



MINUTES

Southern Nevada District Board of Health Meeting April 27, 2017 – 8:30 A.M.

**Southern Nevada Health District, 280 S. Decatur Boulevard, Las Vegas, NV 89107
Red Rock Trail Conference Room A and B**

**BOARD:
(Present)** Richard Cherchio – Councilmember, City of North Las Vegas
Douglas Dobyne – Secretary, Regulated Business/Industry
Frank Nemeč – At-Large Member, Physician
Dan Stewart – Councilmember, City of Henderson
Lois Tarkanian – Councilmember, City of Las Vegas
Brian Wursten – Councilmember, City of Mesquite

(Absent): Bob Beers – Chair – Councilmember, City of Las Vegas
Chris Giunchigliani – Commissioner, Clark County
Marilyn Kirkpatrick – Commissioner, Clark County
Scott Nielson – At-Large Member, Gaming
Rod Woodbury – Vice-Chair – Mayor, Boulder City

**ALSO PRESENT:
(In Audience)** None

LEGAL COUNSEL: Annette Bradley, Esq.

**EXECUTIVE
SECRETARY:** Joseph P. Iser, MD, DrPH, MSC, Chief Health Officer (**Absent**)

STAFF: Heather Anderson-Fintak, Mark Bergholdt, Cory Burgess, Norine Clark, Regena Ellis, Emily Elzeftawy, Andrew Glass, Victoria Harding, Jeremy Harper, Michael Johnson, Paul Klouse, Fermin Leguen, Brittany Lewis, Sharon McCoy-Huber, Edie Mattox, Brian Northam, Jim Osti, Zuwen Qui-Shultz, Jacqueline Reszetar, George Ruiz, Joanne Rupiper, Herb Sequera, Jennifer Sizemore, Adele Solomon, Leo Vega, Jacqueline Wells, Deborah Williams

I. CALL TO ORDER

Doug Dobyne, Secretary, called the Southern Nevada District Board of Health meeting to order at 8:34 a.m.

II. PLEDGE OF ALLEGIANCE

III. RECOGNITIONS

- **Public Health Heroes Annual Award – Dr. Laura Culley, Associate Dean, Community Engagement, UNLV School of Medicine**

Andy Glass, Director of Administration, introduced this year's Public Health Hero, Dr. Laura Culley, Associate Dean, Community Engagement, UNLV School of Medicine. In addition, she is the Chair of the Community Health Improvement Plan's Access to Care workgroup.

Dr. Culley was recognized for her ongoing commitment to address health equity needs of the community, her accomplishments as a member of the Access to Care workgroup, and as an educator. As a teacher, she has created opportunities to educate and engage future physicians and health care workers so they are able to gain first-hand knowledge of the needs of the communities where they serve.

In her role with the Access to Care workgroup, Dr. Culley lead the team in the development of the Mobile Health Collaborative, a tool designed to bring services to communities with a scarcity of resources. Since its inception just a few short months ago, the collaborative has grown to include approximately fifty members. The first event was held at North Las Vegas' Hartke Park and provided more than one hundred and fifty families with access to no-cost healthcare, behavioral health, and social services as well as information about housing, utilities, and food assistance.

Her ongoing commitment to provide better access to care for all community members, as well as her commitment to her students, makes Dr. Laura Culley truly deserving of this year's title of Public Health Hero.

- **Environmental Health Essay Winner – Brittany Lewis, Environmental Health Specialist II**

Brittany Lewis, Environmental Health Specialist II, was the recipient of the Second Annual, fully funded, Environmental Health Division Scholarship to attend the National Environmental Health Association (NEHA) Education Conference held in Grand Rapids, Michigan, July 10-13, 2017. Brittany crafted a one thousand word essay, describing an innovative approach to educate tourists about top environmental health issues to be aware of while visiting Las Vegas. Her essay was judged by Dr. Michael Johnson, Dr. Fermin Leguen and Dr. Joe Iser. This essay opportunity is only available to Environmental Health Specialist I and II workforce members, and the award signifies strides towards recognizing employee contributions and achievements.

- **Introduction – New Executive Administrative Analyst – Emily Elzeftawy**

Mr. Glass introduced the District's new Executive Administrative Analyst, Emily Elzeftawy. Emily started on March 27, 2017. She was most recently at the District Attorney Civil Division where she was the assistant to the Litigation Chief for almost five years. She holds a Master's in Public Administration from UNLV, and a Bachelors in International Affairs from the University of Nevada – Reno. Emily is also part of the Court Appointed Special Advocate program in Clark County Family Court, and advocates for children in foster care. She has been a resident of Las Vegas most of her life and graduated from Durango High School when it was the ONLY high school in the southwest valley.

