BLACK HAWK COUNTY BOARD OF HEALTH
WORK SESSION
January 14, 2020

The work session meeting of the Black Hawk County Board of Health was called to order at 7:34 a.m., by Chair, Rev. Dr. Mary Robinson, in Room 420 of the Pinecrest Building, 1407 Independence Avenue, Waterloo, Iowa. Members present: Chair, Rev. Dr. Mary Robinson; Dr. Pilkington, Dr. Adam Roise, and Dr. Catherine Zeman. A quorum was met.

Absent: Attorney Mike Treinen

Others present: Dr. Nafissa Cisse Egbuonye, Patti Humpal, Eileen Daley, Megan Olmstead, and Bridgett Wood.

I. Approve Agenda – For Vote
   Discussion: No discussion.
   Action: Dr. Pilkington moved and Dr. Roise seconded to approve the agenda as presented.

II. Public Comments: No public comments.

III. 7:35 a.m. – 8:30 a.m. - EXECUTIVE SESSION - Roll Call Vote to go into closed session
   Roll call vote: Ayes: Rev. Dr. Robinson, Dr. Roise, Dr. Pilkington, and Dr. Zeman. Nays: None.
   A. RESOLUTION-that pursuant to the provisions of the Iowa Open Meetings Law, by the Authority of the Code of Iowa, Chapter 21.5(1)(i) the Black Hawk County Board of Health shall proceed into closed session for the purpose:
      1. To discuss the professional competency of individuals whose appointment, hiring or performance is being considered when necessary to prevent needless and irreparable injury to that individual’s reputation and the individual requests a closed session.
   B. Board of Health closed session to be adjourned - For Vote
      Action: Dr. Roise moved and Dr. Zeman seconded that closed session adjourned at 8:24 a.m. Motion carried.

Resume open session at 8:24 a.m.

IV. Health Department FY21 Budget and Planning Work Session
   A. FY21 Black Hawk County Health Budget Presentation – Dr. Cisse Egbuonye
      Summary of Presentation:
      Dr. Cisse Egbuonye reviewed the current vision and mission statements, based on our new role as Community Health Strategist.
      • Proposed New Vision and Mission
         o Proposed VISION (new) We exist to ensure that people in our community have the opportunity and resources to lead healthier, more fulfilling, and longer lives.
         o Proposed MISSION (new) We protect people in our community from health hazards, promote healthy behaviors, and prevent disease.
      • Workplace Culture Values
         o Teamwork and Collaboration
         o Outward Mindset

1
- Resiliency
- Trust
- Respect
- Commitment
- Professionalism
- Engagement
- Celebrate

- Public Health 3.0
  - Public Health 1.0-Tremendous growth of knowledge and tools for both medicine and public health
  - Public Health 2.0-Systematic development of public health governmental agency capacity across the United States and focus limited to traditional public health agency programs
  - Public Health 3.0-Engage multiple sectors and community partners to generate collective impact and improve social determinates of health

- Community Health Strategist
  - Less direct care-more policy
  - Programs tailored to emerging needs & populations
  - Convening coalitions
  - Partnering with healthcare and diverse sectors
  - Upstream focus
  - Real-time and new data

- Health Equity Strategist
  - Build an internal infrastructure to advance health equity
  - Diversification of BHC health department workforce
  - Health equity curriculum in collaboration with MPHTC
  - Convene workshops with community organizations and leaders to gain a collective understanding of equity and the determinants of health

- Initiatives
  - Health Department Branding
    - Survey conducted for Black Hawk County Health Department to assess awareness among three personas: Rural, Urban, and Influencer.
    - The results of the survey determined that there is a great number of respondents that do not know what services are offered, but those that are familiar are very receptive to our services and view us as friendly.
    - The survey results yielded a high level of positivity and very little negative significance
    - BHC is considered to be knowledgeable and experts in our respective fields and the influencer persona had a very high regard for BHC expertise, knowledge and ability, but all personas, especially the influencer persona.
- This campaign will likely focus on expanding the knowledge base of our community regarding who we are and what we offer, rather than on trying to shift a negative image to a positive one.
- More media/social media presence is needed (media, etc.) to provide information on our services and public health education.
  - Public Health Accreditation
  - Black Hawk County Community Health Needs Assessment 2020

- Accreditation Timeline
  - Detailed self-assessment to identify documents - Completed May 2018
  - Register with PHAB - Completed November 2019
  - Submit application to PHAB - Completed February 2019
  - Accreditation coordinator training - Completed May 2019
  - Document selection and submission - Due May 2020
  - PHAB site visit - Estimated Completion Late 2020 or Early 2021
  - Accreditation decision - Estimated Completion Early or Mid 2021

- Community Health Needs Assessment
  - February Community Stakeholder Meeting/Board of Health
  - Release of Community Health Assessment (CHA) and Strategic Issue Identification
  - February 18th Time: 12:00pm-4:00pm Location: Waterloo Center for the Arts
  - Community Themes and Strengths Assessment
  - Forces of Change Assessment
  - Community Health Status Assessment

- Top Factors Needed for a Healthy Community
  - Access to health care
  - Jobs and healthy economy
  - Access to nutritional foods
  - Access to mental health care

- Most Important factors for a healthy community by Race and Ethnicity
  - Access to healthcare
  - Jobs and healthy economy
  - Access to nutritional foods
  - Access to mental health care

Learning Opportunity: The survey will need to be intentional on what questions are asked that will show the root cause of why they do not have access, for example is it transportation, etc.

