



JEFFERSON COUNTY BOARD OF HEALTH

Wednesday, May 10, 2023 - 5:00 p.m.

5th Floor Board Room

PRESENT: Kenny Murray, MD, Jeffrey Dobyns, DO, Michele Kong, MD, and Elizabeth Turnipseed, MD

ABSENT: Iris Fancher, MD, and Commissioner Jimmie Stephens

OTHERS

PRESENT: Mark Wilson, MD, David Maxey, Esq., Jonathan Stanton, Rodney Holmes, John Bayles, Meg McGlamery, David Hicks, DO, Bryn Manzella, Senitra Blackburn, and Terrie Hartley

Recovery Resource Center

John Bayles, Program Director, gave an overview of the Recovery Resource Center (RRC). He said RRC is a collaborative initiative to simplify substance use treatment and was a direct response to the opioid epidemic by local health officials and treatment providers. Their offices are located at Cooper Green Mercy Hospital.

Mr. Bayles said the primary goals of the RRC are to increase access to treatment, decrease overdose, provide recovery support, promote recovery, and fight the stigma associated with addiction. Services are provided through information, assessment, and referrals. He noted assessment is the key and peers lead the way. In 2022 RRC did 948 detox referrals, 1,141 residential referrals, and 601 outpatient referrals. In 2018 when RRC first opened they had 609 intakes and 482 assessments compared to 2022 where they did 3,711 intakes and 2,870 assessments.

In 2022, the RRC partnered with JCDH on 41 community-based trainings and helped dispense 829 naloxone kits; made referrals to or received referrals from more than 75 community organizations; participated in and/or sponsored 60-plus community-based health fairs or resource events; and expanded services into Walker County by opening a satellite location in Jasper in August 2021. Mr. Bayles thanked Dr. Wilson and the Board for their support and contributions to RRC.

Call to Order

The meeting was called to order by Dr. Murray, Chair.

Minutes of the April 12, 2023 meeting were approved as distributed.

April 2023 Financial Statements

Rodney Holmes, CPA, Director of Finance and Administration, reviewed the April 2023 Financial

Statements. There were no questions from the Board.

Contracts

On the motion of Dr. Dobyns, and seconded by Dr. Kong, the following contracts were approved:

Renewal of a contract with Honorable R. O. Hughes (payee) to serve as Hearing Officer for contested cases regarding environmental health and public matters with JCDH, at a rate of \$245 per hour; minimum of 10 hours from May 12, 2023 through May 11, 2026.

Renewal of a contract with Honorable Edward B. Vines (payee) to serve as Hearing Officer for contested cases regarding environmental health and public matters with JCDH, at a rate of \$245 per hour; minimum of 10 hours from May 12, 2023 through May 11, 2026.

Renewal of a contract with Honorable Julie A. Palmer (payee) to serve as Hearing Officer for contested cases regarding environmental health and public matters with JCDH, at a rate of \$245 per hour; minimum of 10 hours from May 12, 2023 through May 11, 2026.

Renewal of a contract with Honorable Arthur J. Hanes, Jr. (payee) to serve as Hearing Officer for contested cases regarding environmental health and public matters with JCDH, at a rate of \$245 per hour; minimum of 10 hours from May 12, 2023 through May 11, 2026.

Renewal of a contract with Honorable J. Scott Vowell (payee) to serve as Hearing Officer for contested cases regarding environmental health and public matters with JCDH, at a rate of \$245 per hour; minimum of 10 hours from May 12, 2023 through May 11, 2026.

Renewal of a contract with Honorable James Hard (payee) to serve as Hearing Officer for contested cases regarding environmental health and public matters with JCDH, at a rate of \$245 per hour; minimum of 10 hours from May 12, 2023 through May 11, 2026.

A new contract with Tondra Loder-Jackson, Ph.D. (payee) who will provide a Lunch and Learn presentation for JCDH employees concerning the "Intersecting Histories of Public Education and Public Health in Birmingham," at a rate of \$500 from April 19, 2023 through April 30, 2023.

