

Health District
OF NORTHERN LARIMER COUNTY
BOARD OF DIRECTORS
REGULAR MEETING
December 13, 2022

Health District Office Building
120 Bristlecone Drive, Fort Collins
Hybrid Meeting

MINUTES

BOARD MEMBERS PRESENT: Molly Gutilla, MS DrPH, Board President
Julie Kunce Field, JD, Board Vice President
Joseph Prows, MD MPH, Board Treasurer
Celeste Holder Kling, JD, Liaison to UCH-North/PVH
Ann Yanagi, MD, Board Secretary

Staff Present:

Lee Thielen, Interim Executive Director
Chris Sheafor, Support Services Director
Dana Turner, Dental Services Director
Laura Mai, Finance Director
Lorraine Haywood, Deputy Director
Anita Benavidez, Executive Assistant
Andrea Holt, IC Program Manager
Alyson Williams, Policy Advisor
Fabiana DiCamillo, BH Provider
Kristen Gilbert, Graphic Designer
Jessica Shannon, Resource Development Coord.
Maggie Mueller, Community Health Nurse
Richard Cox, Communications Director

Staff Present:

Mindy Rickard, ACP Coordinator
Chris Roth, IS/Network Manager
Julie Abramoff, Clinical Nurse Manager
Rosie Duran, Health Care Access Manager
Sue Hewitt, Evaluation Coordinator
Colton Frady, Assistant Finance Director

Public Present:

Karen Spink, past Deputy Director
Dr. Paul Mayer, Larimer County
Rich Shannon, Colorado Fdn for Universal HC
Elaine Branjord, Larimer County Health
Dennis Branjord, CO Fdn for Universal HC
Erin Hottenstein
Kylie Hibshman, United Way

CALL TO ORDER; INTRODUCTIONS & APPROVAL OF AGENDA

Director Molly Gutilla called the meeting to order at 4:06 p.m. The agenda was amended to move the first Public Comment to the start of the meeting and remove the Medicaid application agenda item.

MOTION: To approve the agenda as amended

Motion by Joseph Prows / Second by Julie Kunce Field / Carried Unanimously

PUBLIC COMMENT

Rich Shannon, representing the Colorado Foundation for Universal Health Care, spoke to the Board regarding endorsement of a resolution for Improved Medicare for All. The Community Coalition will submit a draft resolution to be reviewed in the January Health District Board meeting. These efforts are a major part of the national movement to support Medicare for All. Joe Neguse is vice-chair for the caucus and resolutions like this lend support. Mr. Shannon asked the Board to add the Health District voice via the proposed resolution. He believes it aligns with the Health District mission and values.

Kylie Hibshman is the Director of Community Engagement at United Way. In addition, she is a bilingual behavioral health provider and occasionally works with the Health District. United Way has committed to reducing not only today's needs but tomorrow's, as well. She sees the Health District as a key community

partner within Larimer County. United Way invites the Health District to partner with them in other key areas – housing, community education, and awareness of local policies. There are 25 important community organizations that can affect social determinants of health to address today’s needs and reduce tomorrow’s. She asked the Board to support the City of Fort Collins efforts to revise their Land Development Code.

DISCUSSION AND ACTIONS

Budget Approval

- Changes since the draft budget – Lorraine Haywood
The Board packet contains updates to the 2023 prior draft budget. There are differences in beginning balances and reserves. There is a slight reduction in property taxes and, given changes in positions and FTEs, a net of about \$69K was set aside. Reserve changes are based on projections of timing on some capital improvements and some reclassifying of capital expenditures. Cash on hand represents current dollars and projections through the end of the year. Projections for the beginning balance decreased by about \$100K, impacting the amount of contingency availability, although still a bit more than the prior year. The 2022 budget, as well as the proposed 2023 budget, are larger compared to 2021. Capital replacement was set at \$200K as staff tries to be mindful of equipment that will need to be replaced.
- Board Discussion, Decision – Molly Gutilla
A Board member noted that they were comfortable with contingencies. Staff noted that some of the special projects approved by the Board may not take place. Another Board member stated that their questions and concerns were addressed in November.

