

Dec 11, 2024 6:00 PM | 📅 Bear River Board of Health - Budget Hearing

Location: Bear River Health Department Bailey Building, 650 East 1300 North, Logan, UT

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

Bear River Health Department Attendees: Jordan Mathis Estee Hunt Joshua Greer Linda Brown
Spencer George

Others in Attendance: N/A

Virtual Attendees: N/A

Attached files: 📎 BRHD BOH packet 12.11.24

🔊 Bear River Board of Health - Budget Hearing - 2024/12/11 12:51 MST - Recording

Bear River Board of Health

Transcript

📎 2024/12/11 BOH Transcript

Action Items

- **[Schedule Board Member Interviews:**
 - Jordan Mathis will schedule interviews with potential board member candidates.
- **Update Procurement Policy:**
 - Josh Greer will update the procurement policy to reflect the increased bid threshold of \$10,000.

Outline

1. Call to Order:

- Cheryl Atwood called the meeting to order.

2. Opening Ceremony: Jennifer Anderson introduces herself as the Community Engagement Director for Little Lambs Foundation for Kids, a Utah-based organization that provides essential needs like diapers and clothing to children in foster care.

She shares her personal connection to the organization, having been adopted from foster care herself and raised in a military family. This experience deeply impacts her understanding of the importance of Little Lambs' mission.

Anderson then provides an overview of Little Lambs, highlighting its mission, partnerships with other organizations, and the significant impact it has on the lives of children and families in need throughout

Utah. She emphasizes the critical need for a larger facility to accommodate the growing demand for their services.

In essence, Jennifer Anderson introduces herself, shares her personal connection to Little Lambs, and provides a compelling overview of the organization's mission, services, and impact. And leads the group in the Pledge of Allegiance.

3. Approval of Agenda:

- **Motion:** Kevin Hall moved to approve the agenda.
- **Second:** Blake Rose seconded the motion.
- **Outcome:** Motion passed.

4. Approval of Minutes:

- **Motion:** Lee Perry moved to approve the minutes from the October 9th meeting in Brigham City.
- **Second:** Cade Palmer seconded the motion.
- **Outcome:** Motion passed.

5. Public Comment:

- No public comment was received.

6. 2025 Board of Health Schedule:

- Jordan Mathis presented a proposed 2025 meeting schedule, including the addition of virtual meetings and a potential shift to second Mondays.
- **Motion:** Kevin Hall moved to adopt the schedule as presented, with the following modifications:
 - Meetings will be held on the second Monday of each month, except for October, which will be held on the second Wednesday.
 - Virtual meetings will be scheduled as needed and may be canceled if not necessary.
- **Second:** Blake Rose seconded the motion.
- **Outcome:** Motion passed.

7. Procurement Policy:

- Josh Greer presented a [Procurement Policy Final 12-11-24.pdf](#) drafted in accordance with state regulations.
- **Discussion:** The board discussed the threshold for requiring bids, with a recommendation to increase it from \$5,000 to \$10,000.
- **Motion:** Blake Rose moved to approve the procurement policy with the amendment to increase the bid threshold to \$10,000.
- **Second:** David Zook seconded the motion.
- **Outcome:** Motion passed.

8. Health Officer Update:

- **Upcoming Events:** The board was informed about the upcoming annual meeting and the NUALBO Symposium.
- **Board Appointments:** Dr. Vernon was appointed by the Cache County Council. Kevin Hall's reappointment is pending approval by the Boxelder County Commission.
- **Blake Rose's Resignation:** Blake Rose announced his resignation from the board due to a job relocation.

- **Board Member Interview Committee:** Jordan Mathis proposed a committee of three board members to interview candidates for the vacant position. He suggested Dr. Vernon, Randy Williams and David Zook as committee members.
- **DEQ Contracts:** The health officer expressed concern about the ongoing conflict with the Utah Department of Environmental Quality (DEQ) regarding contracts. He stated that efforts are underway to resolve the issue.
 - **Contract Dispute:** The health officer highlights a strained relationship with DEQ, specifically regarding the unilateral termination of contracts by DEQ Director Shelley.
 - **Legislative Intervention:** Representatives from the Utah House of Representatives are investigating the situation and may hold a hearing to review the matter and clarify relevant statutes.
 - **Potential for Resolution:** The health officer expresses optimism that the unilateral termination will be overturned, potentially saving the department from losing half a full-time employee position.
- **Behavioral Health Integration:** The health officer announces the successful completion of a major project, with Bear River Mental Health now leasing space in the department's Garden City and Tremonton buildings.