A new contract with Men of D.I.S.T.I.N.C., Inc., (payee) for Disease Control staff to educate and promote pre-exposure prophylaxis (PrEP), sexually transmitted disease and clinic services information to the attendees of the Men of D.I.S.T.I.N.C. annual conference, at a rate of \$1,500 from April 21, 2023 through April 23, 2023.

A new bid contract with Top Tier, LLC (payee) to provide mobile vehicle wash and detailing services to JCDH; not to exceed \$42,900 from April 19, 2023 through April 18, 2026.

A new bid contract with Quality Creative Landscaping, LLC (payee) to provide landscaping modifications at the Guy M. Tate building; not to exceed \$196,850.50 from March 20, 2023 until completion.

An amendment to a contract with the Jefferson County, AL Commission (payee) to establish an intergovernmental funding consortium to obtain new digital color orthorectified aerial

photography and updated planimetric data sets for Jefferson County; not to exceed \$35,714.29 from January 1, 2023 through December 31, 2024.

Renewal of a contract with Vertiv Corporation (payee) to provide professional, yearly maintenance to the uninterruptible power system (UPS) in the JCDH data center; not to exceed \$6,885 from May 23, 2023 through May 22, 2024.

A new contract with Environmental Systems Research Institute, Inc. (payee) for annual renewal for ArcGIS Insights in ArcGIS Enterprise annual subscription, a web-based geospatial tool; not to exceed \$550 from April 4, 2023 through April 4, 2024.

An amendment to a contract with Mark E. Wilson, M.D. (payee) to serve as Health Officer for Jefferson County. The Amendment is to change the salary grade of Health Officer from Medical Salary Grade of 45 to 47, Step 10 based on the Personnel Board of Jefferson County's review of comparative salary data from October 1, 2020 through September 30, 2023.

Sign-On Bonus for Dental Assistants

Dr. Wilson stated the following resolution would provide a one-time sign-on bonus for Dental Assistants hired on and after May 11, 2023. There is no minimum service agreement since it is a small amount. As mentioned in previous Board meetings, JCDH has struggled to recruit and retain employees in certain job classifications. Currently, Dental Health has three dental assistant vacancies they are trying to fill.

On the motion of Dr. Kong, and seconded by Dr. Turnipseed, the following resolution was approved:

WHEREAS, the County Health Officer serves as the Chief Executive Officer of the Jefferson County Department of Health, as well as its Appointing Authority; and,

WHEREAS, Alabama law authorizes the County Health Officer to use his or her discretion in the allocation of the resources of his or her office in a method to accomplish the public health work in the county in an efficient, effective, and professional matter; and,

WHEREAS, the County Health Officer has recommended that, as a method to enable the Health Department to attract and retain its essential corps of public health workers, the Board endorses a Sign-on Bonus Plan (the "Plan") pursuant to which the employees will be eligible as follows:

- A one-time sign-on bonus of \$500 will be paid to all active Dental Assistant employees that are hired on and after May 11, 2023 until the time the bonus is no longer needed to attract the necessary number of hires.
- The one-time bonus will be paid upon the new hire receiving their first paycheck.
- Temporary employees are not eligible.
- Payments listed above are net amounts.

and,

WHEREAS, the Board of Health agrees that the Plan is both appropriate and necessary as an incentive to attract essential public health workers for the Health Department to continue serving the residents of Jefferson County,

THEREFORE, BE IT RESOLVED that the Jefferson County Board of Health:

1. Has determined that the Plan serves an important public purpose and one in keeping with the public health mission of the Board.
2. Approves the Sign-on Bonus Plan as set forth above for the employees of the Jefferson County Department of Health.
3. Requests that the Health Officer (or designee) inform and provide a copy of this Resolution to the Director (or designee) of the Personnel Board of Jefferson County and work to coordinate the details and logistics necessary to implement the Plan with the appropriate officials.