IV. PUBLIC COMMENT: A period devoted to comments by the general public about those items appearing on the agenda. Comments will be limited to five (5) minutes per speaker. Please step up to the speaker's podium, clearly state your name and address, and spell your last name for the record. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chairman or the Board by majority vote.

Adele Solomon, SNHD, Accreditation Coordinator, noted the Mobile Health Collaborative facilitated by Dr. Culley was very well attended and follow-up was also free. The Health Improvement Together (HIT) program is another collaborative Dr. Culley is responsible for that works with colleges to put individuals in the community as volunteers, so they will understand what is happening within the community. Dr. Culley is also a professor for the new UNLV School of Medicine. Ms. Solomon also noted that in addition to everything that Ms. Lewis does in Environmental Health, she is also the lead for Chronic Diseases in the Community Health Improvement Plan (CHIP) program.

Regena Ellis, SNHD, SEIU, discussed the recently initiated Clinical Services Registration form which asks what service client needs and other pertinent information. The last section of this form, Acknowledgement of Responsibility for Payment for Services and Assignment of Benefits reads as follows: *"I certify that the above information is correct to the best of my knowledge. I hereby authorize SNHD to furnish the insured's insurance company all information which said insurance company may request concerning the present services rendered. I assign SNHD to all insurance benefits, if any, otherwise payable to me for services rendered. I understand that I am financially responsible for all charges whether or not paid by insurance. I authorize the use of this signature on*

all insurance submissions. I will notify SNHD in writing of any change in my or my minor child's insurance coverage. This authorization shall continue and be in full force and effect until revoked in writing by me. In the event your account becomes past due, a past due account is an account not paid with 30 days from our first date of billing you. In the event that you fail to pay in full or make any satisfactory arrangement for payment or otherwise within 60 days of your first bill (or we are unable to notify you) your balance could be turned over to our collection agency. A \$25 charge will be assessed to all collection accounts. In addition, you will be responsible for all added percentage based collection fees/cost per our prevailing collection company contract, attorney fees, court cost, service fees and associated miscellaneous fee/cost." In regard to access and availability, Ms. Ellis stated people in Clark County should be able to access services regardless of their ability to pay. Ms. Ellis wants the Board to be aware of these types of things that affect the Board member's constituency and people that are living in this community.

Seeing no one else, Secretary Dobyne closed this portion of the meeting.

V. ADOPTION OF THE APRIL 27, 2017 AGENDA (for possible action)

Annette Bradley, Legal Council noted under the Consent Agenda, Item 2, the dollar amount is \$680,840 and it should be \$680,000. Also, it has been requested that Item VII.2, Variance Request to Operate a Compost Plant not in Compliance with Solid Waste Management Authority Regulation 3-4.01(C)(1) [Nevada Administrative Code (NAC) 444.670.2(a)], Terra Firma Organics, Inc, located at 5355 Beasley Drive, Las Vegas NV, 89115; APNs 123-34-201-003 and 12-34-201-004; for Waste Management Permit CP004-XXX-01 is tabled until the May 25, 2017 meeting.

A motion was made by Member Cherchio seconded by Member Tarkanian and carried unanimously to approve the April 27, 2017 Agenda as amended.

VI. CONSENT AGENDA: Items for action to be considered by the Southern Nevada District Board of Health which may be enacted by one motion. Any item may be discussed separately per Board Member request before action. Any exceptions to the Consent Agenda must be stated prior to approval.

- 1. APPROVE MINUTES/BOARD OF HEALTH MEETING:** March 23, 2017 *(for possible action)*
- 2. PETITION #09-17:** For possible action to approve the Intrastate Interlocal between the State of Nevada Acting By and Through Its Department of Conservation and Natural Resources Division of Environmental Protection authorizing SNHD to conduct EPA compliance inspections at underground storage tank facilities within Clark County for an amount not to exceed \$680,840.00 over four years; direct staff accordingly or take other action as deemed necessary
- 3. PETITION #10-17:** For possible action to approve Amendment No. 1 to the Service Agreement between the Southern Nevada Health District and IMERGE Consulting, Inc. to provide records and information management consulting services in the amount of \$164,800.00; direct staff accordingly or take other action as deemed necessary
- 4. PETITION 11-17:** For possible action to approve the Memorandum of Agreement between the Southern Nevada Health District and the City of Henderson establishing the City of Henderson as the lead agency for redevelopment under the Brownsfield Assessment Grant (CFDA 66.818, FAIN 99T45001) and SNHD's supporting role as a Coalition Partner; direct staff accordingly or take other action as deemed necessary

A motion was made by Member Tarkanian seconded by Member Wursten and carried unanimously to adopt the Consent Agenda as amended.

