- NONE

County Board-Terra Litchfield reported that the main topic of discussion with the County Board is CO2 pipeline.

Directors Reports-

Environmental Health Division

Chris Adams, Environmental Health Director

Chris reported that they have been busy with new facilities. Ice House, Mexican Ice Cream Shop, two new coffee shoppes in Bushnell, new Dollar General and a new Family Dollar store in Bushnell. The Red Ox building has been purchased and it will be a new steakhouse. Dairy Queen in Bushnell has closed and the Dairy Den has

opened back up. The health department will be holding a Certified Food Protection Management (CFPM) course in April and will hold a Certified Food Managers' course in May. There will be a Farmers' Market meeting tomorrow, February 9th at City Hall. The main change is allowing people to sell eggs. They are seeking public comments to see what prices are going to be allowable. Ben Thompson is currently working on hiring an MRC Coordinator and Co-coordinator. The previous person just quit showing up for work. We have a CPR class coming up on February 15th. Ben is always working on PHEP plans. SCHD has a part time PHEP person, Joe Ragle. MRC is a volunteer-based program. No qualifications are needed. Joe is working on getting volunteers for the program. Currently it has 85 volunteers signed up with only five of those people actively volunteering. There is a Lost Behavior training coming up that Ben will be attending.

Community Health Division

Jennifer Plate, Community Health Director

Jennifer reported that her staff has been working on outreach and education. Joby Miller has been health education in the Macomb grade schools on nutrition. She has been asked to do a presentation at Eisenhower Towers on seizures. February is heart health month. She is meeting with John Greenwood about the Social Determinations Health grant. There needs to be a navigator for public aid since it's difficult to get in touch with someone at that division. We receive stacks of latent TB patients from WIU. Terri has been helping Nicole Driver with that. Jennifer has applied for some scholarships to pay for some of her upcoming training. Jennifer will be getting certified CLC for McDonough. She will be doing the training on her own time. We have been five months without a Breastfeeding Peer Counselor and the person we recently hired for the position worked one day and quit. The position is only 18 hours per week and pays under \$15. The only requirement is that they must have breastfed a baby within the last 5 years. We are putting out an ad for another nurse. It could be an LPN or an RN. We have lots of staff with built up time that are requesting time off so we need to hire someone for coverage and cross train them.

Administrator's Report

Kerri Allen, Administrator

First and foremost, Kathy Cleer celebrated 20 years with MCHD in January. We spent out the entire Mass Vaccination grant and will not have to pay any of it back to the state. The Covid Response grant ends on June 30th. A new grant, Covid 19, Monkeypox and Influenza grant, started back in October and goes through September 2023. It is a \$150,000 grant. People coming in to get Covid vaccinations have gone down considerably, and we don't start flu vaccinations until October, so we won't use this grant much. LHPG is coming up to apply for soon. The state has changed this grant to a reimbursement grant instead of sending us all the money up front. We have gotten our new storage shed and have been moving stuff out to it. We are slowly moving items from the storage unit to the new shed. We want to have everything moved from the storage rental to our shed before the end of June if not sooner. County audit starts either on February 20th or 27th. They didn't have a firm date yet. Kathy and I met with Dave Schaub about the sharps container program. The city signed up for the program originally and had us being the distribution/drop off point. They have been cutting costs and decided to not renew the program. It costs about \$650 a month for this program. It is a well utilized program in our community and would be greatly missed if it is lost. March 1st we will lose our unwanted meds program. We receive 90 pounds of unwanted medications every 2.5 months.

OLD BUSINESS

NONE

NEW BUSINESS

FY 22 ANNUAL REPORT

Kerri went over the annual report numbers with the board members.

A MOTION WAS MADE BY ROGER WARD AND SECONDED BY DR. NICK DOLL TO APPROVE THE ANNUAL REPORT. MOTION CARRIED.

