

LAKE CUMBERLAND DISTRICT HEALTH DEPARTMENT
BOARD OF HEALTH DIRECTORS
September 21, 2010

The Lake Cumberland District Board of Health met on Tuesday, September 21, 2010 at the Lake Cumberland Area Development Office in Russell Springs, Kentucky.

Chairman, Micky Garner, called the meeting to order and asked Judge Eddie Rogers to lead the invocation.

Those present were:

Ann Melton, Adair County Judge Executive proxy to Mary Ann Baron
Ronnie Grant
Ronald Wright, Casey County Judge Executive
Adlie Brown, DMD
Linda Lee
Lyle Huff, Clinton County Judge Executive
Jake Staton
Tim Hicks, Cumberland County Judge Executive
Terry Coyle
Joseph Skipworth, MD
Mary Ann Blaydes Baron, Green County Judge Executive
Tibby Altman
Barty Bullock, Pulaski County Judge Executive proxy to Ronald Wright
Maggie Turpen Roy
Micky Garner, Russell County Judge Executive
Susanne Watkins, OD
Hossein Fallahzadeh, MD
Rosalie Wright
Sue Singleton
Eddie Rogers, Taylor County Judge Executive
Roger Smith, DMD
Robert Drake, MD
Lora Sztendera, MD
Sara DeBord
Bruce Jasper, DVM

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Robyn Sneed confirmed we did have a total of 25 board members/proxies present and was a quorum.

The members absent from the meeting were:

Blaine Phillips, McCreary County Judge Executive

Greg Rankin, Wayne County Judge Executive

David Mayer, DO

Tonya Meece

STAFF MEMBERS PRESENT:

Tracy Aaron, LCDHD Health Education Director

Melinda Copenhaver, LCDHD Administrative Services Manager

Shawn Crabtree, LCDHD Executive Director

Sylvia Ferrell, LCDHD Nurse Administrator

Randy Gooch, LCDHD Director Administrative Services

Pam Godby, LCDHD Director Human Resources

Monica Hall, LCDHD School Health Nurse Administrator

Jefferson Hickman, LCDHD Environmental Health Supervisor

Jamie Lee, LCDHD Nurse Program Manager

Jasie Logsdon, LCDHD Epidemiologist

Robyn Sneed, LCDHD Administrative Secretary

Stuart Spillman, LCDHD Environmental Director

Peggy Tiller, LCDHD Director Nursing

Amy Tomlinson, LCDHD PH Service Coordinator

Christine Weyman, LCDHD Medical Director

Laura Woodrum, LCDHD Nurse Administrator

Ken Dougherty, CPA Brown & Dougherty

Dr. Steve Davis, Deputy Commissioner of Public Health Frankfort

Rosie Miklavcic, RN, Public Health Frankfort

Mike Tuggle, Financial Administrator Public Health Frankfort

Several LCDHD employees from various departments also attended the meeting

WELCOME & APPROVAL OF MINUTES

Mickey Garner, Chairman welcomed all board members and staff. He introduced Sue Singleton to the District Board members and informed them that Sue is a McCreary Board member and is now a current District Board member representing McCreary County. He also welcomed Dr. Steve Davis, Rosie Miklavcic and Mike Tuggle from Public Health in Frankfort to the meeting.

Copies of the June 22, 2010 meeting were mailed to each board member for their review prior to tonight's meeting. There were no additions or corrections. Judge Eddie Rogers moved to accept the minutes. Dr. Drake seconded the motion.

Motion carried.

HUMAN RESOURCE REPORT

Pam Godby, Human Resources Director reported that since her last report at the board meeting in June 1010; we have had six (6) employees go off duty and no new staff hired.

EMPLOYEE SURVEYS

Chairman Garner explained to the board that he recently emailed a survey to each health department employee and asked them for any comments or suggestions they might have regarding cost savings for the current financial crisis the health department is experiencing. Judge Garner said he appreciated the employees that returned their surveys and that there were some very good suggestions and that some of those suggestions are currently being implemented.

FINANCIAL REPORT/DIRECTORS COMMENTS

Shawn Crabtree, Executive Director told the board members that the health department is currently experiencing a much more serious financial deficit than what was originally projected this past May when we were preparing our Budget. At the June 2010 District Board Meeting when that budget was presented we had an approximately one million dollar deficit and the board voted to take those monies out of our reserves to cover the deficit. Since that time though, due to several cuts made by our State Government and the Department of Public Health we now have an approximate three million dollar deficit. Mr. Crabtree explained that he and his staff have researched and explored many different options and he has come up with a possible plan to help offset some of the deficit. He proceeded to explain the following nine possibilities:

