



Public Health Authority of Cabarrus County
Board Meeting Minutes
August 11, 2020

A regular meeting of The Public Health Authority of Cabarrus County Board of Commissioners was held on Tuesday, August 11, 2020 at 5:30 p.m. in the Board Room at Cabarrus Health Alliance, 300 Mooresville Road, Kannapolis, NC.

In response to the State of Emergency declarations related to the spread of Coronavirus 2019 (COVID-19) and to limit physical interaction to slow the potential spread of COVID-19, The Public Health Authority of Cabarrus County meeting was held electronically via Microsoft TEAMS.

Members Present: James T. Mack, Jr., Chairman – physically present

Members Present: Chris Bowe – via video conference
Dr. Chip Buckwell – via video conference
Dan Hagler, MD – via video conference
Kimberly Dehler, DDS – via video conference
Lara Pons, MD – via video conference
Mark Spitzer – via video conference
Steve Morris – via video conference

Members Absent: Tom Kincaid

Staff Present: Dianne Berry Dr. Bonnie Coyle
Erin Shoe Marcella Beam (video conference)
Ryan McGhee Sue Yates (video conference)

CALL TO ORDER

Chairman Mack called the meeting to order at 5:33 pm, and offered the invocation. Ryan McGhee, Chief Technology Officer, confirmed with Chairman Mack that all CHA Board members were present and had the ability to communicate simultaneously.

ADOPTION OF THE AGENDA

Steve Morris made a motion to approve the agenda. The motion was seconded by Dr. Lara Pons and approved by unanimous vote.

APPROVAL OF THE MINUTES

Chris Bowe made the motion to approve minutes from June 9, 2020 and June 11, 2020 Continued Meetings. The motion was made by Steve Morris and approved by unanimous vote.

REPORTS

Financial Summary Report (for period ended 6-30-20)

Sue Yates, Chief Financial Officer, presented the Financial Summary Report for period ending 6-30-20. She reported that CHA is currently showing a \$705,000 loss for end of year. Finance is in the process of pulling end-of-year reports and the annual audit will begin in late August.

Employee Separations (4th Quarter and EOY FY20)

Erin Shoe Chief Operating Officer, presented the 4th Quarter and End-of-Year Employee Separations report. For 4th quarter the separation rate was 2.1% For FY 20 separation, 9%. Erin noted that during FY 2020, CHA had 4 retirements. She noted that with each quarter's separation report, management looks at trends, and certain positions. She noted that 4th quarter had been interesting??with COVID-19 response.

June 1, 2020 Customer Service Survey Report

Erin Shoe presented the results of the June 1, 2020 CHA Customer Service Survey Report. She shared with the Board that CHA has a robust survey process. All CHA customers are surveyed one time per quarter and electronic surveys are distributed to stakeholders. For the June 1, 2020 survey, due to COVID-19, the participation and response was much less than usual, but the question How Would You Rate Today's Visit? Produced a 100% response (rated excellent/very good). For FY 2020, the overall rating was 97.9%.

Annual Communicable Disease Update

Suzanne Knight, Clinical Services Director, presented the Communicable Disease update for calendar year 2019. She noted that this report is typically presented to the Board in June for the previous year. She noted there is always some lag time due to state reporting delays. She noted that we have 70 reportable communicable diseases. She highlighted those diseases that showed increases in 2019. Suzanne discussed increases in Hepatitis C, which was added under reportables when the Syringe Exchange was implemented in 2018, but the numbers are leveling off now. She noted that SEP staff are encouraging SEP clients to be tested. Suzanne added that Gonorrhea and Chlamydia continue to rise. Most of these cases are from teens. Cabarrus County plans to target this population in the next year.

Dr. Hagler added that with these cases doubling over a 5 year period, this could co-associate with drug abuse. He suggested we do some further epidemiologic analysis to understand the increase in sexually transmitted disease rates in the county.

Suzanne noted that there are multiple testing sources other than local health departments for STD's, but they don't provide follow-up.

Mark Spitzer asked if drug-use could be associated with any of these diseases, and could preventative activities occur to bring some of these numbers down?

Suzanne responded that years ago, to be able to keep STD's concentrated, CD had limited software and could target. She noted that these will be great opportunities to explore and follow-up on with our new Epidemiologist.

Mark Spitzer added that additional deeper data to target interventions would be wonderful.

