BOARD OF DIRECTORS
MEETING
December 12, 2019

Health District Office Building
120 Bristlecone Drive, Fort Collins

MINUTES

BOARD MEMBERS PRESENT: Michael D. Liggett, Esq., Board President
                          Molly Gutilla, MS DrPH, Board Vice President
                          Celeste Kling, J.D., Board Secretary
                          Joseph Prows, MD MPH, Board Treasurer

ATTENDED BY PHONE: Faraz Naqvi, MD, Liaison to UCH Health-North/PVHS Board

Staff Present: Carol Plock, Executive Director
              Karen Spink, Assistant Director
              James Stewart, Medical Director
              Richard Cox, Communications Director
              Lorraine Haywood, Finance Director
              Chris Sheafor, Support Services Director
              Dana Turner, Dental Services Director
              Lin Wilder, Community Impact Director
              Anita Benavidez, Executive Assistant

Others Present: Erin Hottenstein, Public

CALL TO ORDER; APPROVAL OF AGENDA
Director Michael Liggett called the meeting to order at 4:05 p.m.

Amendment to the Agenda: Let it reflect that today is Dr. Gutilla’s birthday and we have a cake to celebrate.

MOTION: To approve the agenda as Amended
Moved/Seconded/Carried Unanimously

PUBLIC COMMENT
None

BOARD ACTION
• 2020 Budget Approval
  The final 2020 budget is in front of the Board for approval. Key changes in the budget since the last draft were reviewed by Ms. Plock. Revisions were minor – in the final valuation from the county, property tax revenues went down slightly (a little over $11K); as a result, one conference & some recruitment expenditures were moved to reserves, and there were minor miscellaneous changes to Program budgets. For example, in order to make student stipends
more consistent, $5K was added to Reserves, and a correction was made in that half of the new Behavioral Health Specialist position at Family Medicine Center will be funded from reserves (the other half was included in operational funding).

MOTION: To adopt the 2020 Budget as revised
Moved/Seconded/Carried Unanimously

MOTION: To adopt all of the following:
Resolution 2019-08 to Adopt Budget;
2019-09 to Set Mill Levies;
2019-10 to Appropriate Sums of Money; and
the Certification of Tax Levies.
Moved/Seconded/Carried Unanimously

- **Election Resolution**
  Staff noted that 2020 is a board member election year. Resolution 2019-12 designates Chris Sheafor as the election official, designates polling places, and authorizes Chris Sheafor to cancel the election if there are only as many candidates as openings available. For those elected in this election, the term will be three years instead of four, as required by the State, as special districts move to odd year elections. The change to odd year elections was passed by the state legislature at the request of county clerks, since it evens out workloads for the clerks’ offices that assist in these elections. All special districts will need to hold two elections back-to-back in 2022 and 2023.

MOTION: To adopt Resolution 2019-12 Election Resolution Polling Place Election
Moved/Seconded/Carried Unanimously

- **Resolution 2019-07**
The Board President read Resolution 2019-07, regarding support for the independent modeling of key proposals for policies that would result in providing health care for all, into the record.

A Board member asked how this revised Resolution is different from the wording at the last meeting. It was noted that the original resolution used the phrase “Medicare for All” and the Board requested wording that indicated a broader perspective of options – preferring not to name a specific approach. It also removed the name of the original organization requesting the resolution, at their request, since the approach they favor is “Medicare for All.”

MOTION: To adopt Resolution 2019-07 Supporting the Creation of Independently Evaluated Models of Key Proposals for Health Care For All, such that the Public may compare them to the current mix of health care financing programs.
Moved/Seconded/Carried Unanimously
PRESENTATIONS

- **Proposed Logo**

  Richard Cox presented on the Health District’s work to increase public awareness. He noted that the work to create a new image to improve community understanding and awareness, and reduce confusion between the Health District and the Health Department, has been undertaken with the help of Toolbox Creative, and has gone through multiple stages. After considering over 200 phrases and 80 names, the name of ‘Greater Health – Our Community Health District’ was chosen, and is going through a trademark check.