VII. PUBLIC HEARING / ACTION: Members of the public are allowed to speak on Public Hearing / Action items after the Board's discussion and prior to their vote. Each speaker will be given five

(5) minutes to address the Board on the pending topic. No person may yield his or her time to another person. In those situations where large groups of people desire to address the Board on the same matter, the Chair may request that those groups select only one or two speakers from the group to address the Board on behalf of the group. Once the public hearing is closed, no additional public comment will be accepted.

- 1. Variance Request to Operate a Child Care Facility not in Compliance with Sections 6.8.7 and 6.8.8 of Southern Nevada Health District Regulations Governing the Safety and Sanitation of Child Care Facilities (Child Care Regulations) Creative Kids Learning Centers, located at 10650 Alta, Las Vegas, Nevada 89119; [Assessor's Parcel Number (APN) 162-23-812-004] for Health Permit PR0003664 and Creative Kids Learning Center Located at 2320 E. Wigwam, Las Vegas, Nevada 89123 [Assessor's Parcel Number (APN) 177-14-602-014] for Health Permit PR0003666; Teri Davies, Divisional Vice President, Tutor Time, representing Creative Kids Learning Centers; direct staff accordingly or take other action as deemed necessary (for possible action)**

Paul Klouse, Environmental Health Manager and Mark Bergtholdt, Environmental Health Supervisor, presented the Variance Request.

Mr. Bergtholdt reported Creative Kids Learning center went through a change of ownership in December 2016 where all nine facilities were purchased by Tutor Time LLC. During any change of ownership, Environmental Health staff conducts an inspection to ensure that the facilities undergoing a change of ownership are brought into compliance with current regulations. The facilities, located at 10650 West Alta and 2320 East Wigwam, were built before Southern Nevada Health District Board of Health approved regulations that set a maximum height of toilets for toddler use at eleven inches. During the change of ownership inspections conducted by staff, it was found that toilets used by toddlers at these two facilities were at fifteen inches. Due to the construction of the toilets, they cannot be replaced with the appropriate height toilet. The seller and buyer then proceeded to obtain quotes from contractors on the cost to install eleven inch toilets. One of the quotes provided an estimate of \$60,000 to \$100,000 per facility to bring the facility into compliance. Eleven inch toilets are present at both facilities, so the seller and buyer then proceeded to develop an operational plan and research the possibility of obtaining a variance because of the high cost of replacement. District staff has reviewed the operational plan and it is considered to be adequate.

Carol Levins, founder of Creative Learning Center (seller) noted at the time the toilets were built, they met regulation. Upon change of ownership it was found that the toilet height no longer met regulation and the cost to replace is astronomical.

Mr. Bergtholdt explained that staff is of the opinion that there exist circumstances which satisfy the requirements for a variance, and that the granting of this variance will likely not be detrimental or pose an unreasonable danger to public health and safety.

Staff recommends approval of the variance with the following conditions:

1. The petitioner agrees, as part of a written operation plan to be submitted as part of their operation permits, to accommodate children of pre-school age, who cannot use a fifteen inch wall hung toilet to use the appropriate height toilets located in other areas of the centers;
2. The petitioner agrees to adhere to all other applicable requirements of the Southern Nevada Health District Regulations Governing the Safety and Sanitation of Child Care Facilities;
3. Failure of the petitioner to prevent public health and safety issues, as determined by the health authority, will result in the voiding of this variance;
4. This variance is automatically terminated without further notice upon the closing of any sale transaction involving the subject property, or upon petitioner leasing or

assigning operation of these public bathing pools and spas to any other person or entity.

