



MINUTES

**Southern Nevada District Board of Health CHO Annual Review Meeting
February 26, 2019 – 1:30 P.M.
Southern Nevada Health District, 280 S. Decatur Boulevard, Las Vegas, NV 89107
Lake Mead Trail Conference Room**

BOARD:
(Present) Scott Black – Councilmember, City of North Las Vegas
Bob Coffin – Councilmember, City of Las Vegas
Marilyn Kirkpatrick – Commissioner, Clark County
Frank Nemec – At-Large Member, Physician (via teleconference)

(Absent):

ALSO PRESENT:
(In Audience)

LEGAL COUNSEL: Annette Bradley, Esq.

EXECUTIVE SECRETARY: Joseph P. Iser, MD, DrPH, MSc, Chief Health Officer

STAFF: Michelle Cintron, Michael Johnson, Fermin Leguen, Edie Mattox, Jacqueline Wells

I. CALL TO ORDER

Dr. Joe Iser, Chief Health Officer, called the Southern Nevada District Board of Health CHO Annual Review meeting to order at 1:35 p.m.

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 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, Chief Steward, reported there have been a lot of good things over the past year and she does not want to leave them out because they are important, but it is also important to have a fair evaluation. Ms. Harding has been treated poorly in the past but believes Dr. Iser does a really good job of being the face of the Health District and garnering trust from the public. Over the last year, she feels there has been more of a partnering with the District and believes that "team SNHD is back" and the District is moving forward in a healing manner. Because this is an evaluation, Ms. Harding advised Dr. Iser to provide further support and wishes some of the positive moving things were initiated by him.

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

III. ADOPTION OF THE FEBRUARY 26, 2019 AGENDA (for possible action)

A motion was made by Member Kirkpatrick seconded by Member Coffin and unanimously carried to adopt the February 26, 2016 agenda as presented.

IV. REPORT / DISCUSSION / ACTION:

1. NOMINATION OF CHAIR OF THE CHIEF HEALTH OFFICER (CHO) ANNUAL REVIEW COMMITTEE:
direct staff accordingly or take other action as deemed necessary *(for possible action)*

A motion was made by Member Nemec seconded by Member Black and unanimously carried to appoint Member Kirkpatrick as Chair of the Chief Health Officer Annual Review Committee.

2. **APPROVE MINUTES/CHO ANNUAL REVIEW COMMITTEE MEETING:** October 19, 2017 (*for possible action*)

A motion was made by Member Nemec seconded by Member Coffin and carried unanimously to approve the October 19, 2017 minutes of the Chief Health Officer Annual Review Committee as presented.

3. **RECEIVE AND DISCUSS CHO REPORT OF ACCOMPLISHMENTS AND DISCUSS PROPOSED GOALS FOR NEXT REVIEW PERIOD:** direct staff accordingly or take other action as deemed necessary (*for possible action*)

Dr. Iser reviewed the Chief Health Officer Accomplishments, September 2017 – January 2019 ([Attachment 1](#)) and the Chief Health Officer Goals, September 2018 – September 2020 ([Attachment 2](#)). ***He specifically thanked all employees and management for the work they accomplished and gave credit to them for the accomplishments.***

Dir. Iser identified immediate goals as: Union negotiations and legislative activities through June 30, 2019; Completion of goals for July 1-June 30, 2020: Medical Residency program – training residents in public health; and succession planning

4. **APPROVE RECOMMENDATIONS TO BE MADE TO THE SOUTHERN NEVADA DISTRICT BOARD OF HEALTH AT ITS FEBRUARY 28, 2019 MEETING REGARDING THE CHO'S ANNUAL REVIEW:** direct staff accordingly or take other action as deemed necessary (*for possible action*)

The Chair reviewed the draft sixth amendment to the Chief Health Officer's contract. There was discussion regarding the parameters for extending the contract with the following proposals:

1. An extension of nine months from September 2019 through the closest relevant pay period around June 30, 2020;
2. A 2.5% increase in pay retroactive from October 2017;
3. A reinstatement of lost paid time off for the last two years, approximately 260 hours (to be confirmed by HR);
4. Forgo formal Committee evaluation in October 2019 and Chief Health Officer will update Board with progress on primary goals on a regular basis;
5. Standing Chief Health Officer Review Committee to be changed to Succession Committee and convene in October 2019

A motion was made by Member Black seconded by Member Coffin and carried unanimously to make the following recommendation to the full Board at the February 28, 2019 Board of Health Meeting:

1. An extension of nine months from September 2019 through the closest relevant pay period around June 30, 2020;
2. A 2.5% increase with retroactive pay from October 2017;
3. Reinstatement of lost paid time off for the last two years of approximately 260 hours (to be verified by HR);
4. Forgo formal Committee evaluation in October 2019 and Chief Health Officer will update Board with progress on primary goals on a regular basis; and
5. Standing Chief Health Officer Review Committee to be changed to Succession Committee and convene no later than October 2019

Absent vote: Dr. Nemec

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.

Victoria Harding, SNHD, SEIU noted there has been no succession plan on the agenda and at this point, the employees would not be happy to hear that Dr. Iser's contract was extended. Ms. Harding personally has experienced the worst of the District but has let it go in order to move everyone forward. She and Dr. Iser now

have a positive relationship and no matter what the Board decides, she will continue to try and move the District forward in a positive manner. However, one of the reasons why employees have been happy, is because Dr. Iser's review meeting had not been held and the discussion regarding extending his contract had not occurred. Since it has, employees have become worried and she fears this will come up at the next Board meeting. Chair Kirkpatrick stated that she appreciates all contact with staff, whether in person or via email, but asked Ms. Harding to ensure that when she is contacted, staff reports accurate information as this has not always been the case in the past.

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

VI. ADJOURNMENT

The Chair adjourned the meeting at 2:48 p.m.

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

/jw