

May 8, 2024 | 📅 Bear River Board of Health

Board of Health Attendees: Lee Perry, Cade Palmer, Kevin Hall, David Zook, Randy Williams, Blake Rose, Cheryl Atwood, Dr. Yohanna Vernon

BRHD Attendees: Jordan Mathis Estee Hunt Joshua Greer Linda Brown Spencer George
Holly Budge Grant Koford Jonathan Robison Jared Bohman Farrin Wiese Jill McArthur

Others: Representative Tom Peterson, Sarah Hodson (DHHS), Mike Spense (Athletic United), Jason Sleight (CPA at Jones Simpkins)

Attached files: 📎 BRHD BOH packet 05.08.24 📎 May 2024 Sign-In.pdf
📎 Bear River Board of Health (2024-05-08 13:03 GMT-6)

Bear River Board of Health

Transcript

<https://otter.ai/u/anvb5EoEBqdREshX3kTrZn2qrYQ?view=transcript>

Action Items

- ☐ Investigate performance-based evaluation and compensation models and culture change needs.
- ☐ Coordinate community participation in state suicide fatality review board meetings for 18 months.
- ☐ Pursue legislative funding for public health initiatives like suicide prevention.
- ☐ Continue negotiations with DEQ on environmental program funding and consider legislative audit if needed.
- ☐ Conduct public hearing on emissions testing regulations on June 5.
- ☐ Hold virtual follow-up board meeting on June 10 to discuss hearing feedback.

Outline

Call to Order: Cheryl Atwood

Opening Ceremony: Mike Spense (Executive Director of Athletic United)

- Cheryl Atwood and Mike Spence discuss organization goals and welcome attendees.
- The organization connects refugee families with local resources through running and tutoring.

Adopt Agenda & Meeting Minutes Approval (March 13, 2024)

- Motion to adopt the agenda: David Zook
 - Second: Commissioner Lee Perry
- Motion to approve the March 13, 2024 Minutes: Commissioner Lee Perry
 - Second: Cade Palmer

Friend in Public Health Presentation

- Randy Williams presented Representative Thomas Peterson with this award.
- Thomas Peterson is recognized for empowering youth through legislative action.
- Randy expressed gratitude to the Governing Youth Council for presenting the issue and to Representative Peterson for listening to the youth and his legislative action in sponsoring and ensuring the passing of HB

Public Comment: Cheryl Atwood

- No Public Comment

Presentation & Acceptance of 2023 Financial Audit

- Jason Sleight, a CPA partner at Jones Simkins, praises the Health Department for good financial management and accurate financial statements.
- The audit team found no adjustments to the accounts or financial statements, which is rare in government accounting.
- Jason reports no findings or deficiencies in the health department's internal controls or compliance with the state auditor's guide.
- Audit team tested WIC and COVID-related programs, finding no issues or findings.
- Motion to accept the financial audit by David Zook
 - Second: Blake Rose

Utah Health Place Index

- Sarah Hodson from DHHS introduces the Healthy Places Index, a tool that shows community conditions and ranks them based on social determinants of health.
- Sarah demonstrates the tool by showing the differences in neighborhoods. Sharing the following information:
 - Explains different areas of the score, including housing indicators such as home ownership, housing habitability, and uncrowded housing.
 - Provides information on preschool enrollment and other measures, including data sources and racial equity considerations.
 - Highlights 400 indicators in the tool, including health outcomes like diabetes, heart disease, and cancer rates.
 - Shows how to filter data by indicator, income level, and other factors to gain insights into community health.
 - Compares HPI score and adult smoking rates on two maps, noting areas with less healthy conditions have higher smoking rates.
 - Demonstrates ranking feature, showing least healthy census tracts within Bear River Health District.
 - Highlights a mapping tool to identify areas with low insurance rates and potential policy opportunities.
- Cheryl Atwood and others discussed using a dashboard to track health indicators and policy solutions.
- Holly and her team incorporated map data into their community health improvement plan.

Emissions Regulation Recommended Changes

- Cheryl Atwood proposes appointing a hearing officer to conduct a virtual hearing on emissions regulation.
- Jordan Mathis suggests bringing back input from the public and making a recommendation to the Cache County Council.
- Emissions testing changes in Utah, including waivers for parts availability.
 - Jonathan Robison highlights changes to emissions testing regulations in Utah, including adding an extra appendix and exempting emergency vehicles.
 - Proposed waiver opportunity for vehicles with parts shortages due to the pandemic, with potential for additional.
 - EPA proposes changes to emissions testing regulations, including option for waivers due to unavailable parts.
- Cheryl Atwood proposes a hearing date of June 5 for the modification, with board members able to participate virtually.
- Cheryl Atwood schedules a virtual meeting for June 10 at 3 pm after considering comments from participants.
- Kevin Hall made a motion to appoint Jordan as the Hearing Officer for a public hearing to be held on June 5th at 5:30 pm in the Environmental Health Building.
 - Second: David Zook

