



TAZEWELL COUNTY BOARD OF HEALTH  
Minutes of Meeting  
January 24, 2022

**Members Present:** Gary Burton, David Dingledine, Rich Karneboge, Bobbi Mullis, and Adam Sturdavant.

**Members Absent:** Bill Atkins, Steven Dickey, Peggy Flannigan, Lynne Johnson, Sarah Koscica, and Tricia Larson.

**Staff Present:** Amy Fox, Karla Burress, and Janet Johnson.

President Mullis called the scheduled BOH meeting to order at 6:30pm in the Board Room, Tremont. There were no Public Comments.

**Quorum not met; minutes unable to be approved. Will be carried over to February meeting.**

**Agenda changes:** None.      **Handouts:** Draft medical and religious exemption forms.

Recognition of Washington Middle School student, Meyer Niehause, who placed second in IEMA State Radon Poster Contest was at the meeting with his parents. He presented his poster titled, Unwanted Guest. He was given a water bottle with his name on it and stickers that were created of his winning poster. This contest is done every year to encourage students to become involved in the awareness of Radon.

## **Reports-**

**Item 1. Finance Report-a. County Conversion of Accounts/Abila MIP Update-** Administrator Fox pointed out that this is the first-time members are seeing the new county numbers on page five. Janet and her staff have done a wonderful job in doing things on their own on many levels with the conversion. They will continue to work on internal understanding and where the chart of accounts will be applied to have consistency. We are still awaiting response from county on how to handle incoming grant opportunities to keep the budget accurate and transparent. Director Johnson shared that the reports are as close to the previous reports, but she was willing to provide any other reports for clarity. The ledger at a glance is pending the amount from the County and audit to have a starting balance. Member Dingledine questioned the amount of revenue for the Overdose grant line. It was budgeted at \$6,000 and already has shown \$22,312.76. Administrator Fox explained that it may have been a place holder in the budget when a grant amount was unknown at the time of budget creation. It will be investigated and explained next month.

**Item 1. Finance Report-b. New Grants and Fee For Service Opportunity-** Administrator Fox reported that there are new grants pending for Mass Vaccination Grant around \$304,000, a Covid Crisis Grant related to workforce development for over \$200,000, and a Covid Response Grant (previously contact tracing) for \$425,000. None of these grants were expected in July when the 2022 budget was written. Previously the grant funds we had were not an issue when they fluctuated. In this new system, they are under the same fund as our general funds and we are unaware of the process to add items. We will await guidance from County for budget changes.

**Item 2. Covid 19 Update-** Administrator Fox shared that the department has an opportunity to switch from the nasal swab rapid tests to PCR testing of drool. It is called Shield testing and we have been approved to be a testing site. These test results would be provided in 24-48 hours. The department would receive \$8 per test conducted from the State, and no additional insurance billing would be applied. Startup for this program would be minimal. Discussion will be held on need to continue to offer the rapid tests. This PCR test is more accurate. The contract is through June 30, 2022. The clinics could be offered offsite as long as not in a school. The county has seen a drop in positivity rates, down 5.9% and now at 18.6%. Peoria County is at 17.7%, down five percent and Woodford is at 18.1%, down 2.4%. We are reporting 12 deaths this week, primarily males, 10 of the 12. ICU bed availability is up to 13%, which was previously 9%. The regional positivity is down 4% overall. Today was the 2<sup>nd</sup> year anniversary of the first case of Covid. The department does look at vaccination rates of hospitalized individuals but in the high case times, it is very difficult to track vaccination rates of the cases reported.

**Item 3. Community Health Assessment & Current Improvement Plan Update-** Administrator Fox stated it is time again for the assessments. She will be taking over as one of the co-chairs of the Partnership for Healthy Communities. This will be a two-year commitment and it is Tazewell Counties turn in the rotation. There will be two community events coming, the Forces of Change, to include health equity and the board's ability to impact the issues.

**Item 4. Dental Clinic Space Close-out Update-** Administrator Fox shared the dental center, with help with several staff, was able to close out the building. There are two large storage units packed full of the items from Broadway and North Pekin sites. The county is still exploring an additional building for the health department with the ARPA funds. Their top five items on their list were: recouping lost dollars due to covid, a health department building in Pekin, hazard pay, revision to the Justice Center and broadband in rural areas with need. A previous building option is no longer on the market with reason unknown, so plans are on hold.

**Item 5. Update on Accreditation Process-** Assistant Administrator Burress explained that we requested a two-week extension in uploading our additional documentation that was due January 17<sup>th</sup>. The documents requested were sent in and we await next steps for the accreditation site visit. Administrator Fox pointed out pages 19-32 in the packet where Director Ealey did a great job in showing how all the work that we do interlocks in our plans, which included all departments. She spent all day with staff at our all-staff training day compiling the information you see.

