

POLK COUNTY BOARD OF COMMISSIONERS
TUESDAY MEETING MINUTES
October 29, 2019

1. At 9:00 a.m., Commissioner Pope declared the Tuesday meeting of the Polk County Board of Commissioners in session. Commissioner Mordhorst and Commissioner Ainsworth were present.
2. **MINUTES** : **COMMISSIONER AINSWORTH MOVED, COMMISSIONER MORDHORST SECONDED TO APPROVE THE MINUTES OF OCTOBER 22, 2019.**

MOTION PASSED UNANIMOUSLY.

3. **PUBLIC HEALTH UPDATE**– Kristty Polanco, Public Health Director, informed the Board that they have eleven employees within Public Health and they are actively recruiting for a home visiting Nurse. They have six employees as of Friday in the Jail, and three contractors.

They started working on the Public Health Modernization Initiative back in 2015 which was the framework to get every Oregonian the same basic access to public health services. With recent legislation there was \$15,000,000 allocated just for Public Health Modernization which allowed every county in Oregon to receive some local funding, in addition to regional funding that was allocated. We still continue to partner with Marion County with those regional funds but we also have some local funding that we are focusing on Polk County with. Some of the focus is looking at policy and procedures to make sure that everything is aligning with quality assurance and that we are providing the most access for the most people and that we are being equitable and culturally responsive. Also to continue to focus on communicable disease and prevention, education and outreach around that. There are a lot of trends surrounding communicable disease such as gonorrhea, chlamydia, and syphilis. Tuberculosis has been fairly stable but Marion County has seen a huge ride this year so we are watching that closely. Today will be the first day they will be providing education in the jail for males and females around infectious disease. They will highlight preventative measures and give them resources around the community so when they do get released they know where to find that information.

The community health assessment was completed in January of 2019. There were some strategy issues identified that fed into the community health improvement plan. This was unfunded work but it is a priority because it is so important. She has been working with her counterpart in Marion County, Katrina Rothenberger, and they have reached out to all the health systems in Marion & Polk and approached them about collaborating more closely around the community health improvement plan. As of last week they have all agreed to put in to fund a regional coordinator that can help move this work forward.

There were changes in the funding for the Tobacco Prevention and they are now focusing on the indoor clean air act. There was a vaping ban on flavored vaping products but the court of appeals granted a temporary stay on the rule. We are focusing on youth education and they will partner with Fire & EMS, school districts, West Valley and Western Oregon to leverage our outreach education for the youth. Providers need to report if they have seen any vaping related illness or death, which they have not seen yet in Polk County or Marion County. Commissioner Pope asked how much FTE we are investing in tobacco prevention. Ms. Polanco said she is not sure but said it is about \$15,000 for two years.

4. **NON-LISTED ITEMS** - (Pursuant to ORS 192.640, the Board of Commissioners considered the below identified non-listed items.)

- a) **PERFORMANCE APPRAISAL FORMS** – Matt Hawkins, Administrative Services Director, had previously spoken to the Board about changing the rating system on the employee evaluation forms and he was directed to speak with other Department Heads and get their feedback and then bring them back his findings and recommendations. He said the majority of the feedback he got was requesting that we go down to four ratings. We currently have outstanding, above average, satisfactory, needs improvement, and unsatisfactory. They would like to change it to outstanding, above average, satisfactory, and needs improvement. Commissioner Pope asked why there needs to be an above average and outstanding. Mr. Hawkins responded that there were many people who strongly believe that there should be a way to tell an employee they definitely were above satisfactory but also there is still a level above that which is outstanding. He also stated that he tried to make sure the supervisors know that whatever they rate the employee the narrative has to match that.

BY CONSENSUS, THE BOARD APPROVED THE STAFF RECOMMENDED CHANGES TO THE PERFORMANCE APPRAISAL EVALUATION FORM.

Commissioner Ainsworth adjourned the meeting at 9:27 a.m.

Minutes: Ciera Atha
Approved: November 12, 2019