Suicide Fatality Review Board Discussion

- Farrin mentions Dr. Michael Staley's discussion addressing suicide prevention strategies and a Fatality Review Board.
- Farrin introduces the local vs. statewide Fatality Review Board for suicide prevention.
 - Mentions Dr. Staley's invitation to participate on a local Fatality Review Board, which could help the health district organize its courses and get a feel for how the state-level board works.
 - Dr. Staley has invited local participants from the health district, including Farrin, to sit on a quarterly state review board to discuss fatalities and implement interventions.
 - Dr. Staley suggested to Farrin using a state-led review process to ensure consistency and expertise.
 - Local participants could represent the community's landscape and identify unique trends.
- Farrin suggests coordinating community participation in quarterly Fatality Reviews to identify local suicide trends and inform interventions.
- Recommendations for local interventions and resource allocation will be made based on findings from these reviews.
- Discussion regarding establishing a suicide prevention board with limited resources.
 - Cheryl Atwood emphasizes the need for resources to address community issues.
 - Speakers discuss suicide prevention in their health district, aiming to identify causes and implement interventions.
- Jordan Mathis suggests, due to lack of local resources, the state-wide suicide review board would be a great start and then revisit in the next 12-18 months.
- David Zook motions to approve the recommendations.
 - Second: Randy Williams

Merit System Review Discussion

- Josh Greer discusses updating the current merit system to include paid for performance, flexibility in raises based on evaluation scores.
- Health department seeks more flexibility in grades and raises, tied to employee performance throughout the year.

- Discussion regarding how to incentivize high-performing employees. The hope is to keep those employees in a way that allows them to continue performing at their best without supervisory roles.
- Josh suggests investigating ways to update the current evaluation system to tie it into job descriptions and ensure fairness in evaluations.
- Implementing performance-based evaluations, challenges with managing and rating employee performance.
 - Cade Palmer talks about how implementing pay for performance can be tricky to manage.
 - Blake Rose mentions leaders may struggle with rating performance objectively, leading to variation in reviews.
 - Board members discuss challenges with evaluating employee performance, considering cultural and supervisory factors.
 - Cheryl Atwood and others discuss challenges with employee evaluations and merit-based hiring.
 - Employees' well-being and retention are crucial, but so is balancing salaries with inflation and sustainability.
- The Board would like Human Resources to move forward with reviewing the merit based system.

Health Officer Update

- Jordan Mathis updates the group about the UALBOH Symposium
- Cheryl and Jordan will present on innovative public health infrastructure funding at a national conference.
- Jordan outlines agenda for leadership development retreat in September.
 - Because retreat is held in Rich County the August Board meeting will be held elsewhere.
- Jordan discussed the Qualtrics conference in which 9 employees attended. The hope is to improve data collection.
- Funding cuts and reporting requirements for local health departments.
 - Jordan Mathis explains funding cuts for water and wastewater programs from DEQ.
 - Jordan disputes DEQ's decision to cut funding and add reporting requirements without consulting her organization.
 - Jordan refuses to sign the contract unless budget adjustment is made for shortfall.
 - Jordan expresses concerns about budget adjustments for local health department grants.
 - County officials discuss challenges in providing services due to budget constraints.
 - Jordan emphasizes the importance of local health departments in addressing environmental issues.

Endemic - A Post Pandemic Playbook: Chapter 5

- COVID-19 pandemic's impact on education, healthcare, and society.
 - Blake Rose shared his experience of living in Washington during the pandemic, where they had to follow strict rules and their kids were home for 18 months.
- Cheryl Atwood: Pandemic challenged healthcare workers' ability to balance work and family responsibilities.
- Blake Rose: Nurses and doctors struggled to balance work and family duties while caring for sick patients.
- Cheryl Atwood: Pandemic lessons learned include unobtainable zero risk, devastating consequences of school closures.
- Blake Rose: Hopefully future pandemics will approach differently, capturing lessons from past experiences.
- Randy Williams and Cheryl Atwood discuss the impact of the pandemic on their lives and communities.
- They reflect on the importance of learning from the past and moving forward in a civil manner.

- Cheryl Atwood expresses frustration with virtual meetings, feeling they lack personal connection and valuable discussion.
- Speakers discuss the challenges of remote meetings, including lack of nonverbal cues and difficulty participating fully.
- Continued discussion regarding the pandemic and things to watch for in the future.

Meeting Adjourned at 3:03 PM: Cheryl Atwood

Pending