

**DeKalb County Board of Health  
Regular Meeting Minutes  
May 26, 2016  
3:00 p.m. – 4:00 p.m.  
Bohan Auditorium**

**Board Members Present**

Delphyne Lomax  
Jacqueline Davis, Vice Chair  
The Honorable Edward Terry  
Vasanne Tinsley, EdD  
Camara Phyllis Jones, MD, MPH, PhD  
Clyde Watkins, MD

**Board Members Absent**

The Honorable Jeff Rader, Chair

**Staff and Guests Present**

S. Elizabeth Ford, M.D., M.B.A., District Health Dir.  
Veronica Jones  
Brenda K. Smith  
Dianne McWethy  
Paula Renee  
Dr. Runa Gokhale  
Jessica Grippo  
Elise Mantel  
Stefani Carter  
Aretha Williams  
Sedessie Spivey  
Dr. Dwayne Turner

Althea Otuata  
Jackie Hill  
Sentayehu Bedane  
Mandy Seaman  
Letha Baines  
Bernard Hicks  
Chad Watkins  
Patricia Joseph  
Johnnie Tullock  
Zipatly Mendoza  
Felicia Jones  
Shequoia Harris

**The regular meeting of the DeKalb County Board of Health was called to order by Board Vice Chair Jacqueline Davis at 3:10 p.m.**

**Approval of Board Meeting Minutes**

The minutes of the of the March 24, 2016 were unanimously approved following a motion by Vice Chair Jacqueline Davis that was seconded by Mayor Ted Terry.

**Approval of the Proposed FY2017 Annual Budget**

**Budget Discussion**

**Electrical Vehicles**

Mayor Terry raised a question regarding fleet pricing for a lease/purchase of electrical vehicles for the BOH compared to the purchase of gasoline powered cars. Dianne McWethy explained costs identified to date were higher than expected and the Finance department is exploring further options to present as alternatives. Further discussion centered on the building of stations from the ground up; alternate charging stations, and state limitations on procurement.

Mayor Terry asked to see the research options and asked for clarification of the limitations placed by the state. Dr. Ford offered that the county uses electrical vehicles; however, the BOH would have to figure out the logistics of access to their charging stations. Dr. Ford also questioned if it would be more economically feasible to charge the vehicles elsewhere. Mayor Terry offered that the average charging station is about \$7,000.00 to build.

**Fringe Benefits**

Dr. Ford explained that previous retirees received very generous retirement packages that cannot continue to be carried fiscally. Mayor Terry asked if there are other retirement options or if all employees have the same retirement plan; also if the state is seeking a higher financial investment in the short term? Dr. Ford explained that employees are offered various programs except for hourly employees.

Dr. Camara Jones followed up by asking what is the proportion of BOH full-time staff as compared to hourly staff. Dr. Ford answered explaining BOH full-time employees is about 432 and hourly is a little over 100. Further, as a majority of the full-time depart, the agency is beginning to hire more hourly staff in an effort to realize savings. Dr. Ford added some individuals enjoy the flexibility of an hourly schedule, but if you have a family most people are used to having benefits. Alternatively, if you are a family and the spouse has benefits it may not be a significant concern. Dr. Ford also personally expressed apprehension that sometimes an hourly employee may not bring the sense of attachment and commitment to the agency.

Dr. Vasanne Tinsley asked if staff hours impacted program delivery. Dr. Ford answered in the affirmative explaining that once staff reach a certain number of hours they have to stop. Federal rules can pose challenges for anyone trying to get work done in a 40-hour work week system with only 29-hour work week staff.

Vice Chair Davis offered that beginning in December hourly workers are to receive overtime pay. Dr. Ford acknowledged and responded the BOH is closely monitoring the hourly staff to ensure time is not exceeded.

Dr. Camara Jones mentioned her concern for the pressure being placed on the BOH budget in relation to the mission. Further, the challenge for all managers should be how to structure work plans so that the agency can have full-time staff with benefits.

### **Retirement**

CFO Brenda Smith said that the state has recently moved to a 401K program that will eventually bring the rates down but in the meantime, we are still paying for the fact that the pension is underfunded. Dr. Watkins indicated his concern and asked if there would be some guidance afforded from the state? Dr. Watkins suggested the state should be able to project and give some idea when the fiscal "leveling off" would begin. Dr. Watkins further stated, we don't know what the number is but at some point you know when you are going to get most of the retirement payments, and you're going to hit the curve. Dr. Ford suggested that information was forthcoming, but could not say when.

Vice Chair Davis asked if the agency has considered the impact of raises and overtime salary rates will affect the budget discussion? Dianne McWethy responded by offering that government employees are allowed to carry compensatory time; further, it is going to change the number of board of health positions that become classified as non-exempt. McWethy explained, the only time we have to pay is if a non-exempt employee leaves the agency and has a certain amount of hours of compensatory time. With an exempt person, there is no pay.

The Proposed FY2017 Annual Budget was unanimously approved following a motion by Dr. Watkins and seconded by Dr. Vasanne Tinsley.

### **Announcements**

Congratulations to the Marketing and Business Development Division Director Vickie Elisa on her retirement after giving 30 years of service to the Board of Health. Dr. Ford expressed gratitude for Vickie's work and spoke of her retirement celebration.

The annual volunteer appreciation day was held at the Callanwolde Fine Arts Center. Dr. Karla Drenner spoke on the importance of volunteering; heartfelt gratitude was expressed for Chair Jeff Rader hosting the event. The board members received a gift for their volunteer efforts and service on the Board of Health.

Jacquelyn A. Daniel received her 20-year service award.

**Financial Status** A copy of the Financial Status Report was reviewed while CFO Brenda Reid provided a verbal summary.

**Public Comments**  
No public comments.

**Board Comments**

Dr. Camara Jones shared concerns that BOH should consider taking a lead on issues of health in the U.S. and sustainable development goals. Dr. Jones said it is important for the BOH to think about how it can we work with other sectors and that she would be happy to bring information back for the Board to consider.

Mayor Terry shared that the City of Clarkston recently discovered an area of illegally disposed tires which could have been a breeding ground for mosquitoes in the area due to pooling water. To his understanding tires are a good place for mosquitoes to breed and open air tire shops are health hazards, he encouraged jurisdictions in the county to ask their code enforcement officers to take another look at all tire shops and auto repair shops to ensure rules were being followed to avoid such incidents as we enter the Summer.

Dr. Ford introduces the new board assistant Erica M. Brooks.

**Adjournment**

Vice Chair Jacqueline Davis motioned to adjourn. The motion was seconded and approved by Mayor Terry at 4:22PM.

Respectfully submitted,

Approved by:

Erica M. Brooks  
Recording Secretary

Jacqueline Davis, Vice Chair