Galion City Health Department

Tuesday, June 13, 2023, 5:00pm-6:30pm



Present: Ms. Shellie Burgin, Board Member; Ms. Candy Yocum, Board Member; Amanda Moran, Board Member; Mike Flick, Board Member; Heidi Matney, Board Member; Jason McBride, Health Commissioner; Ms. Andrea Barnes, Director of Environmental Health; Ms. Sarah Miley, Sexual Health & Wellness Program Manager; Ms. Tina Nichols, Health Educator/DIS.

Absent: Tom O'Leary, Mayor, City of Galion, President; Carrie Bednarz, MA; Jessica Bourne, MA; Lynn Corwin, Director of Nursing; Jennifer Jordan, Administrative Assistant-Medical Assistant; Kim Ponziani, Public Health Nurse.

Call to Order

Shellie called the meeting to order at 5:00 pm.

Z Approval of Consent Agenda

Motion to approve the consent agenda for June 13, 2023

Minutes: Jason explained that the larger than usual number of contracts were renewal contracts for the Sexual

Health Clinic.

Result: Approved

Motioned: Amanda Moran

Seconded: Ms. Candy Yocum

Voter	Yes	No	Abstaining
Ms. Shellie Burgin, Board Member	×		
Ms. Candy Yocum, Board Member	X		
Amanda Moran, Board Member	X		
Mike Flick, Board Member	X		
Heidi Matney, Board Member	X		

2.1 Health Commissioner (HC) Report

See attached HC Report.

Attachments:

Monthly Report - HC, May 2023.pdf

2.2 Environmental Health (EH) Team Report

See attached EH Division Report.

Attachments:

Monthly Report - EH, May 2023.pdf

2.3 Nursing Team Report

See attached Nursing Team Report.

Attachments:

Monthly Report - DON, May 2023.pdf

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2.4 Sexual Health and Wellness Clinic Report

See attached Sexual Health and Wellness Clinic Report.

Attachments:

Monthly Report - NP, May 2023.pdf

2.5 Contracts

Contracts that were entered into by the Health Commissioner.

Attachments:

Contract - (1 of 5) Master Services Agreement.pdf

Contract - (2 of 5) Second Pharmacy Services Agreement.pdf

Contract - (3 of 5) Business Associate Agreement.pdf

Contract - (4 of 5) Agency Agreement for PrEP Provider Services.pdf

Contract - (5 of 5) Mutual Non-Disclosure Agreement.pdf

Contract - Complete with DocuSign MOU Alyssa Shererdoc (1).pdf

Contract - Complete with DocuSign MOU Jawanner Davisdo.pdf

Contract - Complete with DocuSign MOU Phillip Carrondo.pdf

Contract - Complete with DocuSign Agency Agreement Gali.pdf

Contract - Galion City LHD FY2024-2025 Renewal.pdf

2.6 Board of Health Continuing Education (ORC 3701.342)

Reminder to BOH members that two (2) hours of continuing education are required to be completed each calendar year, per ORC 3701.342.

Verification sheets (attached), and copies of certificates (if applicable) need to be submitted to Health Commissioner. There is an applicable training on Sunshine Laws (very good for new members) available virtually at the following link:

https://www.ohioattorneygeneral.gov/Legal/Sunshine-Laws/Sunshine-Law-Training

Kent State College of Public Health has created additional learning modules to assist local boards of health meet their two-hour annual continuing education requirements. Access all of the learning modules here: https://www.kent.edu/publichealth/local-boards-health-continuing-education-lectures

Attachments:

BOH CE Sign-off TEMPLATE.docx

3 Approval of the Agenda

Motion to approve the agenda for June 13th, 2023.

Minutes: NA

Result: Approved

Motioned: Mike Flick

Seconded: Amanda Moran

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Voter	Yes	No	Abstaining
Ms. Shellie Burgin, Board Member	X		
Ms. Candy Yocum, Board Member	X		
Amanda Moran, Board Member	X		
Mike Flick, Board Member	Χ		
Heidi Matney, Board Member	X		

4 **Approval of Board of Health Meeting Minutes**

Motion to approve the May 9, 2023, GCHD Board of Health Meeting Minutes.

