

Lake County Illinois

*Lake County Health Department and Community Health Center
3010 Grand Avenue
Waukegan, Illinois
Conference Room #3112*



Meeting Minutes - Draft

Wednesday, August 26, 2020

6:00 PM

**Via Zoom (<https://zoom.us/j/98734029253> or 1-312-626-6799;
Meeting ID: 987 3402 9253)**

Lake County Board of Health

Pursuant to Section 7(e) of the Illinois Open Meetings Act, the June 26, 2020, Gubernatorial Disaster Proclamation, and the Written Determination of the Lake County Board of Health President, this meeting will be held via audio and video conference and not in the Board Room on the 3rd Floor of the Lake County Health Department at 3010 Grand Avenue, Waukegan, Illinois.

PUBLIC VIEWING: Participation in the meeting will be via zoom at (<https://zoom.us/j/98734029253> or 1-312-626-6799; Meeting ID: 987 3402 9253). Please note that by joining the meeting by video or audio conference your name or phone number may be visible (in whole or in part) to others participating in the meeting. Per the Governor's Disaster Proclamation, in accordance with section 120/7(e)(4) of the OMA, in-person attendance by members of the public will be available in the Board Room on the 3rd Floor of the Lake County Health Department at 3010 Grand Avenue, Waukegan, Illinois.

PUBLIC COMMENT: Public comments are welcomed and encouraged. Emailed public comments received by 8:30 a.m. the day of the meeting will be read at the beginning of the meeting under Public Comment in the order they are received or, at the discretion of the Board President, with the agenda item the comment addresses. Comments received during the meeting will be held until the end of the meeting. Please note: Public Comment is limited to three minutes per individual or spokesperson pursuant to the Board of Health Bylaws. All comments received will be included in the Board's meeting minutes regardless of whether they are read aloud at the meeting.

Email public comments to lkroeger2@lakecountyil.gov with the following:

- Subject Title: Lake County Board of Health Meeting
- Name
- Street Address (Optional)
- City, State (Optional)
- Phone (Optional)
- Organization, agency, etc. being represented. (If representing yourself, put "Self")
- Topic or Agenda Item Number followed by Public Comment.

Public in attendance on the 3rd Floor of the Lake County Health Department at 3010 Grand Avenue, Waukegan, Illinois, may provide public comment. Public with no access to email may leave a message

with the Board of Health Office at 847-377-8118.

1. Call to Order

President Sashko called the meeting to order at 6:02 p.m.

Present 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

2. Pledge of Allegiance

This matter was presented

3. Approval of Minutes

3.1

July 22, 2020 Meeting Minutes

Attachments: [BOH Minutes 7.22.20 - DRAFT](#)

A motion was made by Member Belmonte, seconded by Member Ehrlich, that the minutes be approved. A roll call vote was taken, all in favor, motion carried.

Aye: 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

4. Public Comment to the Board

None

5. Awards, Recognitions, Appointments and Reappointments

None

6. Presentations

None

7. President's Report

President Sashko stated the following:

"Obviously there is a lot going on north of the border and potentially coming in to Lake County, as a result of the Kenosha incident. Over nine years ago we established the Inclusion and Diversity Council as a result of the Inclusion and Diversity policy created in 2011. It was formed to, "recognize the Health Department's talented and diverse workforce as a key competitive advantage." It was designed to cite the success of the services we provide and a reflection of our staff as to who we are and how we do that. Embracing diversity through inclusion helps create a culture that connects each employee to the organization, encourages collaboration, respect, and a fairness that all individuals and employees can enjoy and be able to participate to their full potential in our operation. The