Dr. Cisse Egbonuye reviewed the organizational chart and the operational table with the board. Handouts provided to the board.
Summary:

- All programs will be hosting internship programs.
- Eliminating the BETS Regional Coordinator position due to the ending of the contract.
- Public Health Planner position currently vacant and will be merging local preparedness duties into this job description in order to build more capacity on a local level.
- Programs: Chronic Disease Prevention will be developing more initiatives like health literacy and cardiovascular. Child Health includes our oral health services, child and adolescent informing, and childcare safety.
- New Role: Public Health Clinic Manager that will be aligned with the new clinical structure.
- Disease Surveillance and Investigation
- Environmental Health-built in capacity to add a supervisor position

- Budget guiding principles
  - Protect and promote the health of residents and visitors in Black Hawk County
  - Black Hawk County Strategic Plan
  - Health Improvement Plan
  - Federal and State Budget Increases or Decreases
  - Public Health Accreditation*
  - Workforce Development Plan *

FY21 Budget Proposal by Program and FTE's

- Administrative from 10 to 8 FTE's
- Planning & Development from 2 to 1 FTE's (removed Public Health Preparedness Coordinator)
- Child Health from 11.5 to 9.9 FTE's
- Chronic Disease Prevention increase from 7.69 to 9.69 FTE's
- Disease Surveillance & Investigation from 14 to 9 FTE's
- Environmental Health from 9 to 10 FTE's

Revenues from FY20 to FY21 have reduced due to the following reasons:

- Local Preparedness Grant revenue that came out
- Salary and benefits have increased by 12.16%
- Reduced part time staff to three
- More full time staff with full time benefits
- Professional level positions like the Nurse Practitioner position has been a challenge to hire due to the competitive market.
- Dental Hygienist will be hired internally vs. contracted from last year
- Operating expenses are in good shape
- 29% increase asking from previous budgets
• When the school contracts were eliminated, the reduction in staff was not reflected in the budget
• Review new clinical structure with the maintenance department and the board of supervisors to seek funding.

Discussion:
Dr. Roise asked where is the bulk of the increase in the budget coming from. Ms. Humpal stated the bulk of the increase is coming from salaries that are being added or positions being internalized.

Dr. Rev. Robinson is concerned that the Board of Supervisors will ask departments to reduce the budget, and if the health department prepared to make cuts if necessary.

Dr. Cisse Egbuonye stated that the positions and the programs added are to strengthen and are essential services that the community needs. Public Health should no longer sustain being lean, because it is not healthy for the community.

The budget presentation to the Board of Supervisors is scheduled for Thursday, January 30, 2020 at 9am.

Dr. Cisse Egbuonye is requesting Board of Health to attend if possible.

Some cost savings will be highlighted as well: new Electronic Health Records system has saved the department $12,000 annually.

Expenses from the BETS grant was about 80% revenues will no longer be passed through Black Hawk County.

Dr. Pilkington also wanted to know if there is a back-up plan in case the budget is not approved as is.

Ms. Daley added that the new structure is also going to allow the department to create some revenue driven positions that will offset the increase in salaries as well.

Dr. Rev. Robinson is concerned if the community health worker that is pretty much the core we are trying to move to, and would be concerned if that position would be cut.

Dr. Cisse Egbuonye stating that the positions we are hiring for are a higher level.

Dr. Roise asked if our budget is in line with other similar sized local health departments. Dr. Cisse Egbuonye stated yes the budget is in align with other local public health agencies.

Dr. Rev. Robinson stated that each agency should have core values and a vision statement. We are on the cutting edge in a good way. In terms of the budget, a good argument would be that our model is proving to be successful to change things, and other county agencies could look to us as an example.

Dr. Zeman stated that it may be helpful to provide examples of how public health programs can save money.

Dr. Roise added that maybe the focus should be on positive well-being of the community.

Dr. Rev. Robinson added that from the people’s stance, we are here to serve the people to make sure there is equity and fairness in the community.

V. Adjournment: The Board of Health Work Session ended at 9:46 a.m.

Action: Dr. Zeman moved and Dr. Pilkington seconded to adjourn. Motion carried.

Respectfully Submitted,

Megan Clinesaid, Secretary

[Signature]

Board of Health, Chair Person