Minutes: NA

Result: Approved

Motioned: Amanda Moran

Seconded: Mike Flick

Voter	Yes	No	Abstaining
Ms. Shellie Burgin, Board Member	X		
Ms. Candy Yocum, Board Member	X		
Amanda Moran, Board Member	X		
Mike Flick, Board Member	X		
Heidi Matney, Board Member	X		

Attachments:

Minutes - May 2023 Mtg (Final).pdf

5 **Approval of Fiscal Reports**

The month was not closed out in time for finance reports to be completed. It will be sent out as soon as it is available, and it will be on the agenda of the next BOH meeting.

Minutes: NA

Result: Tabled

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ි Reports

6.1 PHAB Accreditation

Jason, Andy, and our PHAB accreditation specialist Sara continued working together and successfully submitted the remaining requirements for our accreditation documentation. It took longer than expected to submit the documentation because there was a glitch for a few weeks on the accreditation website, which prevented us from submitting the required documentation by our planned deadline. Once it was resolved, they said that our new deadline was June 15th. Overall, we are very pleased with all the progress that was made on this major project. The group which will review our accreditation paperwork will reconvene in August, and we should know during that month if we will officially become an accredited health department. We are fully confident that we will be accredited and are in a good position.

Minutes: Shellie asked for and received confirmation that all accreditation paperwork has successfully been submitted. Heidi asked how accommodating PHAB was because of the glitch. It was explained that it was their glitch, and they worked with us by extending our deadline to submit the paperwork. Andy said there was no way she would want to wait until the final day, especially because of the upcoming Food Survey to prepare for.

Attachments: N/A

6.2 School Nursing Contract

We have been in talks with Galion City Schools to have the school nurse contract again for the upcoming school year. Unlike in previous years, this time we would have two RNs, and they would be full-time and have benefits. From the feedback we have received, there is surprise about the cost of our health insurance in particular, so they are seeing if they can get a better price elsewhere for school nurses.

Minutes: After Jason gave a summary, Shellie asked if all our costs were included in there, and Jason confirmed that we did. Candy asked if we feel we will be able to fill those positions, and Jason shared that one of the existing nurses at the school has expressed interest in staying for next year. There is also another nurse who has expressed interest in being a school nurse that Jason has kept in contact with. Jason also let this potential school nurse know that contract discussions are happening and that we may or may not get the school contract. Jason said that having health insurance and related benefits makes it easier to recruit. Mike asked if they would have the same health insurance as the health department, and Jason said yes. Mike then asked how we came up with our figures. Jason said that he went with the highest amount the schools said they would pay per nurse and justified that cost to say that we didn't previously include PERS and Workers Comp in our figures. The total cost for the year for both nurses would be approximately \$228,000. Mike asked if Medicare was included in the figures. Jason didn't specifically recall that being included, though Andy said it was.

Candy asked if that figure would be \$50,000 per RN, and Jason confirmed that. Shellie asked if the \$50,000 is for the whole year, and Jason said that it does include the whole year, though they won't work summers, or at least not nearly as much as they would during the school year. Jason said it was a little messy because his understanding is that the schools spoke with the nurse who worked as the school nurse during the previous school year, and she was told that she would not work during the summer. That is something that Jason would have to navigate and make sure it is uniform for the other nurse as well. Andy added that we would encourage them to use their PTO mostly during the summer break, if we do have them working some amount during the summer. Jason talked about this being a 220-day contract that we would work out with the schools, but we could also work out a different schedule with the nurses, particularly during the summer break. The pay would be the same all year per paycheck. There was talk of us believing the pay for nurses is too low, while the schools believe it is too high. Andy said that the existing nurse at the school currently pays a big chunk of her paycheck for her benefits, whereas if they select a certain plan that we offer, there is no premium deducted from the paycheck to pay for it. It may pay a little less, but less is also taken out for benefits, so it is a net gain. Though she knows we know of nurses whom are interested, Shellie talked of how generally it may be too difficult to find people at that low pay rate, in spite of the draw of not working nights and weekends. Mike brought up the scenario of one of the two nurses leaving and then having great difficulty finding someone who

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would agree to the low pay, and how we would be liable and need to use our existing nurses to help with that. Andy doubted that the schools are even interested at this point.