Hearing Officers

Dr. Wilson stated it is time to renew the Department's list of Hearing Officers that is comprised of former Jefferson County judges. The Jefferson County Board of Health supervises the enforcement of various health and environmental laws and regulations within Jefferson County. Some JCDH regulations provide an appeal process for permits and licenses which include a hearing before an appointed Hearing Officer. The Hearing Officers will serve on a rotating basis for any such appeals.

On the motion of Dr. Turnipseed, and seconded by Dr. Kong, the following resolution was approved:

The Board of Health hereby approves the following former judges to serve as Hearing Officers for the Jefferson County Board of Health:

James Hard
Arthur J. Hanes, Jr.
R. O. Hughes
Julie A. Palmer
Edward B. Vines
J. Scott Vowell

Health Officer Salary Increase

David Maxey, Esq., said the following resolution would increase the health officer's salary from an equivalent of Medical Grade 45, Step 10 to Medical Grade 47, Step 10 based on the Personnel Board's review of comparative salary. Mr. Maxey also stated Dr. Wilson has not had a salary increase since he took office in 2012.

On the motion of Dr. Dobyys, and seconded by Dr. Turnipseed, the following resolution was approved:

WHEREAS, the law commonly referred to as the Enabling Act established a personnel board in Jefferson County to administer a classified merit system and further specified the county board of health to be one of the jurisdictions within such merit system, yet also provided that the county health officer was a member of the "unclassified service" not governed by the personnel board established by the Act (Ala. Code §45-37-121.01);

WHEREAS, Alabama Code section 22-3-6 provides that the salary of the Health Officer, as a county health officer, "shall be fixed by the appropriate merit system";

WHEREAS, reading the referenced statutes together, it appears to the Board that although the county health officer is not a member of the classified service and merit system administered by the Personnel Board of Jefferson County (Personnel Board) pursuant to the Enabling Act, the Personnel Board has authority pursuant to section 22-3-6 to “fix” (decide or settle on) the annual salary to be paid to the county health officer;

WHEREAS, when the salary fixed by the Personnel Board for the county health officer position when the current Health Officer was elected, approved, and took office in fiscal year 2012 was that ascribed to positions at Grade 45, Step 10, which was accordingly set forth in section 3.01 (“Salary”) of the Agreement as the salary to be paid to the Health Officer; and,

WHEREAS, the Personnel Director notified the Board on March 10, 2023, that based upon the Personnel Board’s review of comparative salary data, the appropriate salary to be paid the county health officer is that ascribed to positions at Grade 47 on the JCDH Medical Schedule; and,

WHEREAS, the Board believes that due to the long (over ten years) and outstanding service that the current Health Officer has provided that it is appropriate that he receive compensation at the highest step within the recommended classification; and,

WHEREAS, pursuant to Rule 8.4 of the Rules and Regulations of the Personnel Board entitled “Interim Amendments to Pay Plan” and sub-rule 8.4.b (“Adjustments of Less than Entire Schedule”) “The governing body may change the rate of pay of one Class or a number of Classes in the Pay Plan as set forth in this subsection. The governing body shall pass an order or resolution setting forth the Class or Classes to be affected and the rates of pay proposed to be assigned to each Class and shall within ten (10) calendar days of passage file a certified copy of such order or resolution with the Board.”

THEREFORE, BE IT RESOLVED, that the Jefferson County Board of Health:

Accepts and adopts the recommendation of the Director of Personnel and sets forth the following Class to be affected by the adjustment to the pay scale (Medical) for the Jefferson County Department of Health effective for work weeks commencing after March 10, 2023:

Class 07699 Health Officer Grade 47 Step 10

Pursuant to Rule 8.4.b of the Rules and Regulations of the Personnel Board of Jefferson County, a certified copy of this resolution is to be submitted to the Personnel Board and shall become valid and operative according to its terms unless the Personnel Board disapproves of such resolution or order within thirty calendar days after the date of filing with the Board.

