



**BOARD OF DIRECTORS  
BUDGET HEARING & MEETING  
November 15, 2011**

**Health District Office Building  
120 Bristlecone Drive, Fort Collins**

**MINUTES**

**BOARD MEMBERS PRESENT:** Celeste Holder Kling, President  
Bernard J. Birnbaum, MD, Vice President  
Timothy S. O'Neill, Secretary  
Steven J. Thorson, MD, Treasurer  
Joe D. Hendrickson, Liaison to PVHS Board

**STAFF PRESENT:** Carol Plock, Executive Director  
Bruce Cooper, M.D., Medical Director  
Richard Cox, Communication Director  
Lorraine Haywood, Finance Director  
Laura Mai, Accountant  
Chris Sheafor, Support Services Director  
Nancy Stirling, Assistant to Executive Director  
Lin Wilder, Community Impact/Health Promotion Director

**OTHERS PRESENT:** Kendra Carberry, Attorney  
Curt Chase, Attorney  
Robin Foster, Attorney

**CALL TO ORDER; APPROVAL OF AGENDA**

President Celeste Kling called the meeting to order at 6:52 p.m. The agenda was amended to include a decisional item pertaining to the separation pay issue.

**MOTION: To approve the agenda as amended.**  
*Motion/Seconded/Carried Unanimously*

**PUBLIC COMMENTS**

None.

**BUDGET PRESENTATION AND HEARING**

**Health District Direction and Budget Presentation**

Ms. Plock and Ms. Lorraine Haywood, Finance Director, presented an overview of the proposed 2012 budget, including the services funded by the regular (operational) budget and services funded partly or in full by reserve funds and grants (including new topics, if developed, and other short-term expenses). Ms. Haywood also reviewed for the Board the budget timeline and

deadlines, sources of revenue, certification of tax levies, mill levy, a comparison of inflation and local growth, and expenditures overall and by programs.

Items of note pertaining to the budget:

- Under the operational budget, Health Promotion services looks different with the removal of Nutrition and Healthy Weighs services. Health Promotion services to be continued are the HealthInfoSource.com website, screenings/intervention and tobacco cessation. These services will move from under Ms. Lin Wilder's supervision to Dr. Bruce Cooper's.
- Under the reserve/grants budget is included an area of "new topics" which the Board identified in a recent prioritization exercise as areas they would like to have researched with the possibility of project development and implementation. These new topics include: obesity initiative, care coordination, helping people navigate health care reform, and aging and health care.
- Sources of revenue: Property and ownership taxes (net) decreased 1.7% from 2011. Investments continue to be a challenge due to low interest rates and limitations the Health District has as a public entity on how much and where they can invest funds.
- The County's assessed valuation will be affected by the Anheuser-Busch settlement and ultimately affect the Health District's revenue. Effects of the settlement may be felt for the next couple or so years.
- Challenges affecting revenue include: the economy and continued uncertainty and low interest rates; decreased net property tax revenue; decreased specific ownership tax revenue; and the deletion of flu and nutrition services revenue.
- Challenges affecting expenses include: increased health , dental, and other insurance premiums; 1.5% pay for performance increase fund; operational fixed costs; last year's furlough, and increased dental labs and supplies costs.
- Cuts in the operational budget include: staffing, temporary help, publications and subscriptions, meetings, office supplies, community education, and program costs for nutrition and immunization services.

### **Public Comment**

None.

### **Board Discussion and Questions**

Staff addressed Board questions concerning Health District costs for Healthinfosource, actual amount received this year from grants, and issues related to investment limitations.

The Board was encouraged to forward any concerns or questions they may have between now and when the budget will be finalized in December to Ms. Plock.

### **BOARD DISCUSSION AND POSSIBLY DECISION**

#### **Separation Pay Issue**

At the last Board meeting when this issue was first introduced, the Board decided that the amount being considered for separation pay for employees whose positions are being terminated at the end of the year was appropriate. They also considered the question of whether there should be a formal separation policy or to address separation issues on a case-by-case basis. While no decision was made at that time, the Board did want to have further discussion on this and asked staff to research and gather information for them. With the other priorities going on at this time,

that information is not yet available, but due to tight time constraints, the Board was requested to grant to President Kling the authority to make the decision of whether the separation pay would be considered incentive pay or informal severance pay on behalf of the Board should there be a need for such decision prior to the next scheduled Board meeting

**MOTION:** To authorize President Celeste Kling to make the decision of whether any separation pay granted for those employees impact by the end of this year would be incentive pay or informal severance pay.  
*Motion/Seconded/Carried With 3 "yeses," 2 members abstained*

#### CONSENT AGENDA

- Approval of the September 2011 Financial Statements

**MOTION:** To approve the agenda as presented/amended.  
*Motion/Seconded/Carried Unanimously*

#### ANNOUNCEMENTS

- December 8, 12 noon – Staff Holiday Potluck Lunch (Board Members are Invited!)
- WEDNESDAY, December 14, 5:30 pm – Board of Directors Meeting
- January 21 – Annual Health District Winter Party, details forthcoming
- January 24, 5:30 pm – Board of Directors meeting

#### EXECUTIVE SESSION

A motion was made to go into Executive Session.

**MOTION:** For the purpose of discussion pertaining to negotiations pursuant to §24-6-402(4)(e) of the C.R.S., and for the purpose of discussion with an attorney for the district for the purpose of receiving legal advice on specific legal questions per §24-6-402(4)(b) of the C.R.S.  
*Motion/Seconded/Carried Unanimously*

The Board retired to Executive Session at 6:40 p.m.

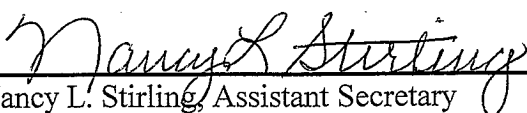
The Board came out of Executive Session at 9:30 p.m.

#### ADJOURN

**MOTION:** To adjourn the meeting.  
*Moved/Seconded/Carried Unanimously*

The meeting was adjourned at 9:32 p.m.

Respectfully submitted:

  
Nancy L. Stirling, Assistant Secretary

*Celeste Holder Kling*

Celeste Holder Kling, President

*[Signature]*

Bernard J. Birnbaum, MD, Vice President

*Timothy S. O'Neill*

Timothy S. O'Neill, Secretary

*Steven J. Thorson*

Steven J. Thorson, MD, Treasurer

*Joe D. Hendrickson*

Joe D. Hendrickson, PVHS Board Liaison