MOTION: To approve the 2023 Health District of Northern Larimer County Budget as presented.

Motion by Joseph Prows / Second by Julie Kunce Field / Carried Unanimously

- Approval of Resolutions 2022-58; 2022-59; 2022-60; 2022-61; and Certification of Tax Levies

MOTION: To approve Resolutions 2022-58, 2022-59, 2022-60, and 2022-61, as well as the Certification of Tax Levies as presented

Motion by Julie Kunce Field / Second by Joseph Prows / Carried Unanimously

FAMLI – Dana Turner

Ms. Turner reminded the Board that an overview of FAMLI (Colorado’s new Family Medical Leave Insurance) was presented in the August Board meeting. FAMLI provides workers with up to 12 weeks PTO whether caring for a child, personal health conditions, etc. The program provides employees with 37% - 90% of their weekly wages with a cap of \$1,100 per week. It would be funded through payroll premiums: .45% for the Employer and .45% for the Employee. Payroll would start withholding in January 2023, but the Insurance would not start until January 2024. There are three options for the Health District to consider. Option 1: Full Participation requiring the HD and employees to participate. An employee cannot opt out in this option. Option 2: Decline all participation in FAMLI. The Board must vote to decline participation, staff must notify the FAMLI Division, and the Board must revisit the decision in eight years. Employees still have the right to participate in the FAMLI. They would self-elect coverage and would need to report their own wages and remit their share of the premium. Option 3: Decline Employer Participation in FAMLI: It follows the same process. However, the HD has the option to assist its participating employees by facilitating payroll deductions, remitting the employee’s share, and providing wage data to the FAMLI Division. Current Intermediate Medical Leave (IML) pays 66% of wages across the board so there could be a significant decrease in coverage with FAMLI. Some benefits

would be more robust as staff completed a side-by-side comparison. Staff recommendation is to decline all participation, which is in line with other special districts like the Fire Authority and School District. They would then use 2023 to improve current benefits, closely modeling the benefits of FAML. Multiple interviews with staff showed support for the existing benefit. If the HD opts in, the cost will be \$35K in 2023. With a full opt out, leadership can update the existing benefit to be more robust, with an effective date of January 2024. Staff would bring the proposal back to the Board. A Board member questioned why we wouldn't do Option 3? It would pose a significant administrative burden for Finance and employees would have to work directly through the portal. The decision has to be made and conveyed by the end of the year. After evaluation, the HD could still opt-in. The existing IML comes out of the operational budget, but the temporary hire (if needed) comes out of reserves. Employees may also use their PTO to keep their wages whole.

MOTION: To Decline All Participation, with a review in eight years
*Motion by Celeste Holder Kling / Second by Julie Kuncze Field /
Carried Unanimously*

Mason Street Lease Agreement – Chris Sheafor

Mr. Sheafor presented a memo to the Board regarding renewing the lease at 144 Mason Street where Larimer Health Connect is housed. The City of Fort Collins is now the landlord. The first year of the lease will be held at the same rate as this year, with an automatic renewal for the next four years at a 3% escalation. However, the HD can opt out at each of those four years.

MOTION: To approve renewal of the lease at 144 Mason Street
*Motion by Celeste Holder Kling / Second by Joseph Prows /
Carried Unanimously*

PRESENTATIONS

Medicaid Application – Lorraine Haywood

Removed from the agenda at this time.

