

## Minutes of the Mesa County Board of Health Meeting

**Held on November 16, 2017**

**Mesa County Public Health, Room 2048, 510 29 ½ Road, Grand Junction, CO 81504**

Board Members Present: Errol Snider, M.H.R.M. (CGO), Gretchen Gore, M.N.M., Will Hays, M.S.S.W., Paul Simmons, M.D., and Jeff Kuhr, Ph.D. (CEO)

Guests Present: Representative Dan Thurlow

Absent With Notice: Connie Mack, M.A. (VGO),

Absent Without Notice:

	<b>Agenda Item</b>	<b>Discussion</b>	<b>Action Taken</b>	<b>Follow-up Items and Next Steps</b>
<b>Business Agenda</b>				
1	Call meeting to order		Mr. Snider called the meeting to order.	
2	Introduction of Guests	Mr. Snider introduced Dan Thurlow as a guest.		
3	Declaration of Conflict of Interest		No conflicts were declared.	
4	Acceptance of agenda		It was moved and seconded to accept the agenda. Motion carried.	
5	Consent Agenda	Dr. Kuhr described the scope of work for the contracts on the consent agenda.	It was moved and seconded to accept the consent agenda. Motion carried.	
6	Visit with State Legislators	Dr. Kuhr presented recent MCPH efforts and community initiatives to Rep. Thurlow.		
7	Governance Process <ul style="list-style-type: none"> <li>• CEO Remuneration</li> </ul>	Mr. Snider presented the salary history of the CEO at the agency. Agency reorganization has streamlined efficiencies resulting in strong financial position and cost savings to the	It was moved and seconded to accept the CEO proposal for a salary increase of \$140,000 annually with an at-risk bonus of \$5,000 for performance related	

	<ul style="list-style-type: none"> <li>Proposed changes to Ends Policies</li> </ul>	<p>county. Dr. Kuhr discussed attempt to keep employee salaries at market value and proposed increasing director salary to a comparable salary for the region and name a deputy director for the agency with a reflected compensation increase.</p> <p>Dr. Kuhr described the proposed changes to the Ends Policies.</p>	<p>to criteria to be determined at the March 2018 meeting. Motion carried.</p> <p>The Board moved and accepted the creation the Deputy Director position with a salary range of \$100,000 - \$115,000. Motion carried.</p> <p>Discussion followed. Ends policies will be adopted at the January 22, 2018 meeting.</p>	<p>Governance manual needs to be updated to reflect changes in interim CEO policy.</p>
8	<p>Monitoring Affirmation</p> <ul style="list-style-type: none"> <li>3.1 Treatment of Consumer/Constituents</li> <li>3.2 Treatment of Staff</li> <li>3.8 Communication to the Board</li> </ul>	<p>The Board discussed the policies individually and asked questions for clarification.</p>	<p>It was moved and seconded to accept the monitoring reports. Motion carried.</p>	
9	<p>Self-Evaluation</p> <ul style="list-style-type: none"> <li>Ms. Gore: 2.3 Agenda Planning</li> <li>Ms. Gore: 2.4 Chief Governance Officer Role</li> <li>Ms. Gore: 2.5 Vice Chief Governance Officer Role</li> <li>Ms. Gore: 2.6 CEO in Role as Secretary</li> </ul>	<p>Ms. Gore provided an overview of Policy 2.3, 2.4, 2.5, and 2.6; discussion followed and compliance was reported.</p> <p>Dr. Simmons will review Policy 2.7, 2.8, and 2.9 at the next meeting.</p>		

10	Next meeting – January 22, 2018	Lunch with the County Commissioners		
11	Review and adopt minutes of current meeting		It was moved and seconded to adopt the meeting minutes. Motion carried.	
12	Adjourn		It was moved and seconded to adjourn the meeting. Motion carried.	