

**District Board of Health Meeting Minutes
Three Rivers District Office
Thursday September 13th, 2018
12:00 PM**

Members Present:

Joe Mylor, Chairman
Judge Casey Ellis
Judge David Fields
Matt Cull
Judge Kenny McFarland

Others Present:

Georgia Heise
Michelle Wilburn
Justin Pittman
Christina Johnson
Lindsey Tirey

Welcome

Chairman Joe Mylor welcomed the Board and called the meeting to order at 12:20PM. A quorum was present.

Topic: Approval of June 14th, 2018 and August 7th, 2018 minutes.

Action: Judge Casey Ellis made the motion to approve both sets of minutes, Judge McFarland seconded, the motion carried.

New Business

Topic: Staffing /Personnel Update

Discussion: Dr. Georgia Heise reviewed staff changes that have taken place since the board last met. One change of particular note included the promotion of Allison Napier to Director for the Montgomery County Health Department. Dr. Heise highlighted the district is reorganizing to assume her responsibilities with the current staff. Currently there are 38 full time and 10 part time employees. The District is set to recognize a \$71k reduction in salary and fringe benefits costs for the current year's budget.

Topic: Financial Update

Discussion: Michelle Wilburn presented a year to date financial status as of Aug 31 reflecting a slight surplus for the first two months of FY19.

Topic: Performance Evaluation

Discussion: Dr. Heise proposed to maintain the lump sum merit payments for annual evaluations for FY19. The merit payments would cost approximately \$15k as indicated by those given in the prior fiscal year. The evaluation merit payments are a means by which we can reward and retain the hardest working high performers in the agency.

Action: Judge Casey Ellis made the motion to provide a 3% lump sum merit payment for Highly Commendable and a 1.5% lump sum merit payment for Proficient and Commendable performance

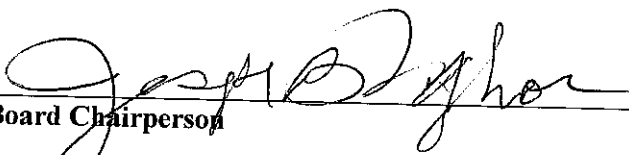
evaluation ratings for the FY19 performance review cycle. Matt Cull seconded, the motion passed unanimously.

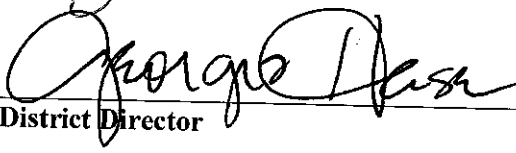
Topic: Hepatitis A Outbreak


Discussion: Dr. Heise provided an update on the status of the statewide outbreak noting the infection rate is currently over 1500 individuals. She provided an update on the status of our counties and encouraged all board members to obtain the vaccine to prevent infection.

Topic: Home Health Update

Discussion: Dr. Heise provided a brief update on the status of the Home Health Agency noting that we are in the process of negotiating the contract terms and hope to have it executed in the very near future.


Board Chairperson 04/21/19
~~09/13/18~~
Date


District Director 4/21/19
Date


Board Secretary 04/21/19
Date