  The next stage is the identification of a new logo and requisite design forms; Toolbox created options, and two were presented to the Board. The Board reviewed the options and offered comments and suggestions based on their initial reactions. Staff will provide a hard copy, in order to accurately represent the color, which was not projected in true depth by the projector, and will bring back their logo recommendation for the January meeting. Mr. Cox noted that next step is to define a visual strategy for both the main brand and programs beneath it. He also displayed the new color palette to be used in the future. All Board members indicated that they are happy with the general theme.

- **Change in Overtime/Comp Time policies**

  Staff noted that by law, government agencies are allowed to provide either comp time or pay, both at time and a half, for non-exempt employees who work more than 40 hours in a workweek. Historically the Health District has offered time and a half comp time, but due to a variety of issues, is recommending that we change our policy to providing time and half pay for eligible overtime. Challenges include the time it takes our finance staff to manage the process, and the impact on providing staff coverage when employees accumulate both PTO and comp time. The request is for board approval of the concept now so that it can be implemented January 1; exact personnel policy change wording will come to the Board in the January board meeting.

  **MOTION:** To adopt the change from providing comp time (at time and a half), to providing pay (at time and a half) for non-exempt employees who work eligible overtime exceeding 40 hours in a work week.
  Moved/Seconded/Carried Unanimously

  A Board member question was whether the change might cause employees to become despondent – staff response was that while some employees prefer pay and others prefer comp time, we don’t anticipate that this would cause a significant burden, nor that any staff would leave due to this policy change. The Health District does not have a significant need for overtime, and employees are allowed to accumulate up to 200 hours before unused paid time off goes into an emergency time off bank, so there are still options for accumulation of time. Another Board member commented that this seems a wise decision from the legal sense, and procedurally.

- **Policy – Health Care Course Requirement Prior to Graduation from PSD**

  Locally, the Poudre School District has recently dropped a requirement for high school students to have 2.5 hours of health education to graduate. There is no change in the total number of wellness credits required; just that 2.5 of those credits need to be a health
education class. Staff and the Partnership for Healthy Youth have been doing research on the importance of health education, as indicated in the memo provided in the board packet. The PSD Board will have a retreat in January, so staff recommend that a letter be sent to the Board and key PSD Staff in support of the reinstatement of the health education requirement, noting the key evidence in support of it. On the other side of the issue are two considerations: the change allows those in sports greater flexibility to fit in the academic classes they need, and some parents may have concerns about whether health education is the role of the schools.

**MOTION:**
To approve the submission of a letter on behalf of the Board to the Poudre School District Board of Education, supporting the reinstatement of the 2.5 credit hour requirement for health education, and sharing the evidence for the recommendation.
Moved/Seconded/Carried Unanimously

**BRIEF UPDATES**

- **2020 Colorado Legislative Session**
  Staff presented an overview of what to expect in 2020, including the breakdown of membership by party in both the Senate (19 Dem/16 Rep) and House (41 Dem/24 Rep).
  Because it’s an election year, with many seats open, there will be a different, likely more stressed, dynamic. The 2019 session had a slow start and fast finish – 40% of the bills were still undecided on Monday of the closing session. In 2020, fewer bills are anticipated, but a faster start is likely. Legislators are likely to feel pressure on every vote, and things are likely to be more contentious.

  Several big ticket items passed in 2019, including bills related to Reinsurance, Public Option, Hospitals, Community Purchasing, and Payment Reform. In many approaches, hospitals are anticipated to shoulder some of the burden of cost. Hospitals are anticipated to request a ‘total cost of care’ approach rather than the current proposed Public Option rate-setting approach; they estimate a savings of $3.3B over the first 5 years. Many different timelines were included in the various bills, and one question is how they will work together.

  For 2020, bills likely to arise include bills regarding the cost of health care, mental health, the opioid crisis and substance use issues, tobacco/nicotine, prescription drug prices, enrollment in SNAP and TANF, immunizations, housing, healthcare sharing ministries (that bill themselves as insurance but are not), and housing. Colorado is in the longest economic boom ever, but increased revenues this year are very limited, and the state is working to prepare for the inevitable downturn.

