

CUMBERLAND COUNTY BOARD OF HEALTH
October 19, 2021 – 6:00p.m.
1235 RAMSEY STREET, THIRD, GO TO MEETING
REGULAR MEETING
MINUTES

MEMBERS PRESENT: Dr. Olusola Ojo, Pharmacist, Chair
Dr. Cynthia McArthur-Kearney, Registered Nurse, Vice Chair
Mr. John Larch III, Professional Engineer
Dr. Hakkam Alsaidi, Optometrist
Dr. Kent Dean, Veterinarian
Dr. Connette McMahon, General Public Representative
Ms. Sonja Council, Public Representative
Mrs. Stacy Cox, Public Representative
Dr. Jeanette Council, County Commissioner
Dr. Kingsley Momodu, Dentist

MEMBERS ABSENT: Dr. Sam Fleishman, Physician

STAFF PRESENT: Dr. Jennifer Green, Health Director
Ms. Ashley Curtice, Deputy Health Director
Dr. Lori Haigler, Medical Director
Dr. Krystle Vinson, Director of Nursing
Mrs. Candice York, Accountant
Mrs. Kelly Smith, Administrative Assistant to the Health Director

WELCOME, INTRODUCTIONS AND MOMENT OF SILENCE

Dr. Olusola Ojo welcomed all guests and called the meeting to order. Introductions were given. A moment of silence was taken.

ACTION ITEMS

A. Approval of Agenda

MOTION: Dr. Hakkam Alsaidi moved to approve the Board of Health (BOH) Meeting
Agenda
SECOND: Dr. Kent Dean
VOTE: Unanimous (10-0)

B. Approval of September 21, 2021, Regular Meeting Minutes

MOTION: Dr. Cynthia McArthur-Kearney moved to approve the Board of Health Meeting
Minutes
SECOND: Mr. John Larch
VOTE: Unanimous (10-0)

C. Approval of Bad Debt

MOTION: Dr. Cynthia McArthur-Kearney moved to approve the Bad Debt Write Off
SECOND: Mr. John Larch
VOTE: Unanimous (10-0)

D. Approval to move December Board Meeting to December 14,2021 at 6pm.

MOTION: Ms. Sonja Council moved to approve moving the December Board Meeting
SECOND: Mr. Kent Dean
VOTE: Unanimous (10-0)

E. Approval of Workforce Development Plan

MOTION: Ms. Sonja Council moved to approve moving the Workforce Development Plan
SECOND: Mr. John Larch
VOTE: Unanimous (10-0)

INFORMATIONAL/DISCUSSION ITEMS

A. Public Comment

Dr. Ojo opened the floor for public comments at 6:05p.m. There being no public comments registered, Dr. Ojo closed the floor for public comment at 6:06 p.m.

B. Financial Reports

Mrs. Candice York presented her financial reports. The statement of revenues and expenditures for the month closing September 30, 2021, exceeded our expenditures of \$274,359.41. Expenditures by programs are at 15.09% reporting as of September 30, 2021. We have earned 10.91% for State and Federal Allocations and 1.25% for Grants as of September 30, 2021. Overall we have earned 14.66% of revenue by source. Accounts Receivable was broken down by payor source with an accounts receivable aging report available for private pay as of September 30, 2021.

C. Workforce Development Plan 2021-2022

Ms. Ashley Curtice briefly described the Workforce Development Plan draft and how it is designed. Dr. Green added that once this is approved, it will be displayed on our website. Dr. Green also stated that one of the projects that is coming from the American Rescue Plan Act (ARPA) funding that's coming from the federal government to the state government is for us to as a region, do some work on our workforce as a region. One money is approved through the budget process, we will have money to hire a coordinator for the region and then we will have some additional dollars to do some assessments of our workforce in terms of what training needs we have, what position do we need and why might we have vacancies. We will also be able to hire some new positions through this study. We are in the process of hiring a Health Equity Coordinator currently. As we move toward more equity, there have been items outlined in this

development plan. This plan goes over our current employee's years of service, age, gender and what our turnover rate is as well as funding analysis of how our staff salaries are funded. This was one of our priorities for staff retention and recruitment in the strategic plan and we will utilize this information for that priority. This draft also explains our performance evaluations which are done in learn and perform. In this draft, what trainings are being offered each year and what entity is offering those whether that is in learn or an external training. Each specific department has certain trainings they are responsible for, and this is also laid out in this plan. There is also talk about transition and secession training. Learn and perform are explained in detail in this plan as well. We also want to decrease the time it takes to onboard a new employee once an employee resigns with a goal of 90 days. We have hit that target so far. We really want to work on our recruitment and retention practices, and we hope this plan will help us with that.