Council encompasses differences in ethnicity, addresses national origin, religion, abilities, experience, socio-economic status, and education. The mission of the Council and the policy was to inspire cultural diversity, inclusion, and competency through equal opportunity, respect, and the understanding of staff, clients, and community. The Council met today and Mark and I received a couple of emails asking for our position on a variety of issues around people of color, some of which was a little bit challenging. As President, I can state on behalf of the Board, we are vehemently against brutality against any race. We welcome all, we treat all, we respect all, and this is not just something the Board is saying today. It started nine years ago, and even beyond that. Reflecting on our last Strategic Plan, 2017-2019, we clearly defined our very first strategic priority, Social Determinants of Health and Health Equity. That is all about where people are born, where they grow up, where they live, where they work, and where they age. It's socio-economic status, education, physical environment, employment, social support networks, access to health care. It's what we're all about. And a component of the Social Determinants of Health was really health equity and attaining the highest levels of health for all people. Everybody. We serve all people, we welcome all people. Our focus was and is valuing everybody equally. Societal efforts to address avoidable inequalities. Addressing historical and contemporary injustices. Eliminating health and health care disparities for all people. We welcome all to our services. It requires no reminder that our FQHC's serve the under-served, and it's by design, it's community-based. Their board, the Governing Council, is community-based. And it's the primary care for a lot of people. Statistically, it does serve a very high population of people of color. As an agency, and based on the principle set forth in the Inclusion and Diversity policy, we hire more people of color than any other part of the ecosystem of our County. On June 5, 2020, Executive Director Mark Pfister authored an extremely important message that went out through every communication modality within our County and which I will now read, "Our skin is the largest organ in the body, designed to shield and protect us from the elements of the outside world. Its color is determined by the amount of melanin produced by a specific cell in our body and the reaction to sunlight. Throughout history, however, many people have been deprived of fundamental rights and equitable opportunities because of the color of their skin. This is racism. All. A short, simple word that carries amazing weight. This word is very intentionally included in our mission statement, "Promoting the health and well-being of all who live, work, and play in Lake County." There are many in our community unable to experience their fullest quality of life, held back by the systems that affect them. And if public health is not advancing the health of all, we are failing. We must constantly and curiously seek out ways to improve the health of our community and our own operations. One simple quality technique is the "Five Whys." Basically, you start at an initial problem and keep asking why, up to five times, to get to the root cause of the issue. Sometimes these are very simple internal processes and we try to find more effective ways of doing things. Other times, it is much more complex and requires long-term strategies and many partnerships. Let's look at an incredibly nuanced example. We'll start downstream at the symptom level - African American residents in Lake County ages 45-74 are more than two times more likely to die of cardiovascular disease than our white residents. As we start asking why multiple times,

we head upstream toward root causes. Asking why reveals immediate factors such as diet and physical activity...asking why again we see access to fresh food and safety...asking why again brings us to topics like employment and earning a living wage. When we keep probing further, we find multi-generational factors within systems such as criminal justice, housing, and education. Let's be clear - many of these upstream factors are rooted in racism that continues to permeate established systems in our society. For this reason, racism is a public health issue. We see Asian-Americans being taunted, harmed, and blamed over COVID-19 fears. We see challenges in health literacy, and we must strive to communicate in ways that resonate with a person's language and culture. I am proud of who we are and what we do at the Health Department, with our incredibly diverse workforce and our continued focus on health equity and addressing the social determinants of health. We have proudly supported our Inclusion and Diversity Council since 2002, our HR team has been very intentional to broaden our reach to promote open positions, and last year we invested in unconscious bias training for our managers and employees. Our work, however, is not done. Injustices continue to prevail, and health disparities continue to plague our communities. These disparities have been highlighted by the COVID-19 pandemic, and in response, we co-founded community task force groups with Latinx and African American community leaders to assist us with identifying and implementing solutions. We are in the process of finalizing a new strategic plan with a clear commitment to go upstream and address the root causes that keep our vulnerable populations from improved health outcomes. We are a leading Health Department in our nation and will continue to take whatever steps are needed to advocate for policies that improve health in communities of color, and to assure our employees are positioned well to address these challenges with humility and compassion. We have come together in public health to prevent diseases that devastated lives; more than ever before, we need to address fundamental impediments to all experiencing a healthy life, including racism. These conversations can be difficult, but they are necessary. These conversations can feel awkward, but they are worth having. This is not the first time we have discussed this topic, and it won't be the last. A picture I found online this week sums it up well, "If you are tired of hearing about racism, imagine how tired people are of experiencing it." Tonight we are going to pass our new Strategic Plan and it's a continuation of our efforts toward all people. During the presentation, pay particular attention to Focus Area 4, though the number 4 doesn't mean fourth in priority. As a reminder, we worked on the focus areas together as a Board and as a team of people throughout this entire organization. The new style of our strategic plan certainly brings to light how we, as the one agency format, are working on things. I want to highlight two things you will see tonight, Objective 4A: By 2025, facilitate career pathways for LCHD staff and diverse, local applicants; Objective 4C: By 2025, 95% of staff are competent in how they can integrate trauma-informed and anti-racist principles to create a safe and welcoming environment in their work with customers, community members, and fellow staff. As stated in the Inclusion and Diversity policy, becoming culturally competent is an ongoing educational process. Remember the path we had to get to this plan. We had all of our Leadership Team and over 70 front-line staff involved, the Board started work in October 2019, meetings with Anna and Jefferson, creating our vision,