CONSENT AGENDA

Budget Revisions

Sue Yates reviewed budget revisions with the Board, noting that additional and more detailed information was added by the Board's request. The budget revisions included:

1. CHA received funds through a State Agreement Addendum for COVID-19 Activities -\$71,770
2. CHA received funds from the County for COVID-19 Activities - \$756,571
3. Additional funding needed in the other operation line items, for the Opioid Community Linkages Grant - \$3,040
4. Adjust CHA projected budget to actual Agreement Addendum funding for Health Promotion - \$352
5. Adjust the WIC project to additional funding received from the State Agreement Addendum funding - \$44,957
6. Move funding from the CDC object code to SAMHSA code as the funding source of the funds changed this fiscal year - \$125,000

Dr. Kim Dehler made the motion to approve the Consent Agenda. The motion was seconded by Mark Spitzer and approved by unanimous vote.

BUSINESS AGENDA

FY21 CHA Board Meetings Schedule

Dr. Bonnie Coyle, Public Health Director, presented the proposed meetings calendar through June 8, 2021, for the Public Health Authority Board for discussion and approval. She asked if any Board member had a conflict with the meeting on Tuesday, September 8, 2020, since it's the day after Labor Day Holiday. There were no conflicts shared. Dr. Coyle noted that the Board will not meet in December 2020, but on the calendar is a notation of a tentative date to be announced for a Board Holiday Social, and for the CHA Holiday Luncheon for all staff and the Board on December 11, 2020. Mark Spitzer requested that the date and time for the Annual Years of Service Luncheon (January 2021) be set now and communicated with the Board so they can all save the date. Mark encouraged every CHA Board member to try to attend this annual special event that he had found in previous years to be very gratifying and a great opportunity to get to know our wonderful CHA employees. FY 21 CHA Board meetings calendar was approved as presented. Years of Service luncheon date will be established and communicated.

Health Equity/Racism as a Public Health Emergency

Dr. Bonnie Coyle shared with the Board that when she began her employment with Cabarrus Health Alliance back in April 2020, and during the Pandemic, there was violence and racial tensions in our community, within our state and nation. This raised discussions at Cabarrus Health Alliance and some staff were upset, stressed, and angry. Listening sessions were implemented, which proved to be eye-opening but rewarding, but also an emotional time as we grappled with what is happening in our country. Dr. Coyle noted that Health Equity is a key concept in public health, and recent national events have highlighted the impact racism has in our communities. Many other communities are taking action to declare Racism a public health crisis and to develop plans to address this priority public health issue. She wanted to discuss with the Board our ideas and plans to declare racism as a public health emergency and refocus our efforts on achieving health equity in our communities. Dr. Coyle share with the Board a PowerPoint presentation – Racism, a Public Health Crisis. The presentation included the progress of health equity work in public health from 1980 – 2020, and a list of state and local governments who have either passed or are considering declarations that racism is a public health crisis. The presentation concluded with steps Cabarrus Health Alliance is taking in making improvements, which include:

- Hiring HR Director with significant background in DEI (Diversity, Equity, Inclusion)
- Creating an equity position
- Listening Sessions with REC (Race Equity Cabarrus)
- Ongoing trainings with REI (Race Equity Institute)
- Reviewing data stratified by racial/ethnic disparities
- Developing policy platforms which address systemic racism and injustices within Cabarrus County
- Proclaiming Racism as a Public Health Crisis
- Declaring Juneteenth a paid holiday for Cabarrus Health Alliance employees

Dr. Coyle concluded by stating that in order for Cabarrus Health Alliance to address racism, these things have to take place, in addition to training for all CHA Leadership and reviewing data, as we remain dedicated to building an equitable organization. Dr. Chip Buckwell stated that if we would work on the mortality rates of black, brown, white children we would eliminate a lot of issues. He added that the discrepancy is huge, even with a state-of-the-art health system.

Chris Bowe thanked Dr. Coyle for continuing to keep this subject matter fresh. He added, "It can't be just a 'drive by' but we must maintain the opportunity, to ensure social deterrents are equal. Racism is a Public Health crises and I have no problem supporting this."

Mark Spitzer agreed with both Dr. Buckwell and Chris Bowe. “I know you grapple with racism issues as well. And seeking opportunities to overcome this Public Health Crisis. We have all these institutions agreeing (Kannapolis City Schools, Atrium Health – Cabarrus, NC Research Campus, and Cabarrus Health Alliance). I see this as an opportunity for all of us to sign on (and up) to eradicate this as an issue.”

Dr. Lara Pons added, “Reading this on paper I see a list of risk factors, including race. This speaks volumes.”