Mandi asked how we are feeling about it. Jason said that now that he has more say in how the contract is designed and certain circumstances are now more favorable, such as having two full-time nurses with benefits, he feels better about it than before. Shellie said she is unsure if there is a benefit to doing it, and that it would be a pass-through cost for us. This would be more about good community relations with the schools. Mandi asked if we have solely been communicating with Jen, or if it has also gone to their board. Jason said we've just been speaking with Jen, though she has told us of speaking with her board. Mandi asked if we could ask her to ask the school board, since they are ultimately the ones that make the decisions and not her. Mandi then asked what others thought. Andy said Jen did speak with the board, and Jason added that he is unsure how formal or informal it was. Mandi wondered what they are thinking, particularly if they are anxious about it.

Mike wondered about what the oversight would be like if they found their own nurses, especially since no one at the school would have a suitable health background. It was brought up that Crawford County Public Health chose not to renew the school nurse contract. Mandi said they may be trying to get us to cave to have us agree to it for less, and she believes they will want to have the contract with us. Mike thought that it would be better for us if we didn't get the contract, because by his figures, it would cost us at least \$56,000-\$58,000 per nurse per year. If we walk away, then we walk away. Shellie agreed and said it has to at least meet what our costs are. It was pointed out that we also added an admin fee of \$750 per nurse per month. Mandi said that amount is more than reasonable. Mike talked of how that would cover our overhead, especially when they are back at the health department.

Candy asked if we know what other school districts do for school nursing. Sarah explained that some do employ nurses with a school nurse licensure, while others contract with health departments. Tina explained that not as many go through health departments anymore, and in some cases the schools would hire the nurse that was previously contracted through the health department. Mandi wondered what the insurance liability would be for a school to have its own nurse, and Mike appreciated how that was brought up.

Candy wondered how this would be PR-wise if we didn't have the school nurse contract for this next school year. Andy said that City Council is particularly interested in us having this. Heidi said that we have to be able to cover our costs, too. Shellie said if we provide our best offer which covers all our costs and the schools still say no, then that is their choice. Mike asked about using an LPN under the supervision of an RN. Jason said that this was previously attempted in former school years, and given the previous history, it will work best to have two RNs out there. Jason said that idea might work better in a larger school district, but with just the two nurses, it can make things more difficult. Andy said it might also work if the LPN was very part-time. Various Board members said that we may need to approach Council and explain that we gave them our best offer, which is borderline more than fair. Candy asked what amount was given to us last year and if it was what we asked for. Jason explained that we did receive what we asked for, which was about \$423,000 (much higher than it had been before) and Mandi said it was given to us after a lot of scrutiny.

Attachments: N/A

6.3 Contacted State Senator

On May 16th, Jason received an email from his professional organization, the Association of Ohio Health Commissioners (AOHC), about contacting our respective State Senators about a certain issue. In summary, a certain amendment was removed from a budget bill which would have provided additional funding for local health departments. We were asked to request for our State Senators to add it back into the budget before it was voted on. Please see the attachment of the AOHC email for more information.

Minutes: Jason spoke of contacting our State Senator for the first time as directed by AOHC. Before doing that, he asked Health Commissioner Kate Siefert from Crawford County Public Health about any insights she may have about our State Senator and if it might be a good idea to contact him. Jason said that since that

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happened, he learned that the amendment to provide additional funding for local public health was ultimately left out of the budget bill.

Attachments:

Report - Communication with State Senator.docx

6.4 Grant award

On 6/7, we were pleased to learn that all health departments that applied for the Workforce Development 2023 grant (WF23) will be given that funding. This will provide \$360,000 that we can use through 11/30/2027. We can spend that at the pace we choose. If we spend that money evenly for four years, that amounts to \$90,000 per year. The previous Workforce Development 2022 grant provided \$180,000 for the year. Although it is half the amount that it was before (per year), we are glad to have continued funding for the next few years from this source.

Minutes: Jason explained that the official Notice of Award (NOA) was not given out yet, but an email was received which said that all local health departments who applied will be awarded the funding they applied for. Andy pointed out that unlike the previous versions of this grant, we will manage this through the state health department's online grant management software known as GMIS. Past Workforce Development grant awards were managed for us through Crawford County Public Health. Sarah said that in GMIS, they just want to know either monthly or quarterly how we are spending our money each month.