A motion was made by Member Tarkanian seconded by Member Nemecek and carried unanimously to approve the Variance Request to Operate a Child Care Facility not in Compliance with Sections 6.8.7 and 6.8.8 of Southern Nevada Health District Regulations Governing the Safety and Sanitation of Child Care Facilities (Child Care Regulations) Creative Kids Learning Centers, located at 10650 Alta, Las Vegas, Nevada 89119; [Assessor's Parcel Number (APN) 162-23-812-004] for Health Permit PR0003664 and Creative Kids Learning Center Located at 2320 E. Wigwam, Las Vegas, Nevada 89123 [Assessor's Parcel Number (APN) 177-14-602-014] for Health Permit PR0003666; Teri Davies, Divisional Vice President, Tutor Time, representing Creative Kids Learning Centers as presented.

~~2. Variance Request to Operate a Compost Plant not in compliance with Solid Waste Management Authority Regulation 3-4.01(C)(1) [Nevada Administrative Code (NAC) 444.670.2(a)], Terra Firma Organics, Inc., located at 5355 Beesley Drive, Las Vegas, NV 89115; APNs 123-34-201-003 and 12-34-201-004; for Waste Management Permit CP004-XXX-01; direct staff accordingly or take other action as deemed necessary (for possible action)~~

VIII. REPORT/DISCUSSION/ACTION

1. Receive Report and Accept Recommendations from the April 10, 2017 Advisory Board Meeting; direct staff accordingly or take other action as deemed necessary (for possible action)

Mr. Glass noted there was no quorum present at the April 10, 2017 Advisory Board meeting and therefore, no recommendations to report to the full Board.

There was no action taken on this item.

2. Receive and Discuss Information Related to Community Health Centers/Federally Qualified Health Centers; direct staff accordingly or take other action as deemed necessary (for possible action)

Dr. Michael Johnson, Director of Community Health Services and Dr. Fermin Leguen, Chief Medical Officer and Director of Clinical Services, presented information related to Community Health Centers and Federally Qualified Health Centers.

Dr. Johnson noted numerous unmet health care provider needs in Nevada, specifically in Clark County. In a nation-wide comparison, Nevada:

- Ranks 35th in the number of primary care providers
- Ranks 49th in the ratio of primary care providers to population
- Has the highest percentage of adults without a usual place of care
- Ranked 13th in the percentage of adults experiencing financial barriers to health services
- Ranked 38th in the percent of primary care needs met
- Has a higher proportion of uninsured population than the nation

Dr. Leguen defined Federally Qualified Health Care Centers (FQHCs) as:

- Private, not for profit or public entity organizations that play a vital role in the delivery of health services to medically underserved populations and receive a grant under Section 330 of the PHS Act, OR
- Organizations that meet the requirements to receive Section 330 grant funds BUT do not receive grant funding (FQHC Look-Alikes) and are eligible to receive all the benefits

approved for Section 330 grantees, EXCEPT they cannot participate in the federal malpractice program.

Dr. Leguen identified some of the benefits of FQHCs are:

- Enhanced reimbursement Medicare and Medicaid rates;
- Participation in the PHS Act 340B Drug Discount Pricing Program (ability to purchase drugs at steep discounts);
- Access to National Service Corp providers and resources;
- Right to station Medicaid eligibility workers on-site;
- Access to Federal vaccine for Children program.

In addition to the benefits listed above, FQHCs funded under Section 330 also have access to free medical malpractice insurance under the Federal Tort Claims Act (FTCA) program and a myriad of grant and loan opportunities for both service and capital expansions.

There are more than twelve hundred centers nationwide. As of March 2017 there are thirty-one FQHC service delivery sites and one look-alike in Nevada with fourteen sites and sixteen FQHCs represented in Clark County. In comparison, there are fifty-six FQHC sites in Utah and Arizona has one hundred sixty-five FQHC sites and twenty-one look-alikes.

FQHC Look-Alikes meet the statutory requirements for receiving Section 330 grant funds but do not receive grant funding. They are eligible to take advantage of all of the benefits enjoyed by 330 grantees, except they cannot participate in the federal medical malpractice program, and they do not receive the federal Section 330 grant. FQHC Look-Alikes are eligible to apply for 330 funding when it is available, and often fair well in the competition as they already are operational and meet FQHC statutory and programmatic requirements.

- Health Professional Shortage Areas (HPSAs) reflect unusually high needs for primary, mental, dental and medical care services
 - For Primary Care => is a subpopulation with a ratio of 1:3000 or greater
 - For dental services, the ratio is 1:4500 or greater
 - For Mental Health, there are 3 options to estimate the ratio based type of mental health provider
 - Psychiatrist
 - Clinical psychologist
 - Clinical Social Worker, etc
- Medically Underserved Areas (MUAs) designations are based on:
 1. Low PC physician to population ratio;
 2. High infant mortality rate;
 3. High percentage of the population living below federal poverty level;
 4. High percentage of population sixty-five and over.
- Medically Underserved Populations (MUPs) may include groups of persons who face economic, cultural or linguistic barriers to health care.