9. Other Business:

- **Acadia Health and the Bear River Health Department Cement Pad:**
 - **Project Approval:** At a previous meeting, the board approved moving forward with a project involving Acadia Health, likely the construction of a pad or structure on the health department's property.
 - **Timeline:** The project is expected to go before the planning commission in mid-January. Bids for construction will be solicited soon after, with construction likely starting in March or April.
 - **Project Location:** The health department has carefully selected a location for the project to minimize disruption to landscaping and sprinklers.
- **Interlocal agreement:** The health department is working with county attorneys to finalize an interlocal agreement.
 - **Behavioral health director position:** The agreement includes a new position: a behavioral health director. This individual will be crucial for securing contracts with the Utah Department of Health and Human Services (DHHS) and then Bear River Mental Health.
 - **Funding challenges:** The health department lacks dedicated funding for this new position. The health officer plans to discuss potential funding options with Brent Kelsey, exploring possibilities like county funding with potential reimbursement from DHHS.
 - **Time constraints:** The current funding model presents a challenge, as the department typically starts using county funds towards the end of the fiscal year.
- **Regulation Development:** The health department is considering creating a comprehensive set of local regulations, encompassing various areas like air quality, meth production, body art, and indoor tanning.
 - **Adoption by Reference:** The proposed approach involves adopting many regulations by reference to existing state rules. This method would streamline the regulatory process and ensure that local regulations remain current with state standards.
 - **Public Hearing:** The board will have an initial overview of the proposed regulations in January. A public hearing will then be scheduled for a later date, likely in March, followed by a vote on the adoption of the regulations.
- **Board's Role in Ethics Review:** The health officer acknowledges that many board members were involved in the initial development of the department's ethics review process.
 - **Value of Diverse Perspectives:** The health officer emphasizes the importance of obtaining diverse perspectives on ethical issues, highlighting the value of the expanded ethics review committee in providing broader insights.
 - **Positive Experience:** Spencer George, who was involved in the process, confirms that the expanded committee functioned well and provided valuable input.

- **Appreciation for Board Support:** The health officer expresses his appreciation for the board's ongoing support of the department and its operations.
- **Key Performance Indicators:** The department is developing key performance indicators to track program effectiveness and demonstrate the value of its services to the community.
- **Impact of Funding Loss:** The health officer acknowledges the significant impact of the upcoming loss of COVID-related funding on the department's operations.
 - **Proactive Response Plan:** The health officer presents a multi-phase plan to address the funding challenges:
 - **Evaluation & Planning (January-May 2025):** Evaluate the direction of public health under the new federal administration and develop a response plan.
 - **Plan Presentation & Refinement (May 2025):** Present the response plan to the board, which may include strategies like retirement incentives and severance packages.
 - **Plan Implementation (July 2025 - December 2025):** Implement the response plan while continuing to monitor the federal funding landscape.
 - **Evaluation & Adjustment (January-June 2026):** Evaluate the impact of the implemented plan and make necessary adjustments based on the evolving situation.
- **Data-driven decision making:** The health officer emphasizes the importance of developing and utilizing Key Performance Indicators (KPIs) to track program effectiveness and inform decision-making. He envisions a robust data dashboard that provides real-time insights into program performance at various levels, from individual staff performance to overall department effectiveness. CDC Foundation will begin helping us with this.
- **Leadership Development:** The health officer recognizes the need to invest in leadership development within the department, particularly given the impending retirements of key leaders. He highlights the importance of creating opportunities for staff at all levels to develop their leadership skills and contribute to the department's success.
- **Sustainability:** The health officer emphasizes the importance of long-term sustainability, particularly in the context of funding challenges. This includes securing funding for data modernization efforts and ensuring the long-term viability of the department's leadership development program.
 - **Identifying Hidden Leadership:** Randy Williams raises the concern that some employees with leadership potential may not actively seek out opportunities or be readily identified by current leadership. She suggests that providing access to leadership development programs could encourage and empower those who may not otherwise be considered for leadership roles.
 - **Overcoming Bias:** Williams acknowledges that existing leadership may have inherent biases in identifying potential leaders. She emphasizes the importance of creating opportunities for all employees to develop their leadership skills, regardless of their current visibility or vocalization.
 - **Accessibility of Leadership Training:** Williams raises the question of how to encourage participation in leadership development programs, suggesting that making these programs accessible and potentially self-selective could increase participation among those who may not proactively seek them out.

10. Adjournment:

- The meeting was adjourned at 1:31:07.
 - Motion to close meeting and move to public hearing.
 - **Kevin Hall** moved to open the budget hearing.
 - **Randy Williams** seconded the motion.