our themes, our objectives and key results. The development of objectives, activities and key results were done through staff surveys, staff town halls, leadership forums, theme teams, and domain specific groups. Over 70 front-line staff participated in creating the continued vision of what our agency has represented. I mentioned earlier in reading Mark's letter that all staff were involved in unconscious bias training. Our entire Board of Health, which is one of the most diverse boards that I've been on and I've been on this Board for almost 18 years, felt it was important that we go through the same training as our staff. We need to be educated. It's an ongoing process as I stated earlier. So we went through the unconscious bias training to learn about our own unconscious biases and how we can adjust our Board's roles and responsibilities to help work on eliminating discriminatory behaviors. I know that I can speak on behalf of the Board of Health that we abhor any police brutality, violence, vandalism, looting, and any other acts that impact our society. All people, everywhere. My words tonight are not of convenience of the moment but a reminder of how we've been focused and continue to remain focused as it relates to the well being of people. People, period. We are the largest government human services provider in Lake County and those services are available without barriers. We don't turn people away for inability to pay, ethnicity, color, religious beliefs, gender, sexual orientation, and more. We're an agency that has an environment of mutual respect, that is free of bias, and discrimination. I wanted to send that message based on some of the things that were brought forth today. I believe in what our organization is. I believe in what our staff is doing. I want to thank them for their very talented and hard work. The outstanding leadership team we have under Mark. And the fact that this is not a new story. It's not a statement of convenience. It's not reactionary to what's going on around us now. It is part of what we've been doing for years and we are all proud of exactly what we represent within the community and to our entire leadership team, and our staff."

8. Action Items

8.1

Emergency Appropriation of Health Center Construction Grant Funds - Nordstrom

Attachments: [IL CDB Project](#)

A motion was made by Member Johnson Jones, seconded by Member Hagstrom, that this item be approved. A roll call vote was taken, all in favor, motion carried.

Aye: 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

8.2

CARES Act Provider Relief Fund, \$255,413.21 - Zun

Attachments: [HHS Provider Relief](#)

A motion was made by Member Carlson, seconded by Member Ehrlich, that this item be approved. A roll call vote was taken, all in favor, motion carried.

Aye: 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

8.3

Illinois Department of Public Health, Comprehensive Health Protection Grant, Additional \$15,000 for Narcan Distribution - Grant Approval - Johnson-Maurello

Attachments: [Narcan \\$15K](#)

A motion was made by Member Belmonte, seconded by Member DeVaux, that this item be approved. A roll call vote was taken, all in favor, motion carried.

Aye: 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

8.4

Illinois Department of Public Health, Comprehensive Health Protection Grant, Additional \$12,000 for Perinatal Hepatitis B Prevention - Grant Approval - Kritz

Attachments: [Perinatal HepB \\$12K](#)

A motion was made by Member DeVaux, seconded by Member Johnson Jones, that this item be approved. A roll call vote was taken, all in favor, motion carried.

Aye: 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

8.5

Discrete Analyzer and Services for Lake County Health Department and Community Center (LCHD/CHC) - Nordstrom

A motion was made by Member Hagstrom, seconded by Member Ehrlich, that this item be approved. A roll call vote was taken, all in favor, motion carried.

Aye: 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

8.6

Strategic Plan 2020 - McMillan-Wilhoit

Attachments: [BOH Strategic Plan Approval](#)

Jefferson McMillan-Wilhoit, Director of Health Informatics and Technology, and Anna Yankelev, Strategic Planning Analyst, provided a final review and presentation of the Strategic Plan to the Board.

A motion was made by Member Johnson Jones, seconded by Member Rheault, that

this item be approved. A roll call vote was taken, all in favor, motion carried.

Aye: 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

8.7

Proposed Changes to Health Department Employee Policy - Hagstrom

Attachments: [Communication for Persons with Limited English Proficiency Hearing or Vis](#)
[Communication for Persons with Limited English Proficiency Hearing or Vis](#)

A motion was made by Member Hagstrom, seconded by Member DeVaux, that this item be approved. A roll call vote was taken, all in favor, motion carried.