COVID-19 CRISIS RESPONSE GRANT FOR WORKFORCE RETENTION BONUS

Kerri gave a handout with the Covid Crisis Grant objectives and goals. She explained the handout and how the bonuses were figured. The board members had some discussion on the matter. Terra said the Elms does receive an attendance bonus but there is a set criteria that has to be met. If a staff member is late to work, they lose 20% of their bonus, if they have an unexcused absence, it counts against them. They are required by the state to have so many staff members and if they don't, the state will fine them. The criteria must be met in order to receive a bonus and the administrator doesn't receive a bonus. Roger said that he and his wife had to close their businesses due to Covid and the loss of sales. Roger said it infuriates him to hear we want to get a bonus from Covid funds when he was unable to get funding to save his business. This is what we signed up for and don't take the grant money if you can't get it spent. Just be aware that there is another perspective out there on the business point of view. Dr. Blakeley said she also suffered monetary losses from the Covid shutdowns. The whole idea doesn't sit well with her. Yes, she wants to see the money stay in our community but also sees us not spending the grant out and then giving the staff a bonus. Dr. Waschull gave her perspective on the retention bonuses. She said something has to change. We can't not use the money and expect services to be provided. Dr. Minter said that his office has been offering a sign on bonus. If you have a good employee, it is cheaper to keep them than to train someone new. Let's keep our good people, lower some of our fees and treat these people that have toughed it out through this pandemic. Andrea said if we don't keep our employees, we are going to have to cut programs. Terra felt that the bonus should have been based on the number of years the staff have been here and that Kerri shouldn't get a bonus. Kerri said that we plan to send 3 or 4 people to the NACCHO PHEP Summit in Atlanta, Georgia in April and we have several other trainings that are coming up that this grant will help pay for. Our core programs are where we spend most of our time. The Covid grants were just extra funds that we don't normally receive. Dr. Waschull thinks we need to do something. At the last board meeting, we said yes to retention bonuses but now we are deciding not to do that. We need to raise the pay. Something has to be done. Dr. Doll said you could do a sign on bonus. But he agrees with what has already been said. He sees two problems; one is not enough salary to attract new employees and the second being that the current salaries would need to be raised to make more attractive to prospective employees, but everyone's pay would need to be raised across the board. Dr. Minter said he had his own business practice with his dad, and they had employees that were there for 42 years. They kept raising their pay to retain them since it would take two people to replace just one person if they left. Minimum wage is going up. Terra recommended giving a temporary pay increase until June, then reducing the pay. Dr. Minter said if the money doesn't get used by us, it goes back to the state and it will be sent to someone else. Retention helps the people that did the work and not giving it to a sign on bonus. Dr. Doll said he doesn't see a bonus manipulation of the grants. It's just a different way to pay staff more. We need to do something. He doesn't think it is excessive giving the staff more money. We need to get people hired, find new grants to make up the difference, take a look at the programs we have and see how many are mandatory. See which programs could be eliminated. We need to have a plan of action when things drop off. Roger said we need to address the realization that we are going to be back here in a year revisiting the same issue. Something has to give and something has to go. Dr. Blakeley said she would rather see it go forward into pay increases. Half for the past and half moving forward for temporary pay increases.

DR. AMY WASCHULL MADE MOTION THAT WE USE THE MONEY FROM THE COVID CRISIS WORKFORCE RETENTION GRANT TO IMPROVE THE SALARIES OF OUR HEALTH DEPARTMENT WORKERS WITH A ONE TIME RETENTION PAY IN TWO INSTALLMENTS AS PRESENTED AND WAS SECONDED BY DR. RICHARD MINTER. A ROLL CALL VOTE WAS TAKEN: BLAKELEY-NO, DOLL-YES, LITCHFIELD-NO, MINTER-YES, RATERMANN-YES, WARD-YES, WASCHULL-YES. MOTION CARRIED.

BOARD COMMENTS

Kerri said that she had planned on talking to both boards about consolidating or leaving. At this time, I am looking at letting them loose since it looks like they are not going to be able to sustain themselves. Once Kathy and I complete their audit and get them set up with QuickBooks we can part ways. Schuyler County Health Department is still working on their dental clinic. They have had this money since 2016 and none of the other administrators have really moved on it until recently. After the area was demoed, Kerri hired Benton and Associates to design a dental clinic. The foundation came back and said you have done these things over the years and told the board that they needed to have a dentist signed on and a set criteria met before they release any more money. Kerri has recommended that they rent out the empty office spaces to get some revenue coming in. They had Covid money to help carry them along but since that is ending, she doesn't know how they are going to continue to make it. Kerri wants to make sure they are ready before she lets them loose. They will need to find an administrator and an LEHP to oversee their sanitation. We have to let them know we are terminating the agreement and give 60 days' notice for termination of the contract. Terra said that the County Board saw no benefit in having Schuyler County Health Department.

Adjourn:

TERRA LITCHFIELD MADE A MOTION AT TO ADJOURN AND WAS SECONDED BY DR. NICK DOLL AT 9:26 P.M. MOTION CARRIED.

Kathy Cleer
Business Office Manager/CFO

NOTE: The next BOH meeting will be Wednesday, May 10th, at 7 pm.