Dr. Leguen reported Clark County has a ratio of one primary care provider per twenty-five hundred of the population and is very close to distress in terms of the availability of primary care providers.

Dr. Johnson stated the goal of today's presentation is to 1) paint the picture of unmet needs, particularly in low income and underserved populations and 2) discuss the role that an FQHC may play and get Board's thoughts on what role SNHD should play in addressing some of these needs. An idea the District has considered is becoming a FQHC and/or partnering with sister agencies in the high needs area in order to address some of the specific unmet needs.

Secretary Dobyne asked what it would take for the District to become a qualified FQHC. Dr. Leguen advised the District would have to be able to provide certain initial services, such as, primary, adult and pediatric care, women's health, mental health and dental services in order to qualify and receive funding from the government. The cost to the District would be dependent on how the clinics are set up, but could be minimized by using existing facilities. Member Tarkanian asked for a written breakdown of anticipated costs related to becoming a qualified FQHC.

Member Tarkanian asked if the issue with becoming a FQHC would be the expense or lack of doctors and was advised by Dr. Leguen that the issue in this area would be the lack of doctors, specifically those that work with the underserved population.

Member Cherchio noted in the presentation that several of the North Las Vegas zip codes are in underserved areas, and this has been a problem for a long time. He would like to meet with District staff regarding a site for North Las Vegas.

Member Wursten reported there is a lack of doctors in Mesquite as well.

There was no action taken on this item.

- IX. BOARD REPORTS:** The Southern Nevada District Board of Health members may identify emerging issues to be addressed by staff or by the Board at future meetings, and direct staff accordingly. Comments made by individual Board members during this portion of the agenda will not be acted upon by the Southern Nevada District Board of Health unless that subject is on the agenda and scheduled for action.

Member Tarkanian received a call from a Home Owners Association constituent regarding new pool requirements for chemicals. Jackie Reszetar, Director of Environmental Health will contact this individual and get questions clarified.

Member Tarkanian asked if the District has looked into the short-term/vacation rental pool issues occurring throughout the community. Ms. Reszetar advised that a meeting is already scheduled for May 3 to review possible plans. Member Tarkanian will be advised after the meeting.

X. HEALTH OFFICER & STAFF REPORTS

Zuwen Qiu-Schultz, Epidemiologist, Public Health Informatics Scientist, presented the Clark County 2016 Antibigram. ([Attachment 1](#))

Adele Solomon, Accreditation Coordinator, provided the Community Health Improvement Plan (Chip) Semi-Annual Report. ([Attachment 2](#))

XI. INFORMATIONAL ITEMS

1. Chief Health Officer and Administration Monthly Activity Report
2. Clinical Services Monthly Activity Report
3. Community Health Monthly Activity Report
4. Environmental Health Monthly Activity Report

- XIII. PUBLIC COMMENT:** A period devoted to comments by the general public, if any, and discussion of those comments, about matters relevant to the Board's jurisdiction will be held. No action may be taken upon a matter raised under this item of this Agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken pursuant to NRS 241.020. Comments will be limited to five (5) minutes per speaker. Please step up to the speaker's podium, clearly state your name and address, and spell your last name for the record. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chairman or the Board by majority vote.

Victoria Harding, SNHD, SEIU, is concerned about an email sent to all employees on April 25, 2017, from the Health Insurance Study Committee (HISC) that did not come from HISC, but from the administrative side of the HISC. This committee consists of three Union and three management staff. Ms. Harding read the email into record as:

"The Health Insurance Study Committee, a group of management and labor representatives at SNHD, is responsible for reviewing and making recommendations regarding the District's health insurance program. In this capacity, the group is currently evaluating whether to stay with the existing Clark County plans offered to employees (both HMO and PPO self-funded) or whether to leave and go out on our own with new plan offerings.

We will be holding an All Hands Health Insurance Informational Meeting discussing the current Clark County health plans and the proposed new plan offerings.

All District Offices will be closed during this meeting and will open at 9:30 a.m."

