

**DEKALB COUNTY BOARD OF HEALTH
MINUTES OF EXECUTIVE SESSION
April 12, 2016**

BOARD OF HEALTH MEMBERS PRESENT

Christina Jones, RN, MS – President
Celeste Latham – Secretary
Heather Breuer, DMD
Roger Faivre
Ronald Feldmann, MD
LeAnn Gruber, DVM
Mayuri Morker, MD

BOARD OF HEALTH MEMBERS ABSENT

Ruth Anne Tobias – Vice President
Maria Caudillo
Keith Foster, JD

STAFF MEMBERS PRESENT

Jane Lux, Public Health Administrator

The Board of Health entered into Executive Session at 8:02 PM for the purpose of discussing Collective Bargaining Update under Subsection Number 2, Employment Matters – Administrator Appointment – under Subsection Number 1, and Biannual Review of Executive Session Minutes, under Subsection Number 21, all of Section 2 (c) of the Open Meetings Act.

DISCUSSION

1. Collective Bargaining Update

Mrs. Lux reported that the negotiating teams for AFSCME and the Health Department have had three meetings: On February 9, the union gave us their initial proposals. On March 10, we gave the union our response and our proposals. Our proposals included a clean- up to remove all references to Home Care and other clarifications of language; an option of reimbursement for use of personal cell phones for work for field staff; two proposals for future hires only to reduce future financial liabilities, including reducing maximum vacation days and maximum days of sick leave payout upon retirement according to IMRF; postponement of unused leave time payout upon retirement to reduce accelerated IMRF payment liability; and removal of the 20 percent cap on increases in health insurance premiums. The last two proposals were consistent across all three County bargaining groups. On April 11, the union gave counterproposals. The next meeting was left unscheduled until further discussion with the County Administrator.

2. Employment Matters – Administrator Appointment

Celeste Latham, Personnel Committee Chair, stated that the personnel committee recommended the appointment of Lisa A. Gonzalez, MPH, to the position of Public Health Administrator, with a start date of June 1, 2016. Mrs. Latham gave an overview of Mrs. Gonzalez's experience and qualifications. In addition, the Personnel Committee recommended a compensation package with an annual salary of \$112,188, eligible for 2016 salary adjustment that the Board of Health will vote on for management staff (retroactive to start date); contribution to Deferred Compensation in accordance with County Department Head policy; benefits package in accordance with Health Department and County policies with exception of contribution to deferred compensation in place of reimbursement for unused unpaid sick leave days upon retirement as defined by IMRF. In addition, in accordance with Mrs. Gonzalez's request to consider an accelerated

vacation time schedule: Fifteen (15) working days vacation beginning year two (2) through completion of year nine (9), with remaining schedule per policy. The offer was contingent upon a Background Check which was completed on March 30, 2016, with no disqualifying offenses found. Lastly, while it is not required (it is strongly preferred), the Board of Health would like Mrs. Gonzalez to obtain the Certified Public Health Administrator certification, and will consider an extended timeframe (within first four years) to accomplish this.

Mrs. Latham reported on the three references she received for Mrs. Gonzalez, all positive.

In conjunction with the leadership transition, Mrs. Lux submitted her letter of resignation. She offered to continue her employment with the Health Department after retirement as a part-time temporary Administrative Consultant, in accordance with the rules for employment under the Illinois Municipal Retirement Fund, on an as needed basis as determined by the new Administrator, and in accordance with her availability, and at her then-current salary.

3. Biannual Review of Executive Session Minutes

The Board discussed the recommendations of Mrs. Lux regarding the release of three (3) Executive Session Meeting Minutes, and reviewed the rationale for others to remain closed. The Board then discussed four (4) audio verbatim recordings that could be destroyed, as it has been at least eighteen (18) months, and there are written minutes that have been approved.

Celeste Latham, Secretary
DeKalb County Board of Health
Executive Session Minutes
April 12, 2016