Attachment: NA

7 Old Business

7.1 Strategic Plan

Motion to approve the 2023-2026 Strategic Plan. Since the previous meeting, the Goals, Objectives, and Strategies on the final two pages have been updated.

Minutes: Jason explained that the goals in the Strategic Plan are not division-specific (e.g., environmental health, nursing, sexual health clinic); rather, these are department-wide goals. Those division-specific goals may complement these goals, they aren't necessarily included in the Strategic Plan. Shellie said it's probably fine and that we did talk a lot about social media. We should post more regularly than what the Strategic Plan calls for. That particular goal of the quarterly social media post was to be in alignment with the Community Health Improvement Plan (CHIP). One idea is to have at least two social media posts per month, because we don't want to overwhelm people with too much information, but we also want it to be as easy as possible for the community to know all of what we provide, such as when we talk about eye wear for the solar eclipse for next year. Mike said the biggest deficit of this department is not doing a better job of letting the public know what their tax dollars are being spent on. We save lives in many different ways, but it is more under the radar compared to the police department or the fire department. Mandi wondered if we could use Workforce Development money to bring in somebody for two hours a week to help with that. Some ideas are the pictures from the outreach events we do, or vaccination clinics. Candy said that many seniors around here watch WMFD and that there might be an opportunity to gain additional exposure through them. She said that if WMFD was asked, they could come out for certain events, such as a bake sale at a nursing home. Mandi said the local newspapers are always looking for things to write about. Candy also said that the Chamber Chat is a good networking tool and said lately there have been about 25-30 people who attend. I could also be a guest speaker at that. Sarah shared how on the health department's Twitter and Instagram, she would include an update on the Sexual Health clinic and said that since she was about the only person who did that, her concern was that it was not balanced out with information from other programs. Mandi thought someone could spend ten minutes with each department and then create social media posts about it. Another idea is a monthly social media post from the Health Commissioner, with info which can include upcoming events where we will be. Sarah spoke of how scattered her team is right now and how they are pretty much the only ones that really know what is going on in her team, then said it may be the same with Jason and nursing and environmental health, because we are all in survival mode right now. Mandi talked about how our social media could focus on some of our

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walk-in services, and nurses can talk more about the back-to-school vaccines. Mike asked about why we are in survival mode, and we talked of the currently open position which vitally needs to be filled. People are taking on more responsibilities, such as Andy taking on much of the fiscal work, and Sarah is also doing more of that than she should be. Sarah said that we are the only region in Ohio that doesn't have a grant administrator. Andy also said that people have been taking vacation time and it makes things hard. Sarah continued by saying they are dealing with a lot of patients with syphilis right now, including an 80-year-old, in the nine counties they serve. Candy asked if there is a way to include a grant administrator position in the budget, and Sarah said they are getting ready to do that, but there is no one to help write the budget now.

Result: Approved

Motioned: Amanda Moran Seconded: Candy Yocum

Voter	Yes	No	Abstaining
Ms. Shellie Burgin, Board Member	X		
Ms. Candy Yocum, Board Member	X		
Amanda Moran, Board Member	X		
Mike Flick, Board Member	X		
Heidi Matney, Board Member	X		

Attachments:

Strategic Plan, 2023-2026.pdf

New Business

7.2 Request to Accept Hiring of Leanna Perdue

Motion to approve the hiring of Leanna Perdue as Business Services Officer/ Vital Statistics Registrar, effective 6/26/2023, as per attachment.

Minutes: Andy explained that she has a Master of Business Administration from North Greenville University in South Carolina. She has worked as a mortgage loan officer among other things and has also managed a personal business. There was no grant experience. Candy asked about available trainings for health department finances. Jason said there is a training which will happen twice this year, and that he had already attended that. Candy also wondered if there are CEs available for grant trainings.