Aye: 12 - Member Cesnovar, Member Maine, President Sashko, Member Carlson, Member Rheault Ph.D., Member Hagstrom D.D.S., Member Ehrlich M.D., Member Belmonte D.O., Member Schultz, Member Mittl Pollina Psy.D., Member DeVaux and Member Johnson Jones Ed.D.

9. Discussion Items

None

10. Attachments for Board Review

10.1

2020 Compliance Work Plan Update - Nordstrom

Attachments: [Compliance Work Plan 2020 - mid-year update - FINAL](#)

This matter was presented

10.2

Media Placement Highlights - Nordstrom

Attachments: [Media Placement Highlights 202007](#)

This matter was presented

11. Lake County Community Health Center Governing Council Update

Mark Pfister informed the Board that he had a very good meeting with the Governing Council's Strategic Planning Committee on August 12, 2020. The Strategic Plan will be presented to the Governing Council for approval at their meeting on September 8, 2020.

12. Lake County Tuberculosis Board Update

Lisa Kritz, Director of Prevention, informed the Board that there is no TB Board update at this time.

This matter was presented

13. Added to Agenda Items

None

14. Old Business

None

15. New Business

President Sashko informed the Board that he has two items to present under New Business, one of which will remove the need for the Executive Session indicated on the agenda.

Item 1: He wished Dr. Joshua Nathan, Behavioral Health Medical Director, a fond farewell as he will be leaving the Health Department on September 4, 2020. Dr. Nathan stated that it has been a pleasure working with the Board, community partners, and fellow staff members in the two years he has been with the Health Department. That it has been a wonderful experience working with people who are so focused and dedicated to the Health Department's mission.

Item 2: President Sashko stated that on August 17, 2020, he sent a message to the Board concerning the financial difficulties at the County level and some of the needs and changes that had to occur as a result. At their meeting on August 11, 2020, the County Board approved making the three remaining fixed holidays for 2020, Labor Day, Thanksgiving Day, and the day after Thanksgiving, unpaid across the County. He reiterated from his August 17th message, that this is NOT across the County. The Board's Executive Committee met with Mark Pfister on Friday, August 21, 2020, and concurred with his plan and are asking for the Board's concurrence. He then provided the following brief stats: there are approximately 2,800 County employees; the Health Department represents close to 1,000 of those leaving approximately 1,800; the Health Department has very few union employees, less than 30; only 5 of the 15 union units representing the County's union employees have agreed to the three unpaid holidays; this creates an unfair burden on the Health Department's workforce as they are predominantly non-union; when the County's union employees are carved out of the 1,800, there are only 720 employees across all spectrums of the County that would be affected by the County Board's decision. He understands and respects what the County Board is going through in attempting to navigate the current financial difficulties of a very large organization, but he is concerned that the majority of the collective bargaining units will have no vulnerability, or culpability, or participation in what is an unprecedented situation. On Monday, August 28, he, Mark Pfister, Chair Hart, County Administrator Gibson, and Member Carlson are going to meet to discuss some options. The plan arrived at by the Executive Committee and Mark at their August 21, 2020 meeting would be to inform the Health Department's workforce that Labor Day and the day after Thanksgiving would not be a paid holiday, but that staff would be paid for Thanksgiving. For those Health Department staff on the lower end of the pay scale, the loss of Thanksgiving and the day after Thanksgiving would mean two unpaid days within one week. Thanksgiving would be paid for through a budget savings as a result of recent reductions in workforce. He is also very concerned about this, as there has already been one attempt by organized labor to approach staff and offer protection

against unpaid holidays and those types of benefits. The Health Department would also suffer the loss of \$77,543.07 per day in revenue which compounds the loss it would incur due to the loss of reimbursements for staff not working. Mark Pfister reiterated for the Board's understanding that Health Department staff would not get paid for Labor Day and the day after Thanksgiving, but they will be paid for Thanksgiving Day because he and the Executive Team want to give thanks to staff on Thanksgiving Day for all their hard work and efforts towards the COVID-19 response and everything they do day in, day out, and asked for the Board's concurrence. President Sashko then asked if any member has any objection to the Executive Committee's concurrence and recommendation of Mark's plan, and if none, they will keep this moving forward and will keep the Board informed.

16. Executive Session**16.1**

Personnel Matters - Sashko

President Sashko informed that Board that Legal Counsel has advised that the matter to be discussed does not meet the requirements of a closed meeting, which is why he addressed it under New Business, therefore this Executive Session is not needed.

This matter was presented

17. Adjournment

President Sashko adjourned the meeting at 7:30 p.m.