Cyber Assessment – Lorraine Haywood and Chris Roth

The Colorado Special Districts Liability Pool automatically provides \$200K property liability coverage at no cost. They began a new program in 2018 instituting a requirement that all organizations must complete a cyber audit that the Pool pays for. If the audit passes, they boost that to \$1M coverage at no cost. The Health District completed the audit in 2019. This year, organizations were expected to go back to the results of the audit looking for areas for improvement and present the outcome to the Board in order to keep the \$1M benefit, discussing progress made with any recommendation identified in the audit. Dave Chatfield of NetDiligence provides services to Fortune 500 companies. He declared the Health District as an outlier with no recommendations to improve our cyber security. We were awarded the first annual Cyber Award for 2019. Presentation to the Board as a whole will continue the \$1M coverage at no cost. The HD does purchase another \$1M from a different entity, totaling \$2M in coverage. The District has ensured we have processes in place to protect our data including protecting the computers with a secured password; employees are not to share passwords, and the password must be changed every 90 days. In addition, they have added multifactor authentication for every employee. Next steps include continuing to test employees monthly with phishing tests; develop new training; increase network system security; and add cloud-based data back-ups. An IT audit was conducted with a state approved vendor – Istonish. Funds are included in the 2023 budget to implement their recommendations.

Policy – Lisa Ward of Frontline Public Affairs

Ms. Ward stated that she will likely attend future policy meetings remotely, particularly during the legislative session. She presented a recap of the 2022 session and set the stage for the 2023 session, which begins on January 9. The Healthcare Cost/Public Option was implemented on the exchange (with only 10K slots and a 35K need) and filled up in two days, as well as the Omni-Salud option providing undocumented Coloradans the opportunity to compare affordable health insurance plans and enroll on a secure platform. Health Benefits for Colorado Children & Pregnant Persons will provide full health insurance coverage for low-income pregnant people and children who would be eligible for Medicaid and CHP+ if not for their immigration status. The Board supported this bill last year. Implementation is slated for 2025, with stakeholder meetings currently taking place. Bills for the workforce include Care Forward Colorado and CDPHE \$10M fund for Health Care Worker Engagement. As of July 1, the Behavioral Health Administration is operational. The program requires any state agency that administers a behavioral health program to collaborate with the BHA. ARPA funding granted \$450M for Behavioral Health with \$11.1M for CO Pediatric Psychiatry; \$53.4M for youth and family behavioral health care, \$35M to transform primary care practice and \$65M going to 16 new civil beds for residential care in Fort Logan. \$35M has already been released. An additional \$400M in ARPA funds were granted for housing.

The Senate Democrats picked up three seats (23 to 12 majority) and the House Democrats picked up five seats (46 to 19 majority). Nine of the eleven new senators moved over from the House. Women constitute 51% of Colorado legislators this year. Ms. Ward reviewed the election outcome including Joint Budget Committee members (5 of 6 are new). The JBC has concerns about Ballot Measures 121 and 123 happening together. 123 will be funded out of TABOR refund; \$300M initiative. The General Fund has to make up the difference, while at the same time lowering income tax rates means less money in the general tax fund. The Governor's proposal for a state budget sits at \$42.7B (3.5% increase) including \$16.7B GF (7% increase). The proposed budget includes an increase in Medicaid reimbursement – 3% for community providers and .5% across the board. Ms. Ward shared the four key elements that play into the state budget. Potential legislation in 2023 could include some bills from freshman legislators; tweaking bills from the past session; medical debt; criminal justice reform; single parent reform; and a couple of bills this year to clean up fentanyl bills from last years.

UPDATES & REPORTS

Liaison to PVHS/UCHealth North Report – Celeste Holder Kling

The last board meeting was on November 16, just prior to the Joint Board meeting. Rural and small hospitals are hurting, with patients going to operating emergency departments then transferring to a hospital. The donated community benefit is significantly bigger than profits, and UCH, along with 50% of all hospitals in Colorado, operated at a loss this year.