Chris Bowe added that adding Juneteenth as a paid CHA Holiday is worth discussing. But we need to look at access to COVID testing. It’s real and happening today. Appreciate policy but lean on Board as to how CHA can affect care today.

Dr. Dan Hagler added “CHA is ‘catching the fish’. They are sick. But do we proclaim? We say it’s a true deterrent of Public Health. The outcome is bad health. The Board needs to take a position based on facts.”

Dr. Kim Dehler asked if Racial Equity will dovetail with the Community Needs Assessment in the community.

Dr. Coyle confirmed that it would, as CHA is looking at racial disparities that exist, including trends for different sub-groups for all residents of Cabarrus County.

Dr. Coyle stated that based on the Board’s support, a Racial Equity Proclamation will be presented at the September 8, 2020 Public Health Authority Board meeting, for approval.

COVID-19 Update

Dr. Bonnie Coyle and Erin Shoe provided an update of the COVID pandemic with latest recommendations for our community. They reported that there had been significantly more cases since the June report to the Board. 2757 cases with 52 deaths. 17 hospitalized and 2261 recovered. It was noted that most of the active cases are not in long-term care facilities. Cabarrus County is also seeing younger persons infected, in their 20’s and 30’s. Dr. Coyle noted a recent increase in active cases, but noted that we are staying hopeful in seeing the trends decrease. We don’t want the hospitals overwhelmed.

Dr. Coyle discussed testing availability. She stated that early on, the focus was ‘lack of’. CHA currently offers drive-thru COVID testing on Tuesdays and Thursdays. Testing is available by appointment at Charlotte Motor Speedway. Atrium has a roving mobile unit. She listed other local COVID testing sites, including Cabarrus-Rowan Community Health Centers, CVS, Walgreens, Wolfe Inc., and NCDHHS community sites. CHA COVID staff currently doing contact tracing. Community Care of NC is funding approx. 6 contact tracers.

Dr. Coyle stated that CHA’s PPE stock is all stable except for N95 masks.

She provided CHA staffing updates, which included:

Some early furloughs, none currently

Dental clinics were most impacted

As of July 2020, Dental clinics fully staffed

Dental Hygienists returned to work 7/31/20

4 Dental staff members who had been working in COVID transition back to the Dental clinics on 9/1/2020

School Health Nurses who were working in COVID are now back at their respective schools

All staff are asked to wear masks when not at their desk

Staff who can, can telework

Sick-Leave (EPSL) offered for up to ten (10) days of paid leave (for quarantine reasons/isolation)

Mark Spitzer asked why the age range from 5 – 9 years increased in June/July. Erin Shoe responded that there were no clusters or outbreaks in campus or day cares during that time. But she also pointed out that people are getting ‘COVID fatigue’ and as a result, getting out more. She confirmed the report, showing a fairly substantial increase of active COVID cases in our youth. Dr. Coyle reviewed benefits available for staff due to COVID.

Chairman Mack asked Erin and Bonnie where they've seen employee morale (March – Present). They responded that COVID responders have experienced mental exhaustion. It's 24/7. And they weren't seeing a lot of progress as the numbers/reports kept coming in.

Dr. Coyle thanked Erin Shoe for all her efforts with COVID-19. She stated, "It's been like running a marathon. A challenge to keep up with the volume and cases. But Erin Shoe has done a fantastic job leading. The entire COVID team has."

Finance/CHA Policy Review and Revisions

Sue Yates, Chief Financial Officer, presented several Finance/CHA Policies for Board review and approval. Included were the Credit Card Processing Policy; Public Health & Primary Care Services Fee Policy; Public Health, Primary Care & Dental Services Billing Policy; and Public Health, Primary Care & Dental Service False Claims and Fraud Prevention Policy. She noted that there were no revisions to any of these policies. Dr. Chip Buckwell made a motion to approve the Finance/CHA Policies as presented. The motion was seconded by Dr. Lara Pons and approved by unanimous vote.

N. C. Governor's Highway Safety Program Local Government Resolution

Sue Yates noted that this is a grant through NC Department of Transportation, Highway Safety. Board approval of this local governmental resolution to accept the grant funding in the amount of \$153,278 is needed. Steve Morris made the motion to approve the NC Governor's Safety Program Local Government Resolution, as presented. The motion was seconded by Chris Bowe and unanimously approved.