Result: Approved

Motioned: Candy Yocum
Seconded: Amanda Moran

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Voter	Yes	No	Abstaining
Ms. Shellie Burgin, Board Member	×		
Ms. Candy Yocum, Board Member	X		
Amanda Moran, Board Member	Χ		
Mike Flick, Board Member	Χ		
Heidi Matney, Board Member	X		

Attachments:

Personnel Action Form - Leanna Perdue.pdf

7.3 Request to Adopt New Policy Re: Transferring Sick Leave to Others

Motion to approve the adoption of a new sick leave policy to allow for eligible employees to transfer their sick leave to others, as outlined below:

1. Sick Leave Donation

Any employee with a balance of at least two hundred forty (240) hours of sick leave may donate up to 160 hours of sick leave annually, in eight (8) hour increments, to any employee that works for the Galion City Health Department or the City of Galion who has exhausted his or her own sick leave bank due to serious illness or injury of the employee or a member of the employee's immediate family as defined in Section A (4) of this policy. The sick leave donated will not be assigned any monetary value and once donated will not be returned to the donor employee. Donation of leave under this section shall not count as sick leave utilized by the donor employee for purposes of any sick leave bonus for which the employee is otherwise eligible.

Minutes: Andy explained that this closely mimics the policy that the city uses. One benefit is that it doesn't cost us anything, especially if we donate it to someone in the city. They deduct the amount, and it saves us money because it is less that needs to be paid out later. Shellie was surprised that there wasn't a policy in place to stop sick leave or any other leave from accumulating so high. Where she works, it is capped. Andy said that only two-thirds of its value is paid out. Shellie asked hypothetically if she could donate 160 hours of sick leave to Andy because she likes her, and then Andy explained that this could only be paid out if the employee was out of their own leave pay, such as being on FMLA. Candy thinks it's a good morale booster. Shellie said that at the hospital, people can apply for additional leave if they run out of their own, and fellow employees can choose to donate to that. Heidi asked how this policy would work if, hypothetically, she was sick and Tina wanted to donate sick leave to her, but if Tina made \$25 dollars an hour (hypothetically), and Heidi made \$30 dollars an hour (hypothetically), how would that work? Andy said that in whatever department you are in, your pay would already be budgeted for so it would still work.

Result: Approved

Motioned: Mike Flick

Seconded: Heidi Matney

Voter	Yes	No	Abstaining
Ms. Shellie Burgin, Board Member	Χ		
Ms. Candy Yocum, Board Member	X		

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Amanda Moran, Board Member X

Mike Flick, Board Member X

Heidi Matney, Board Member X

Attachments: NA

Executive Session (as needed)

An executive session may be requested for one or more of the following matters to:

- a. consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or to consider the investigations of charges or complaints against a public employee, official, licensee or "regulated individual"; unless the person being investigated of charges or complaints requests a public hearing;
- b. consider the purchase or sale of public property if the public interest would be hurt by the premature disclosure of the information;
- c. confer with the public body's attorney for the purpose of considering disputes if a court action concerning the dispute is either pending or imminent;
- d. prepare for, conduct, or review negotiations or bargaining sessions with public employees;
- e. consider matters required by federal laws, or rules, or state statutes to be kept confidential;
- f. consider specialized details of security arrangements if the information could be used for criminal

Minutes: Motion to enter into Executive Session for the purpose of considering the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or to consider the investigations of charges or complaints against a public employee, official, licensee or "regulated individual"; unless the person being investigated of charges or complaints requests a public hearing.

Time: 6:10

Time of reconvening: 6:31

No decisions were made during Executive Session.

Before entering into Executive Session, Mandi asked if she could bring up something. She talked of a policy that the city adopted in 2021 about credit card use while traveling. From what Mandi read, by having this policy, every department would have their own credit card and it would make it easier for Eunice to track all of the expenses. Mandi distributed the policy and said that we adopted it. Her suggestion is we use this meeting as a record for retraining on how to keep track of receipts and how to report them to the Health Commissioner (HC). Mandi said after they eat, they can send the receipts to the HC, then the HC reviews it and signs it, and then gives it to the Auditor's office. This can serve as a way for the HC to confirm that an itemized receipt was sent. If not, the HC can ask the employee to go back to the restaurant and get that. Mandi feels that a new policy could be implemented, because no one was trained on it except for signing off on the receipts. We can say that with this meeting, we're training on it now, this is what the policy is, and we'll use this as a record of meeting and come up with a solution. Mandi also found out that the credit card has already been paid, and asked for those involved to stop stressing about that. Sarah shared how they were told that their expenses wouldn't be covered without an itemized receipt. Mandi said that part wasn't in the policy, so anyone saying otherwise is saying something different than what the policy actually says. Mandi said that if they have any more questions, they can contact any member of the BOH, and a BOH member can tell them that we have a record of meeting where we trained on this and that we have a very good understanding of how we will do this going forward. Sarah asked if we can get a different policy where she can

