

**Calhoun County Board of Health  
Meeting Minutes**

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**September 12, 2006**

**ATTENDEES**

**Board of Health**

Larry Anderson, Chair  
Kathy Foerster  
Byron McDonald  
Ben Miller  
Jeff Mitchell  
Ken Ponds  
Rick Tsoumas

**Health Department**

Dottie-Kay Bowersox  
John Eva  
Ted Havens  
Brigette Reichenbaugh

**Calhoun County**

Greg Purcell  
Wendee Woods

Anderson asked for a motion to approve the agenda. Mitchell moved. Ponds supported. All in favor.

**PUBLIC COMMENT**

Bob Overlay, CCPHD employee, International Union of Operating Engineers (IUOE) Union Steward spoke on behalf of IUOE. The reorganization options were presented and reviewed and determined the best of the worst options were presented and they understand the \$1.6M shortfall. He expressed concern with the breakdown of communication and indicated that Bowersox is not solely to blame. The communication breakdown led to some frustration. Overlay suggested a planning and budget committee be established at the first of the year.

Havens, AFSCME Union Steward, stated that he recognized that Bowersox and Eva did well in preparing the budget as presented. The adjustments to the organizational chart were acceptable.

Flo Baerren, Michigan Nurses Association (MNA) Union Representative noted that all issues were discussed and that MNA is moving forward with a positive attitude.

**CONSENT AGENDA**

Motion for approval. Mitchell moved approval. Tsoumas supported. All in favor. Approved.

**HEALTH OFFICER'S REPORT**

Reorganization plan: Bowersox: No alterations or changes to the budget were made to the budget presented on September 7, 2006.

Operations Manager: She is recommending removing the Operations Manager from the 2006-2007 organizational chart. Over the next 12 months integrate the new positions into CCPHD. Waite is performing management responsibilities that are outside the IUOE framework. The Clinic Coordinator position was analyzed and it was determined that the current Clinic Coordinator (M. Waite) be released from the IUOE union and be made Senior Coordinator. The Senior Coordinator position is a non-union management position.

WIC: Bowersox stated that she spoke with Pastor Richie (Washington Heights), Roberta Cribbs (NAACP), and Carl Word (Urban League) regarding the WIC location. Pastor Richie was very enthusiastic and supportive. Roberta Cribbs could see it as a cost savings endeavor and consideration of WIC and immunizations in one location was received positively. Carl Word recommends that we communicate with the families informing them the move was essential. AJ Jones, Family Health Center supports the integration of WIC to the Toeller building and stated that he does not have space to host WIC.

Anderson asked for motion to accept the reorganization plan as revised. Mitchell moved for discussion. Ponds supported.

McDonald expressed his concern about M. Miller and the Children's Special Health Care Services (CSHCS) position. He would like the Union to resolve this issue. Regarding the operations manager position, he feels the ball was dropped. He feels that there is very poor communication with all involved. Again, he will not vote for the reorganization plan.

Miller: Echoes McDonald's comments about the operations manager position and oversees a multitude of responsibilities. Miller asked for clarification of the reporting relationship on the October 2005 chart and the current reporting relationship as presented in the October 2006 chart. He stated that this position needs to be reposted because it is a reclassification. Woods and Bowersox: Because he is performing management responsibilities, he cannot remain in IUOE, but since he does not have a degree, he cannot be in AFSCME either. This position is the same position and same responsibilities.

Purcell stated that a position reclassification does not require position posting. This is not a new position and does not require posting.

Miller: Why does CCPHD has three finance positions. Bowersox: The responsibilities of one Environmental Health (EH) clerk will be reassigned to the fiscal support specialist. Due to the number of grants, billing, programs, it is essential that we have three financial staff members.

Purcell clarified that this is a concern of several Commissioners. Purcell does not see an integration of CCPHD finance with County finance. County Administration supports the recommendation.

McDonald asked if the Financial Analyst position was posted. Bowersox: The position was posted and a BOH member and Ms. Woods were asked to sit on the panel.

Reorganization plan as presented vote. Anderson: yes; Foerster: yes; Mitchell: yes; McDonald: no; Ponds: yes; Tsoumas: yes. Miller was out of the room at time of vote (6:42). He indicated, that he would have voted no and will vote no at the BOC meeting.

## **BUDGET**

Motion to approve the budget as presented which includes a 12 month budget for the NCBC. Miller supported.

Miller: The charge of this body is to present a balanced budget to the BOC. The fund balance funds need to be transferred to cover the NCBC deficit.

Purcell: The fund balance is not shown in the budget but is attributable to the budget. The motion that we present a balanced budget to the September 21st meeting including the fund balance covering the NCBC deficit.

Miller motioned to reallocate \$89,496 from CCPHD fund balance as it stands at \$247,000 to complete the NCBC 12 month budget.

McDonald moved support.

Tsoumas stated that a report will be presented to the BOH in December with the NCAC recommendations. At that time we will review their recommendations and are respectful to their wishes.

Voting on the amendment. All in favor. Approved.

Further discussion on the original motion. Approval of budget as originally presented.