Health Officer Report

JCDH Strategic Plan Update

Dr. Wilson said the JCDH strategic plan process is ongoing. A meeting was held on May 8 with Women Entrepreneurs in Public Health (WE Public Health), JCDH Executive Management Team, Leadership Team, and selected regular staff. Based on input from team meetings, there are four areas of focus to build the strategic plan around 1) Health Equity; 2) The Future Role of Clinical Services; 3) Population Health; and 4) Culture (internal staff culture and employee experience).

WE Public Health feels they can have this portion of the strategic plan finished by July 2023 with at least two years of tactics in place.

Alabama Legislative Session

Dr. Wilson noted tomorrow will be day twenty out of thirty of the Alabama regular 2023 legislative session. He said one of the bills he has put some effort into is to strengthen the state's Tobacco Retail Licensure which would set limits on where tobacco products are sold and ensure retailers are following tobacco laws. The bill would also use money from tobacco licensing fees for universal inspections and enforcement to ensure tobacco products are not being sold to people under the age of twenty-one. The American Heart Association and the American Lung Association were taking the lead in getting the legislation drafted and introduced. Before the bill could be introduced, the tobacco industry introduced a similar bill of their own, but it would punish the young person purchasing tobacco products instead of mandating fines against the tobacco retailer. Dr. Wilson said, unfortunately, it is too late in the session to try and get the correct bill introduced. House Bill 319 and Senate Bill 271 are the ones we are opposing. He offered to send the Board more information after the meeting.

Dr. Wilson mentioned other bills that are being tracked is Senate Bill 171 which would take away some of the authority of the State Health Officer and make the position appointed by the Governor rather than elected by the State Board of Health. Another bill would allow parents to decide whether their child should wear face coverings in the event of another pandemic.

Hospital-based Violence Intervention Program

Dr. Wilson reported the Hospital-based Violence Intervention Program (HVIP) held a news conference on May 2 to announce the HVIP program is underway and at that time had seven clients enrolled in the program. Dr. Wilson, Mayor Randall Woodfin, Dr. Jeffery Kerby, Chief of UAB Trauma Services, and the Offender Alumni Association staff participated in the news conference. Dr. Wilson reminded the Board that JCDH is funding the program and the City of Birmingham put some of their American Rescue Plan money in as well.

2023 International Peace Conference

Dr. Wilson stated he participated in the 2023 International Peace Conference held in Birmingham on May 4-6. The conference was cohosted by Rotary International, The Birmingham Civil Rights Institute, and the Institute for Human Rights at the University of Alabama at Birmingham. The purpose of the conference was to bring people together to highlight the pursuit of peace at all levels of society. The HVIP was highlighted at the conference. Dr. Wilson was a moderator on three separate panel discussions about violence prevention and intervention and was honored to be one of the featured speakers to highlight the overall work JCDH is doing to prevent violence. The Nurse-Family Partnership, Cool Green Trees, and the Red Rock Trail System, all programs that JCDH has supported, were also highlighted.

Household Hazardous Waste Collection Day

Dr. Wilson asked Jonathan Stanton, Director of Environmental Health, to provide an update on the Household Hazardous Waste Collection Day held on April 29 at locations in Gardendale, Irondale, and Bessemer. Mr. Stanton reported numbers have not been received from the Bessemer location yet but between Gardendale and Irondale they had 1,000 to 1,200 vehicles drop off items from old paint and prescriptions to used batteries, etc.

There being no further business the meeting adjourned at 6:01 p.m. The next Board meeting is scheduled for Wednesday, June 14, 2023 at 5:00 p.m. in the 5th Floor Board Room.


Elizabeth Turnipseed, MD, Secretary

Approved:


Kenny Murray, MD, Chair