This meeting was scheduled for Tuesday, May 2 from 8:30 - 9:30 am in the Red Rock Conference Rooms and the presenters were Susan Damitz, the Human Resources Benefits staff, and Doroshow Brokerage Firm.

"Following the meeting, we will send out a revised survey asking your satisfaction with the Clark County health plans and whether you would be in favor of staying with the Clark County health plans or leaving and going with the proposed plan.

This is an important meeting to learn about the proposed new health insurance plan, we welcome you to attend the meeting or watch via your computer. We will be streaming the meeting live for those not in attendance at the Red Rock Conference Room. For those not in attendance at the Red Rock Conference Room, we will be taking questions via computer. Your participation in the survey following the meeting is paramount to the future of the District's health plan as your answers will help guide us as we complete the process of making the best choice possible for employees of SNHD.

Thank you for your time,

Health Insurance Study Committee"

Ms. Harding notes she was brought in on this situation a few weeks ago, as she is not a member of the HISC, which was developed in 2008 when the District moved to the Clark County plan. Two million dollars were spent to buy into the Clark County Self-Funded plan, which has been stable. Three people on that committee have been working hard to ensure the health insurance needs of the employees are being met. Ms. Harding is not against new opportunities, but was very worried when advised that things had broken down, the committee did not agree to do the survey, but it was done anyway. The committee did write to management to voice they were not being listened to. The email sent was not in agreement with the committee members, and closing the District is drastic to get a sales pitch from someone who will be paid if the switch to their insurance occurs. In addition, there was no one from Clark County to answer questions related to how it compared to the proposed plan. How it went about was really not very nice to the employees, and there is some reason management trying to push this plan. Article 34,

Group Health Insurance, first paragraph states: "The District shall maintain the current group health and life insurance plan with Clark County until the District Board of Health establishes a new plan by contracting with appropriate providers through the recommendation of the Health Insurance Study Committee (HISC)." Management can't just decide what to do without listening as the union is equal members of this committee. Ms. Harding asked the Board to not approve any presented change in plans not agreed upon by both sides.

In regard to access to care, Regena Ellis, SNHD, SEIU, noted as reported by Dr. Leguen, this state is forty-ninth when it comes to medical care. As a patient care advocate, it is really sad that appropriate health care is not available in Nevada. When a patient come in to the District, a public health entity, and the first document they are given is the Clinical Services Registration form which states: "I understand that I am financially responsible for all charges whether or not paid by insurance", it is concerning. People should have access to come in and get preventive care regardless of their ability to pay. Many patients do not speak English and are unable to complete the form and many do not have access to any type of insurance. Lack of primary care can lead to other issues, such as high infant mortality rates. Part of the issue is there are no medical schools here, so it will help quite a bit when that is established. Care for infants starts at the beginning. Regarding improvement plans for work, the culture should be considered, such as do employees want to work there, is necessary support available, educational opportunities, etc. There is no time for education, breaks and barely a time for lunch in Ms. Ellis' area. Issues exist at the District that undermine some of the very positive things that have been heard today. Ms. Ellis asked the Board to keep that in mind, in order to come up with some type of solution.

Norine Clark, SNHD, Community Health Nurse, thanked the Union reps for discussing some of the issues. In Ms. Clarks area, many children and families are seen that have no insurance. The main goal is to help the clients obtain services, whether through free clinics or getting them qualified for insurance. Ms. Clark does not agree with some things that were said. A lot of the issues are not the District's fault. She reminded the Union reps that some of the changes, such as breaks and lunch, were bargained. A lot of benefits and issues that people complain about were agreed to by the Union. Stop blaming each other and start working together. Ms. Clark encouraged her fellow employees to get out there, get involved, listen to what is going on, take a vote and if they don't like it, speak up. There are very few employees that speak up, many feeling their voices don't count, which is untrue. If you don't like what the Union is doing, speak up and stand up for your rights. Employees are entitled to lunch and break, and if they don't speak up let someone know that they need coverage for lunch/break, it is the employee's fault, not management. Also, some things were mentioned about everybody not being happy. Ms. Clark would like everyone to come up and start discussing things that would make the District better as opposed to tearing it apart. There are valuable people at the District who provide a really good service and it can be made better by working together.

Seeing no one else, Secretary Dobyne closed this portion of the meeting.

XIV. ADJOURNMENT

Secretary Dobyne adjourned the meeting at 10:11 a.m.

Joseph P. Iser, MD, DrPH, MSc
Chief Health Officer/Executive Secretary

/jw