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be approved to use her own credit card and be reimbursed for that later. If two or more employees want to eat separately, it's hard if everyone is restricted to only using the credit card. Mandi said that although it was adopted before her time on the Board of Health, it seems the policy is designed to make things easier for the Auditor's office and allow for them to receive awards points. Mandi's opinion is the best course of action is to keep it the way it is, and everyone reviews the policy in general with the credit card. This applies to all staff who have reason to use the credit card for any reason. Employees need to make sure that they have read the policy and that they understand it. The HC needs to figure out the best course of action for them to get them the receipts and how to approve them. Candy said this can be an educational thing that people sign off on, too. Mandi said that we shouldn't let people give us grief for making a mistake about something we didn't know about. At the end of the day, the Auditor's office is not our collective boss. One staff member voiced that it has been particularly difficult with managing grant funds. Mandi asked in what ways we needed to go through the Auditor's office before traveling. Sarah and Tina explained that they had to set up Southwest Airlines as a vendor and they did it with no assistance. Mandi asked why they needed to be a vendor if they have a credit card, and they were unsure why. They had to get a tax ID from Southwest and the hotel, and said it wasn't easy connecting with someone to get that. Tina reminded everyone that Sarah is a provider and that we wouldn't expect our physicians to do work like that. Tina shared how on a previous trip, she used her own credit card to pay for her and Sarah to travel, and she got reimbursed for it later. Andy believes the department-wide credit card came about from state auditors somehow. Tina mentioned how it was an ordeal how the receipt for the hotel came back two cents higher than a previously stated amount, though we resolved that with the purchase orders. Andy said part of this is the aches of being a smaller department and having to do everything ourselves. Mandi said staff can reach out to her and possibly other BOH members about bridging the gap of communication to make things easier in this regard. Mandi apologized that that happened and that some of the related policies flew under the radar when they were new. Sarah said that no one had needed to use it yet. Andy said it was adopted right when Trish left and there was no one in charge at the time. Shellie said it's one of those things which need to be brought up every year or two, and Mandi agreed. Tina said that part of what makes it hard is the assumption that they are doing something wrong, and they have been living under that. Mike and Mandi talked about how the travel arrangements can be forwarded to their supervisor to address these issues for next time. Tina and Sarah later shared how during the conference they went on a walking trail which highlighted different things such as syphilis and the Spanish flu.

Result: Approved

Motioned: Mike Flick

Seconded: Amanda Moran

Voter	Yes	No	Abstaining
Ms. Shellie Burgin, Board Member	X		
Ms. Candy Yocum, Board Member	×		
Amanda Moran, Board Member	×		
Mike Flick, Board Member	×		
Heidi Matney, Board Member	X		

Attachments: NA

Minutes – Galion Board of Health Meeting Galion City Health Department

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Next Scheduled Board of Health Meeting Minutes:

Next Scheduled Board of Health Meeting
-July 11, 2023, at 5:00pm in Galion City Health Department Board Room

Next Scheduled Galion City Council & Subcommittee Meetings:

- -(City Council) June 13, 2023, at 7 00 pm in Council Chambers
- -(Police, Fire, Health) June 15, 2023, at 7,00 pm in Council Chambers
- -(Finance) June 21, 2023, at 7:00 pm in Council Chambers
- -(City Council) June 27, 2023, at 7:00 pm in Council Chambers

Attachments:

2023 Board of Health Meeting Dates dock

10 Adjournment

The meeting was adjourned at 6:33.

Voice Vote

Result: Approved

Board of Health Approval Signature

X Shellie Burgin President

Board of Health Approving Name and Title