1. One time money for retirement (\$100,000) funding received from Frankfort to help offset the increase in retirement funding we are required to pay.
2. Attrition for 15 positions over 3 years (\$600,000). As staff is leaving us, most positions will not be filled until we are back to a structurally stable budget.
3. Shift Family Planning/Cancer Screening staff and patients in the five counties that currently have a FQHC. These five counties are Adair, Clinton, Cumberland, McCreary and Russell. We will be working closely with Dr. Loy who is the Executive Director of the FQHC. They will be applying for a capacity grant to help them with the extra patients we intend to refer to them. More info will be coming out to our staff as things develop. (\$200,000)
4. Clinton County will be opening a new school site in January. (\$100,000)
5. Accessing Breast Feeding Coordinator Position funding by transferring a current Nutritionist. We have two nutritionists who are signed up to take the Lactation training and this funding should be available soon thereafter.(\$60,000)
6. Eliminate sterilizations or cut back contraceptive costs. (\$30,000) A decision will be made by this Friday.
7. Use our own ARNPs to cover some prenatal clinics. (\$20,000). A decision will be made this Friday regarding what clinics. Write prescriptions to Family Planning patients who have Medicaid and Insurance. (\$20,000). This will begin October 1, 2010.

8. Self Pay Collections through limited payment plan and income verification. We may start doing some type of bill collecting to help offset some costs. (\$40,000) We have installed debit machines at all clinics. We will start income verification for all clinic services. We will emphasize payment at time of service and will start having central staff call and set up payment plans with patients who owe large sums.
9. Miscellaneous cuts. We will be renegotiating our cell phone contract in November; we will only have 1 staff meeting per year for now; we will remind and encourage staff to observe all internal cost saving policies such as car pooling; we will discontinue for now providing most meals/snacks for meetings.

Mr. Crabtree explained that should the board decide to utilize these nine options, this could save the agency at least one million dollars and save twenty positions from having to be eliminated. He also said the board would need to consider and be seriously thinking about how we can possibly make up the remaining million dollar to 1.5 million dollar deficit. Mr. Crabtree stressed to everyone that the only two options that he sees is that we will have to increase our tax rate or lay off staff.

Mr. Crabtree then showed a chart to the board members showing each district/county health department's current tax rates. Lake Cumberland District currently has one of the lowest tax rates in the state and these tax rates have remained the same since the District was formed over twenty six years ago. No one really likes the idea of having to raise taxes in today's economy but other than cutting positions, raising taxes remains one of our only options.

Dr. Davis, Public Health Deputy Commissioner Public Health in Frankfort, spoke briefly to the board and confirmed what Shawn Crabtree had just explained to the board members that with all of the recent federal and state cuts, the health departments are very limited in what additional funding/revenue they will have in order to maintain their current services they have always offered to the public.

Ken Dougherty also spoke to the board and explained he has been conducting the audits at LCDHD for years and that LCDHD is one of the most efficient health departments in the state and that all of the health departments in the state are experiencing the same problems. The only difference in that due to the past

efficiencies of LCDHD they have been able to put monies into reserves. Many others in the state have no reserves to fall back on.

There was a question/answer discussion by the board members and Mr. Crabtree with concerns. Mr. Crabtree responded to the questions that at the present time, these were some of the best solutions he had come up with.

Chairman Garner told the board members he felt like they had to do something tonight, that they couldn't wait on a decision that the board members needed to give Shawn and the employees some guidance. Dr. Drake made a motion to accept the first nine recommendations by Shawn Crabtree and that they make a decision on whether to raise the tax rate or lay off staff at the next board meeting in December. Dr. Fallahzadeh seconded the motion. Chairman Garner asked Robyn to take a roll call vote:

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|---|----------------------------|
| 1) Ronnie Grant- yes | 14) Maggie Roy-yes |
| 2) Mickey Garner-yes | 15) Dr. Adlie Brown-yes |
| 3) Judge Ronald Wright –yes | 16) Judge Tim Hicks-left |
| 4) Judge Bullock proxy to Ronald Wright-yes | 17) Dr. Roger Smith-yes |
| 5) Linda Lee-yes | 18) Sarah DeBord-no |
| 6) Judge Mary Ann Baron-yes | 19) Jake Staton-no |
| 7) Judge Melton proxy to Mary Baron-yes | 20) Judge Lyle Huff-no |
| 8) Dr. Hossein Fallahzadeh-yes | 21) Tibby Altman-yes |
| 9) Dr. Joseph Skipworth-no | 22) Dr. Bruce Jasper-yes |
| 10)Terry Coyle-yes | 23) Dr. Drake-yes |
| 11)Dr. Lora Stzendera-yes | 24) Dr. Watkins-yes |
| 12)Rosalie Wright-no | 25) Judge Eddie Rogers-yes |
| 13)Sue Singleton-yes | |

There were 19 yes's, 5 no's and one person left meeting before vote was taken.
Motion carried.

Chairman Garner assured everyone that these are very hard times with very hard decisions that have to be made. He explained that it would be very important for them to be at the next board meeting which will be December 7, 2010. He again thanked everyone for attending the meeting tonight.

Chairman Mickey Garner

Tibby Altman, RN

/rs