Interim Executive Director Updates – Lee Thielen

Ms. Thielen thanked the Board for the privilege to work as the interim executive director and commented that the HD is moving ahead with key appointments. Renovations continue at the Mulberry site, and the HVAC on the 120 building was replaced. Key service data through October includes 1,377 individuals with completion of 170 directives through ACP. The Dental Clinic was busier than last with 1,895 patients (up 14%), 6,811 visits (up 16%) and 26,243 RVUs (up 11%). Heart Health conducted 50 clinics through October, serving 543 clients with 587 Blood Pressure Screens and 568 Cholesterol Checks. Quit Tobacco, compared to 2021, dropped approximately 20% in sessions and individuals. However, referrals are up 6% (153 clients and 673 sessions, 281 referrals from providers). Integrated Care served 4,548 unduplicated patients at Salud and FMC, and LHC served 1,417. Prescription assistance continues to shrink with 55 clients receiving 157 vouchers and/or 72 discounts from drug manufacturers. Mental Health Connections served 2,971 clients through 8,830 contacts and 14,373 services. CAYAC helped

1,849 clients through 9,624 contacts and 15,881 services. Sue Hewitt provided an update on the six Focus Groups conducted by Raftelis. Approximately 50 employees participated. Some staff were not able to participate, due to client schedules, as a result there will be a remote focus group at the end of December. Conversation was open and candid, and the dedication, commitment, and empathy of staff was apparent. Some healing needs to happen – staff haven't been asked in the past for direct input and they would like to see all levels of employees involved in key position hiring. Some programs still feel isolated, and staff expressed a desire to have the Wellness & Recognition program back in full swing. A consistent message was clearer communication top down and bottom up. There were questions about staff interactions with the Board – looking for guidelines and/or training. It was noted that the staff has operated without annual performance reviews for three years with the last metrics being set in 2019. Professional development was another key element of the focus groups. The Community Health Survey was very successful and key findings are available – the team is working to make the report ADA compliant. The Evaluation team will accept custom data requests and presentations. Ms. Thielen mentioned the All-Staff potluck at Aztlan on Thursday and invited the Board to attend. She has been spending time with overdue staff meetings and meetings with community partners. It was mentioned that FAMLII forces us to do better, to take better care of our employees.

CONSENT AGENDA

- Approval of the October 27, 2022, Regular & Special Meeting Minutes; November 2, 2022 Special Meeting Minutes; November 14, 2022 Regular Meeting Minutes, and November 16 Joint Board Meeting Minutes
- October 2022 Financials

MOTION: To approve the consent agenda as presented

*Motion by Celeste Holder Kling / Second by Julie Kunce Field /
Carried Unanimously*

PUBLIC COMMENT (2nd opportunity)

None

ANNOUNCEMENTS

- January 24, 5:00 pm – Board of Directors Regular Meeting
- February 14, 5:00 pm – Board of Directors Special Meeting

EXECUTIVE SESSION

MOTION: To enter *Executive Session for the purposes of discussion of a personnel matter not involving any specific employees who have requested discussion of the matter in open session, any member of this body or any elected official, the appointment of any person to fill an office of this body or of an elected official, or personnel policies that do not require the discussion of matters personal to particular employees, pursuant to C.R.S. § 24-6-402(4)(f), regarding the Executive Director.*

Motion by Joseph Prows / Second by Molly Gutilla / Carried Unanimously

ADJOURN EXECUTIVE SESSION AND RETURN TO REGULAR MEETING

The Board entered Executive Session at 5:50 pm and returned to the public meeting at 6:21 pm.

ACTION AS A RESULT OF EXECUTIVE SESSION

MOTION: To enter into a contract with Larimer County Health Department hiring Dr. Paul Mayer as the part-time Health District Medical Director, signed by Lee Thielen, Interim Executive Director.

*Motion by Joseph Prows / Second by Celeste Holder Kling /
Carried Unanimously*

ADJOURN

MOTION: To adjourn the Regular Meeting

*Motion by Julie Kunce Field / Second by Celeste Holder Kling /
Carried Unanimously*

The Regular Board Meeting was adjourned at 6:23 pm.

Respectfully submitted:

Anita K. Benavidez

Anita Benavidez, Assistant to the Board of Directors

Molly Gutilla, MS, DrPH, Board President

Julie Kunce Field, JD, Board Vice President

Celeste Holder Kling, JD, Liaison to UCH-North and PVHS Board

Joseph Prows, MD MPH, Board Treasurer

Ann Yanagi, MD, Board Secretary