Strategic Priorities

The Cabarrus Health Alliance Leadership Team participated in a four hour Strategic Planning Retreat to define strategic priorities based on the community needs assessment. Strengths, Weaknesses, Opportunities and Threats (SWOT), data and industry analysis. Betty Foh and Erin Shoe presented the top Strategic Priority areas to the Board. They noted that these priorities will be CHA's focus for the next five years. Betty Foh reviewed the Fiscal Year 2019 Strategic Map Report and the priority goals. She noted that the Strategic Process started in January 2020 and it aligns with the Community Needs Assessment. Erin Shoe added that the Strategic Priorities process this year was much more robust than in years past, and that they was so much 'synergy' in the CHA Leadership Team. Erin noted that resources utilized included a full industry analysis, a robust SWAT process, a deep dive into data, and a review of Robert Wood Johnson disparities data.

Community Needs Assessment Priorities

Erin Shoe shared that the final results for Cabarrus County Identified Priorities 2020 were 1) Housing, 2) Behavioral Health (Mental Health); 3) Education (Early Childhood). She stated that health equity will be included in the needs assessment. Erin shared the CHA Strategic Planning Process moving forward and the five-year strategic plan design. Erin thanked all Cabarrus community partners who engaged in the Community Needs Assessment. She noted that CHA has gained a lot of recognition from the State of North Carolina for our collaboration. Erin also shared that we rely on the Community Planning Council and our community partners to pull data (schools law enforcement, PH Epidemiologist from NC Central University to review data. She noted that the final report is due to the state in March 2021.

Annual Review and Adoption of Board Governance Documents

Chairman Mack presented the Board Governance Policies for the Board to review and approve. They included: By-Laws of the Public Health Authority; Corporate Resolution; Operating Procedures; Rule-Making and Adjudication. He noted that there were no changes in these documents and that the Board reviews and approves all four of these governance documents at their annual meeting held in August. Mark Spitzer made the motion to approve the Board Governance documents as presented. The motion was seconded by Chris Bowe and approved unanimously.

Annual Election of Board Chairman and Vice-Chairman

Chairman Mack noted that at the annual August meeting of the Public Health Authority Board of Commissioners, Board members nominate a Chairman and Vice-Chairman to serve in that capacity for one year. Chairman Mack called for a nomination for Board Chairman. Dr. Lara Pons made the motion to nominate James T. Mack, Jr. for that position. The motion was seconded by Chris Bowe and approved unanimously. Chairman Mack called for a nomination for Board Vice-Chairman. Dr. Chip Buckwell made the motion to nominate Dr. Lara Pons for that position. The motion was seconded by Dr. Kim Dehler and approved unanimously.

ANNOUNCEMENTS

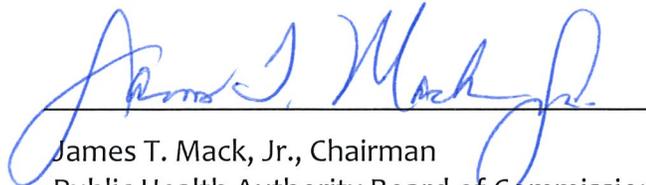
Dr. Coyle announced that Dr. Steve Cathcart, CHA's new Human Resources Director, will join us on August 17, 2020.

Chairman Mack welcomed new Board member Dr. Dan Hagler, Atrium Health – Cabarrus, and asked Dr. Hagler to share with the board about himself. Dr. Hagler stated that he had been in the greater Charlotte community since 1987. He previously oversaw the Durwood clinic at Presbyterian Hospital. He stated that he is an Infectious Disease Physician by training. He served as the first Medical Director at Novant, then became the Chief Medical Officer at Union and then Cabarrus. He stated that for at least one-half of his professional career, he has served as a Physician Administrator. Dr. Hagler stated that he felt he would have a better opportunity to affect people's lives serving in this capacity. He stated that he was happy to join the Public Health Authority Board and he appreciated us reaching out to him.

Chairman Mack welcomed Dr. Hagler on behalf of the Board and Cabarrus Health Alliance.

MOTION TO ENTER INTO CLOSED SESSION

Newly elected Vice-Chairman Dr. Lara Pons motioned to enter into closed session pursuant to N.C. G. S. 143-318 (a)(6) for the purpose of discussing personnel matters. The motion was seconded by Dr. Kim Dehler and approved by unanimous vote. The Board convened into Closed session at 7:24 pm



James T. Mack, Jr., Chairman
Public Health Authority Board of Commissioners

ATTEST



Dianne P. Berry, CMC, NCCMC
Clerk to the Board