



MINUTES
SOUTHERN NEVADA DISTRICT BOARD OF HEALTH
DISTRICT HEALTH OFFICER SUCCESSION COMMITTEE MEETING
August 26, 2020 – 9:00 A.M.
Southern Nevada Health District, 280 S. Decatur Boulevard, Las Vegas, NV 89107
Meeting Hosted Via Webex Event

BOARD: Scott Black – Chair, Mayor Pro Tempore, City of North Las Vegas
Olivia Diaz – Council Member, City of Las Vegas
Marilyn Kirkpatrick – Vice Chair, Commissioner, Clark County
(Present) Tick Segerblom – Commissioner, Clark County
Dan Stewart – Council Member, City of Henderson

(Absent): Frank Nemeec – At-Large Member, Physician

ALSO PRESENT: None
(In Audience)

LEGAL COUNSEL: Annette Bradley, General Counsel

EXECUTIVE SECRETARY: Fermin Leguen, MD, MPH, Acting Chief Health Officer *(Absent)*

STAFF: Michelle Cintron, Andrea Green, Amy Hagan, Michael Johnson, Alfred McGugin, Christopher Saxton, Jennifer Sizemore

I. CALL TO ORDER

Chair Black called the District Health Officer Succession meeting to order at 9:07 a.m. Michelle Cintron, Executive Assistant, administered roll call.

II. 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 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.

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

III. ADOPTION OF THE AUGUST 26, 2020 AGENDA (for possible action)

A motion was made by Member Kirkpatrick seconded by Member Diaz and carried unanimously to approve the August 26, 2020 Agenda as presented.

IV. REPORT / DISCUSSION / ACTION

A. Approve District Health Officer Succession Committee Meeting Minutes – January 22, 2020, May 21, 2020 and June 17, 2020; direct staff accordingly or take other action as deemed necessary *(for possible action)*

A motion was made by Member Kirkpatrick seconded by Member Diaz and carried unanimously to approve the meeting minutes from the January 22, 2020, May 21, 2020 and June 17, 2020 meetings.

B. District Health Officer Succession Planning and Recruitment Next Steps - Review/Discuss/Approve; direct staff accordingly or take other action as deemed necessary (for possible action**)**

- i) Recruitment and Interviewing next steps, including:
- Potential Candidates
 - September 2, 2020 Town Hall Meeting

Michelle Lee and Pamela Wu, Korn Ferry, presented the next steps of the recruitment and interviewing process. The summary of the strategy for market response was presented.

Ms. Lee discussed the search summary responses, noting engagement with 21 potential candidates, which were narrowed down to five engaged profiles. There were three additional candidates; however, those self-selected out of the recruitment. She added two were physicians and three were non-physicians. The next steps and timeline were discussed, with a summary presentation to occur at the August 27, 2020 Board of Health meeting.

During discussion regarding the September 2, 2020 Townhall Meeting, it was noted the purpose of the meeting will be to interact with community and collect feedback on the profile for the next District Health Officer.

- ii) Subsequent Meeting, Possible Dates

Ms. Lee completed the review of the timeline. She remarked the second Town Hall Meeting will be scheduled for October.

Due to technical difficulties, the meeting resumed at 10:00 a.m. and a second roll call was administered.

A motion was made by Member Stewart seconded by Member Diaz and carried unanimously to follow the timeline as outlined by Korn Ferry; conduct a Town Hall Meeting on September 2; and proceed with scheduled meetings for progression of recruitment.

- iii) Recommendation to the Full Board at the August 27, 2020 Board of Health Meeting; direct staff accordingly or take other action as deemed necessary (**for possible action**)

A motion was made by Member Black seconded by Member Stewart and carried unanimously to bring the following recommendations to the Full Board at the August 27, 2020 Board of Health Meeting:

- 1) *Accept the report presented by Korn Ferry and the list of recommended candidates;*
- 2) *Conduct September 2 Town Hall meeting, 3:00 p.m. – 5:00 p.m.; and*
- 3) *Schedule monthly meetings as needed for appropriate succession planning and interviewing of candidates*

- V. 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.

JoAnn Rupiper, SNHD, submitted a public comment through the Webex chat which read:
“For a master’s in public health degree, typically you choose an area of expertise, epidemiology, environmental health or health care administration. Many doctors pick epi with the scientific focus on population health.”

Victoria Harding, SNHD and SEIU, remarked the position was not posted internally. She took steps to investigate how to apply for the position. She expressed concern about losing internal candidates as they may not know how to go through the process. She cautioned about narrowing down to five candidates from an initial list of twenty-one. The skills of the other candidates are not known, and she commented SNHD is not a typical Health District. She requested the Board be open and added the district is going into bargaining, and when the new DHO onboards bargaining for the contract will begin. She added it’s an uncertain time for employees. There will be new agendas, new ideas, with major changes and there’s also a pandemic. The District’s financial situation is uncertain too.

Seeing no one further, Chair Black closed public comment.

XIII. ADJOURNMENT

The Chair adjourned the meeting at 10:10 a.m.

Fermin Leguen, MD, MPH,
Acting Chief Health Officer/Executive Secretary

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