



MINUTES

**SOUTHERN NEVADA DISTRICT BOARD OF HEALTH
CHIEF HEALTH OFFICER SUCCESSION
COMMITTEE MEETING
330 S Valley View Blvd
Las Vegas, Nevada 89107
Human Resources Conference Room**

Tuesday, June 18, 2013 – 3:00 P.M.

Chair Tim Jones called the meeting of the Chief Health Officer Succession Committee to order at 3:15 p.m. Annette L. Bradley, Legal Counsel, confirmed the meeting had been noticed in accordance with Nevada's Open Meeting Law and that a quorum was present.

Committee Members Present:

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| Tim Jones | Chair, At-Large Member, Regulated Business / Industry |
| Bob Beers | Councilmember, City of Las Vegas |
| Frank Nemecek, MD | At-Large Member, Physician |
| Mary Beth Scow | Commissioner, Clark County |
| Anita Wood (via phone) | Councilmember, City of North Las Vegas |
| Rod Woodbury (via phone) | Councilmember, City of Boulder City |

Committee Members Not Present:

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| Susan Crowley | At-Large Member, Environmental Specialist |
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Other Board Members Present:

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| Kathleen Peterson | At-Large Member, Environmental Specialist (In audience) |
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Legal Counsel:

Annette L. Bradley, Esq.

Staff:

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| Kelly Brinkhus | Acting Human Resources Administrator |
| Elaine Glaser | Director of Administration |
| John Middaugh | Interim Chief Health Officer |
| Jakki Wells | Executive Assistant and Recording Secretary |

Public Attendance:

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| Pamela Derby (via phone) | CPS Executive Recruiter |
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II. PUBLIC COMMENT

Public comment is a period devoted to comments by the general public on items listed on the Agenda. All comments are limited to five (5) minutes. Chair Jones asked if anyone wished to address the committee pertaining to items listed on the Agenda.

Seeing no one, the Chair closed this Public Comment portion of the meeting.

III. ADOPTION OF THE JUNE 18, 2013 AGENDA (for possible action)

Chair Jones called for a motion to adopt the agenda for the June 18, 2013 meeting agenda as presented.

A motion was made by Member Beers to adopt the June 18, 2013 Southern Nevada District Board of Health Chief Health Officer Succession Committee meeting agenda; seconded by Member Scow and carried unanimously.

IV. REPORT / DISCUSSION / ACTION

- A.** Approve CHO Succession Committee Meeting Minutes – April 10, 2013; or take other action as deemed appropriate. **(for possible action)**

A motion was made by Member Scow to adopt the April 10, 2013 Southern Nevada District Board of Health Chief Health Officer Succession Committee meeting minutes; seconded by Member Beers and carried unanimously.

- B.** Review CHO recruitment activities to date, discuss the list of qualified applicants, interview questions and interview process discuss and approve recommendation(s) regarding the CHO recruitment to the Southern Nevada District Board of Health on June 27, 2013; and take any other action deemed appropriate. **(for possible action)**

Chair Jones confirmed Drs. Coleman, Iser and Snell as the final three candidates and advised that the sub-committee could refer one, two or all three candidates to the full Board for interview. Member Beers advocated the recommendation of all three names to the Board.

Member Scow emphasized that the sub-committee could make the recommendation, however, she would like to have all candidates present as there is a difference in reviewing a candidate on paper and in person.

Chair Jones expressed that he ranked the three candidates in the following order:

1. Dr. Thomas Coleman
2. Dr. Joseph Iser
3. Dr. David Snell

Chair Jones stated that his belief is that Dr. Coleman is the best all around candidate. Members Beers, Nemecek, Woodbury and Scow concur with the ranking of Chair Jones.

Chair Jones recommended that even though the Board is familiar with Dr. Coleman, as the top candidate he should still meet with the Board for questions and answers.

Member Wood asked Ms. Derby if she had interviewed each individual to which she affirmed. Ms. Derby stated that she agreed with Chair Jones' ranking and does not consider Dr. Snell a viable candidate. Ms. Derby added that although she agrees with ranking Dr. Coleman as number one, the sub-committee should keep in mind that although Dr. Coleman is known to the Board, Dr. Iser is very talented and capable as well.

Chair Jones stated that Dr. Coleman and Dr. Iser are well ahead of Dr. Snell as a candidate as Dr. Coleman has a broad scope of experience with health districts and Dr.

Iser has years of experience with the federal government on the regulatory side. Chair Jones added that Dr. Coleman as a candidate, even absent of SNHD, still sits above the others.

Member Scow noted that Dr. Coleman's experience at SNHD would provide the added bonus of a shorter learning curve.

Member Peterson expressed that she is part of the current (Encore) exercise and has been extremely impressed with Dr. Coleman, who is essentially leading the exercise very effectively.

Dr. Middaugh stated that he agrees with the decision that there are two viable candidates to consider and that the third candidate is not qualified. Dr. Middaugh added that he has worked with Dr. Iser and feels that he brings high credentials and has made great steps in improving working relationships between Washoe County, the State of Nevada and SNHD. Dr. Middaugh stated that it is important to realize that there is both the position of Chief Health Officer and Assistant Chief Health officer to fill and the sub-committee cannot make a bad choice between the two. Dr. Middaugh recommends immediately offering the position of Assistant Chief Health Officer to the candidate that is not selected as Chief Health Officer when the decision is made and believes that Dr. Coleman and Dr. Iser could be a great team to deal with the multiplicity of challenges that the District faces. Dr. Middaugh added that interviewing both candidates may not be a bad idea as there is intangible value that comes through when interviewing face to face. He stated that he has had many opportunities to work with Dr. Coleman and he is very confident of his ability to be an effective Chief Health Officer and does not feel that Dr. Coleman would take the interview as an insult.

Chair Jones asked Dr. Middaugh if he felt that there is a distinction between Dr. Coleman and Dr. Iser in quality of best fit for community vs. technical ability to do job. Dr. Middaugh remarked that both candidates bring very great talents to table and when whichever candidate is selected for CHO, the other should be convinced to take the Assistant CHO position, then move to fill the Director of Community Health position vacated by Dr. Coleman.

Discussion ensued regarding the best time logistically to present the candidates to the full board and it was determined that Ms. Derby will establish the availability of the top two ranked candidates after the next board meeting (June 27, 2013). This information will be provided to Ms. Bradley and Ms. Brinkhus.

A motion was made by Member Nemecek to recommend that the Board schedule a special board meeting to make selection of the Chief Health Officer; seconded by Member Beers and approved unanimously.

V. PUBLIC COMMENT

Public comment is 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. Chair Jones asked if anyone wished to address the committee.

Hearing no one, the Chair closed the Public Comment portion of the meeting.

VI. ADJOURNMENT

There being no further business to come before the Committee, a motion to adjourn was made by Member Beers; seconded by Member Nemec. Chair Jones adjourned the meeting at 3:45 p.m.

Respectfully Submitted,

Timothy Jones, Chair

/jrw