**Larimer Health Connect: Midst of Enrollment – Year 7**
Larimer Health Connect (LHC) is busy, as always during open enrollment. Stats for the quarter to date – 856 appointments and over 805 people enrolled into coverage (most of those since November). There are 6.15 FTE in coverage employees, and services are provided out of the LHC Mason office, the Health District Bristlecone office, and the Community Center in Loveland; with special Berthoud and Estes Park events. We are extended evening hours on Tuesday and Thursday (8am – 8pm). This weekend is a critical deadline so LHC will be open both Saturday and Sunday. Technologically, the system is working well. Kaiser is no
longer the lowest cost plan; Anthem Blue Cross/Blue Shield has taken that place, so many clients are having to analyze whether to shift carriers and providers to save premium costs, or stay with their existing situation – our clientele is very price sensitive, and some may shift from silver to bronze plans; more are analyzing total cost of care. One challenge is that providers don’t all accept the Anthem plan. People are making difficult decisions, which can involve changes, higher deductibles, and more out-of-pocket costs. Staff is frustrated by news articles touting lower cost insurance, since the issue varies from person to person, and lower cost may mean a less robust plan. We have repeat clients with complex situations, while some clients have moved on and enroll on their own now because the system works better.

- **Board Contribution Reminder**
  Staff thanked the Board for those who have already made contributions, and encouraged members to make a contribution by the end of the year.

**UPDATES & REPORTS**
**Executive Director Updates:**
Ms. Plock reported that the last Community Discussion group took place today at Salud. Interestingly, the group expressed strong concerns about challenges sharing information between behavioral health and primary care. Community health surveys are in the field, closing next week, after which staff will work on cleaning, trending, and analyzing the data.

The Accounting department is working on implementing an electronic health record and billing system for CAYAC. CAYAC is moving its office from Shields street to the Mulberry office where Connections is located, bringing the two together for the first time, which is anticipated to create better coordination and efficiencies. The move is keeping Support Services very busy. By the end of the year, the one continuing Advance Care Planning staff member will be moving from the Mulberry office to 120 Bristlecone.

Ms. Plock noted that she had a meeting with Tom DeMint (Fire Chief). The discussion included a conversation about the first RFP for ambulance services in several years.

The Board will be having their mini-retreat next week, and will have information to review prior to the retreat. The triennial retreat is likely to be in April; exact timing is still being determined.

**UCHHealth-North/PVHS Board Liaison Report** – Director Naqvi
Director Naqvi reported that UCHHealth North financial performance is good, and there is a slight downturn in outpatient visits. UCH is working on more procedures for a patient leaving the hospital. Due to the recent cyber incidents nationally, the system is on high alert to protect against invasion of patient privacy; a complete review of the EPIC electronic record system and all potential places where patient data could be compromised is underway. It is becoming increasingly obvious that social determinants of health impact UCH business; there is no concrete plan yet, but it looks like that the system will do more SDoH screening and include information in patient records.

**PUBLIC COMMENT (2nd opportunity)**
None.
CONSENT AGENDA
- Resolution 2019-11: To Spend 2019 Revenues into Reserves
- Approval of October 2019 Financial Statements
- Approval of November 12, 2019 Board Meeting Minutes

MOTION: To Approve the Consent Agenda as Presented
Motion/Seconded/Carried Unanimously

ANNOUNCEMENTS
- December 20, 8:30 am, Board of Directors Mini-Retreat
- January 28, 2020, 4:00 pm, Board of Directors Regular Meeting
- February 25, 4:00 pm, Board of Directors Regular Meeting
- March 10, 4:00 pm, Board of Directors Special Meeting

ADJOURN

MOTION: To Adjourn the Meeting
Moved/Seconded/Carried Unanimously

The meeting was adjourned at 5:35 p.m.
Respectfully submitted:

[Signature]
Anita Benavidez, Assistant to the Board of Directors

[Signature]
Michael D. Liggett, Esq., Board President

[Signature]
Molly Gutilla, MS DrPH, Board Vice President

[Signature]
Celeste Kling, J.D., Board Secretary

[Signature]
Joseph Prows, MD MPH, Board Treasurer

[Signature]
Faraz Naqvi, MD, Liaison to UHealth-North/PVHS Board