## **Discussion-**

**Item 1. CMS Rule and Mandatory Covid Vaccinations-** Administrator Fox thanked members for their attendance and shared concerned with members not responding to meeting attendance to which a non-quorum happens. She asked if there would be a more effective way to get response so that meetings could be rescheduled when needed. The CMS rule was held in December. It is now on the table again for healthcare. She passed around a copy of medical exemption form and a religious exemption form for review. She provided these to our States Attorney previously with no response. This would be the next step in compliance with the CMS ruling as we know it. We do receive funds for Medicaid and Medicare, so we need to comply with the ruling of vaccination. All TCHD staff would be included in the ruling. January 27<sup>th</sup> is the first compliance date listed. We have around 10 total who aren't vaccinated. A procedure will still need to be developed and plans for hiring would need to be considered. Members discussed their views, confidentiality, choosing one or the other exemptions upfront, consensus was to proceed with the process as presented. Members are aware they would have to approve a policy in the future when it's completed.

**Item 2. Employee Evaluation, Merit, Benefits and Compensation-** Administrator Fox reminded members the County had given a COLA of 3% at the start of the year, members still encouraged merit in some form. We were awaiting the Korn Ferry report, it was delivered on Friday and the plan for Hazard Pay by the county. Starting with merit, for every 1%, Director Johnson calculated it would cost the department \$40,648.66. If we used actual evaluation ratings and gave those scoring two the one percent and those scoring a three and additional two percent, it would cost \$50,921.03, if two percent was given to everyone it would be \$81,297.00. With all the new grant funding opportunities, funding could be available. There is no solution currently. We were still awaiting the Korn Ferry results and the report basically shares the county is 9.1% below its own structure in pay at a minimum. With not knowing what the county is going to do with this report information, compensation is unknown, and the evaluation system is in limbo. The report was passed around. We will await county response on adjustments. Regarding Hazard Pay, the county is going to utilize a portion of their ARPA funds to distribute pay. It is on the County Board agenda for this week. Employees were assigned a ranking of 1-4 based on criteria the county set, Director Fox was able to review the rankings and adjust what they perceived should change. No health department staff showed a high ranking of 4 but did provide feedback that those listed as threes should be moved to fours. The payouts would range from \$1,500 to \$5,000. Whatever amount a TCHD employee would receive, the previous hazard pay that was issued by the health department would be deducted. If an employee previously received more than where they were placed on the County criteria, an honorarium would be received around \$200. In the meeting that was attended the committee stated that Director Fox was not included in the rankings but was listed to receive a hazard bonus of \$10,000, she was unaware of that plan, and BOH was not included in the discussion. Director Fox received no hazard pay when the department completed the process in 2020. She is uncomfortable with the county decision related to her. Benefits around holidays were discussed, Director Fox shared with the Human Resources committee that we have had complaints from the public that we don't recognize ethnically diverse recognized holidays. The county board chairman was also approached regarding holidays like Martin Luther King Day, Juneteenth, or even having a floating holiday for staff to use at their discretion. The county currently offers eleven holidays: New Year's, President's, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's day, Thanksgiving, and the Friday following it, and Christmas Eve and Christmas day. In relation to merit, we still aren't ready to proceed, to give the county first

response to merit increases. Members agreed to hold off until February to see if the county has a plan in place. Members will still need to complete the evaluation for Director Fox to determine her merit ranking. Member Mullis and Member Burton would make plans to review her evaluation prior to the next meeting.

**Item 3. Computer Security Software-** Administrator Fox directed members to page 34 for the one-year and three-year options from SOPHOS. There would be a considerable savings if the three-year agreement is signed. Members agreed to allow Director Fox to proceed with the three years and present to BOH next month for official approval.

**Item 4. Board of Health Reception-** Administrator Fox shared that it has been over two years since the reception has been held and asked for member input for plans this year. She presented the option of Countryside Banquet Facility in Washington that has an outdoor tent as well as a larger indoor space than we have previously had. An outdoor event in the spring could be an option. Service recognitions are done at this reception along with Tazewell Public Health Foundation (TPHF) awards and the Margaret Burt and Gordon Poquette awards. The event is typically in mid-April to align with Public Health Week. Director Fox will look for available dates in April and May at Countryside and have proper space to accommodate social distancing.

**Action-**

**Item 1. Approve Invoices & Bills-** Unable to approve due to lack of quorum.

**Item 2. Approve Software Invoice-** Unable to approve due to lack of quorum.

**Announcements-**

The next scheduled meeting will be Monday, February 28, 2022.

President Mullis will be able to attend the TPHF meetings.

Member Dingedine asked about the department having cyber liability, we are covered under a policy with the county.

**Meeting Adjourned at 7:48pm.**

Respectfully submitted,



Janet S. Johnson, Business Operations Director