D. External Reports

- BCCCP – Despite COVID we are continuing to screen patients for Breast Cancer and Cervical Cancer with seeing more patients than we did last year. We have extended 100% of our targets for 2020 to 2021. We had a coordinator state that she has had success working with our Department of Social Services to expedite getting these patients on Medicaid and expedite services.
- Child Health - The purpose of this report is to ensure that we have met the performance standard.

E. Director's Report

Dr. Green gave an update on COVID – we have had 44,333 total cases, 407 in the last 7 days, 1035 in the last 14 days and our case positivity rate is 7.6% Our target rate is still 5% and we have had 452 deaths to date. COVID testing is still being done at the Health Department in the parking lot on Mondays, Wednesdays, and Fridays from 9am – 4pm. At home test kits are available for pickup at the front desk as well. Dr. Green reviewed a chart with percentages of ages in Cumberland County that have been vaccinated. Dr. Green added that unvaccinated individuals are more than four times or 411% more likely to get COVID-19 as vaccinated individuals. Unvaccinated individuals were 19.86 times or 1,986% more likely to die of COVID-19 as vaccinated individuals. As far as COVID vaccines for children, Dr. Green reviewed the timeline for when the CDC will approve vaccines for children. Dr. Green also reviewed updates to the Strategic Plan starting with Internal Priority 1: Increase staff recruitment and retention, assess employee satisfaction, and improve morale – Currently there is a review of interview questions ongoing, adding interview instructions before you are selected to a panel. There is also supervisor training on interviewing. Internal Priority 2: Improve quality and efficiency of services through Electronic Health Records (EHR) and other methods. Dr. Green added that the following were being done for this priority: CureMD in contracts process, awarded Cumberland Community Foundation grant, NCCARE360 launch, EnerGov is live, and payment online is forthcoming. We are also in collaboration with WIC/Ft. Bragg and medical records staff have completed NC DAVE Training. Dr. Green explained the Internal Priority 3: Expand outreach through Health Department specific social media platforms. The Health Department has launched their own specific facebook page, we are also doing digital ads.

As far as External Priority 1: Increase partnerships and collaboration with groups from various sectors, including academic, military, healthcare, and faith-based organizations; The Health Department has been hosting events in collaboration with community partners as well as military health and readiness initiative. Dr. Green explained External Priority 2: Expand mental health and substance abuse services and that the CCDPH staff are completing 5As training and are in collaboration with Alliance and Cape Fear Valley for Mental Health Services. Dr. Green wrapped up the conversation with Priority 3: Improve health literacy through expanded communication platforms and school outreach efforts. To date, the CCDPH have established a Health Literacy Workgroup, reviewed CCDPH materials, chronic disease FAQ and health literacy videos. Also, for Priority 4, the CCDPH have been expanding community access to the Health Department services.

F. Membership Roster

Dr. Ojo encouraged Board Members to review the attendance roster and let Kelly know if there were any discrepancies.

G. Board Member Comments

Dr. Ojo announced that she was honored to attend and present the Valor Award for merit to Dr. Green this morning that was held by Greater Fayetteville. The award was for her accessibility to the ongoing pandemic 24 hours a day.

As a reminder, the next regular meeting is Tuesday, November 16, 2021, at 6pm.

ADJOURNMENT

MOTION: Ms. Sonja Council moved to adjourn.
SECOND: Dr. Kent Dean
VOTE: Unanimous (10-0)

The meeting was adjourned at 6:54 p.m.

Jennifer Green

Dr. Jennifer Green, Health Director

oaofo

11/12/2021

Date

11/09/21

Dr. Olusola Ojo, Chair

Date