Vote on the motion to approve the amended budget. Anderson: yes; Foerster: yes; McDonald: no; Miller: yes; Mitchell: yes; Ponds: yes; Tsoumas: yes.

## **BOARD DISCUSSION**

We will not have a September 18, 2006 BOH meeting. Next meeting will be October 16, 2006.

Motion to move to an Executive Session. McDonald moved. Foerster supported. All in favor.

## **EXECUTIVE SESSION**

Anderson stated that he spoke to Bowersox about the Executive Session. She agreed to the session and for Purcell and Reichenbaugh to attend.

Anderson asked Purcell to clarify an Executive Session. When an Executive Session deals with personnel items, the individual has the option to have open or closed. Bowersox chose this meeting to be a closed session. Minutes are taken but not publicly disclosed. They are available through FOI and items may be placed in the personnel file. No motions can be taken from this session. Materials are to be turned in at the conclusion of this meeting and are not to be made public.

Miller posed the question, does the Executive Session require the BOC to accept and review whatever has occurred in the events of this meeting to approve in a closed session of their own. Purcell stated that this is not formal disciplinary action. Miller, at what point do the other members of the BOC learn of the results of this session. Purcell stated that it is his perspective to communicate with the BOC, he has an obligation that the BOH has reviewed and identified issues of concern, and that this will not be circulated. The point of authority is the BOC. It is the BOH prerogative to review the situation. McDonald asked legal council to review the policy.

Anderson prefaced with a number of phone calls he received including commissioners and Purcell. Anderson asked that Bowersox explain in her view the events of the newspaper article.

Bowersox stated that if possible, she would take back what was stated. She feels she was misquoted and materials were taken out of context. She had discussion with the editor and has a meeting w/the senior editor and Board of the Battle Creek Enquirer (BCE), and talked with the reporter. Contacted BOH, BOC, and NCAC to explain and individually discuss. BCE asked that she do a special editorial on public health for Sunday's paper.

Anderson stated that the health reporter had been on the job for approximately a month.

Miller asked specific questions. No disagreement that the first paragraph is not a direct quote. He questioned the unethical and illegal quote. Bowersox stated that was an accurate quote. Miller feels one may view the statement as implying unethical and illegal acceptance of this grant by past administration. He also questioned the eluding of the past administration. A failure to acknowledge that was an inappropriate comment. Concerned with previous health officers, previous board members, and NCAC members. He fails to receive her unwillingness to acknowledge.

Foerster stated that Bowersox has not acknowledged any responsibility of her cast to the previous folks.

Tsoumas: No where did he read "I am sorry for, or I misspoke"...you had a position you wanted action and a position to be taken, you did whatever it took to get the NCBC out of CCPHD. The way it was done was inappropriate. He would be much more comfortable if she would have said I am sorry. To regret that this happened is different than saying sorry.

Bowersox: I am sorry. It is inappropriate and there is no way to take it back. Take full responsibility and should have not had that conversation with the reporter which caused a carousel effect.

Ponds: There has not been a whole lot of concern about this in Albion/eastern Calhoun County. As a Board member, his concern is, are they clear about BOH's position and as a Health Officer it is her responsibility to reflect the BOH. There will be other opportunities and there are members around the board to assist her. Make sure she is politically correct and utilize her BOH resources for this purpose.

Foerster: She received several calls but none from Marshall.

The NCAC are the best committee members to work with and she apologized to each of them.

Tsoumas: He respects Bowersox's position and received positive comments from IUOE and employees today at the BOH meeting. He recommends we move forward and hopes she sees this as a learning experience. Tsoumas asked that we review the corrective action.

The BOH expressed concerns with Bowersox meeting with BCE and submitting an article on public health at this time.

Tsoumas: Health boards are always screaming to get health issues addressed. The Board and I fully support the NCBC and fully funded through next year. Also recommended use caution since media can turn a comment into a negative.

Miller: Excellent point made that the HD does a number of good things. He suggests we write a column. He prefers a column submitted by us. Anyone is able to choose and write what they choose. He feels that a meeting is a very dangerous proposition.

Tsoumas stated that one of many organizations providing health services in the community. Use it as a collective community information piece.

Foerster's concern with media relations. Questions before making public statements to the media. Inform BOH and others immediately after given a news release.

McDonald suggested that the BOH be aware of the public health code.

McDonald and Purcell stated that we passed the budget, reorganization plan, and a 12-month budget about the NCBC. That's good news for the media.

Bowersox stated she has no further questions regarding the editorial meeting tomorrow. She will cancel tomorrow.

Miller asked how Bowersox perceives item number 4. Bowersox: Within the framework to maintain staff, which was laid off, conversations with legal, HR, staff, and how that would be put together. Spoke with Nancy about the Operations Manager position and the trades with moving finance, communications, and the operations out of the union. She concurs with taking a step back.

Tsoumas echoed what Purcell stated. Difficult times call for pretty tough measures. Never going to have everyone happy and have to be sensitive and cognoscente to employees and others.

Bowersox stated that she met over and over with HR, Asst co admin, and unions.

Motion to adjourn back into open session. Accepted.

Put this matter behind us, let's move forward.

Motion for adjournment. Miller moved. McDonald seconded.