

**Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting**

The Chatham County Board of Health held its monthly meeting on Monday, April 26, 2021 by GoToMeeting.

Present

Carol Reitz-Barlow, MSN, RN, CCRN, Chair
Tammy Lynn Morris Lloyd, MD
Franklin Gomez Flores, Commissioner
John Kessler, PharmD
William Roscoe, OD
Marcia Herman-Giddens, PA, MPH, DrPH
James O'Keefe, P.E.
Karen Barbee, EdD
Stephanie Freese, DVM

Staff

Mike Zelek
Vicky Guetgemann
Anne Lowry
Zach Deaton
Beth Dickens
Zachary Horner
Casey Hilliard

Absent

Lewis Lampiris, DDS, MPH, Vice Chair
Judith Malone, RN

Welcome and Call to Order

Chair Reitz-Barlow called the meeting to order and greeted everyone.

Introductions

Mike introduced Dorothy Rawleigh in her new role as the Health Promotion & Policy Division Director. He mentioned that she was selected after a comprehensive search including internal and external candidates. Since 2014, Dorothy has served as the Child Care Health Consultant at the health department.

Disclosures of Conflicts of Interest

None were noted.

Meeting Agenda

Chair Reitz-Barlow presented the 04-26-21 Meeting Agenda for consideration.
Chair Reitz-Barlow requested an approval of the Meeting Agenda.

**Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting**

Motion

Dr. Kessler motioned to approve the Meeting Agenda; this was seconded by Dr. Herman-Giddens. The motion carried unanimously.

Consent Agenda

Chair Reitz-Barlow presented the 04-26-21 Consent Agenda.
Chair Reitz-Barlow requested an approval of the Consent Agenda.

Motion

James O'Keefe motioned to approve the Consent Agenda; this was seconded by Dr. Herman-Giddens. The motion carried unanimously.

Public Input

None.

Health Director Report

Mr. Zelek reported that Dr. Rathika Nimalendran, Piedmont Health Services (PHS) Medical Provider and the public health department's (HD) contracted Medical Director as part of the health department's partnership with PHS, will be relocating and stepping down from her position. The health department will be working with PHS to find a Medical Director replacement.

Mr. Zelek reported that Rebecca Pugh, Maternal Health Program Coordinator, has resigned and will be taking a position as a School Health Nurse.

Mr. Zelek mentioned that he and Chair Reitz-Barlow discussed Board of Health members' licensures and many of the Board's seats require a licensure, per State Statutes. He said that Ms. Reitz-Barlow requested a review of the Board's licensures to ensure that the members are meeting the requirement.

Mr. Zelek reported that at least two-thirds of the health department's staff are back in the office and the rest of the staff will be transitioning back the week of May 3rd, 2021.

He mentioned that at this point, staff have had the opportunity to get vaccinated, there is a downswing in cases, and staff will continue to wear masks in the office, practice the 3 W's and implement measures to keep everyone safe and healthy.

Mr. Zelek informed the Board that staff will be coming in at least two days a week and will transition to at least three days a week depending on their position, as some will be required to be in the office five days a week.

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

He said that the health department as well as other departments are coordinating the re-opening of the lobbies in Pittsboro. He mentioned that the clinic in Siler City has remained open throughout most of the pandemic.

Mr. Zelek said that the health department has really benefited from having six NC National Guard members that have been helping with vaccination efforts, including two medics on hand at several of the health department's vaccination events to vaccinate along with the HD Team and Nurses. He mentioned that with the slow-down in vaccination efforts, the NC National Guard will not be available after May 1, 2021. He acknowledged how much the HD benefited and how grateful he is for the support they have provided over the last few months.

Mr. Zelek said that the Environmental Health Division has switched to a new platform called "OpenGov" to track cashiering applications and permit issuance as a result of the cyber attack, and it looks to be promising in terms of increasing efficiency and coordination between the different departments.

Mr. Zelek said that the Licensed Child Care Immunization Compliance Policy, 08-09, revisions on the Consent Agenda were put on hold due to COVID-19 vaccination efforts. He said that Ms. Rawleigh worked closely with the clinic staff to update that policy during her former role. He mentioned that the main change in the policy was to move tasks from the Child Care Health Consultant position to the Immunization Coordinator Tracking position in the clinic. Mr. Zelek stated that it will be a coordinated effort between the Child Care Health Consultant who still will be working closely with the Licensed Child Care Facilities along with the Immunization Tracking Coordinator position and the Immunization Nurse.

Reports

Covid Update

Mr. Zelek provided an update on COVID-19 cases, trends and vaccination efforts. He reported that trends show that cases have declined for their peak earlier in the year. The health department uses the same measure that the CDC uses, which is the number of cases per 100,000 residents in the last 7 days, which is currently around 70 in Chatham County.

Mr. Zelek stated that the health department has put a lot of effort into getting the community vaccinated against COVID-19; however, 1,067 individuals remain hospitalized across the state. At this point, the most important action one can take is to get vaccinated, which includes ourselves, our loved ones, our friends and our community.

Mr. Zelek reported that about 4% of Chatham County COVID-19 tests are positive and there have been 87 deaths in the county to date.

Mr. Zelek reported on the four months of vaccination efforts. He said that this has been a public health intervention unlike any other, particularly in conducting mass vaccinations to get the community

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

vaccinated with a focus on equity, including marginalized communities. The CCPHD has been conducting mobile vaccination and outreach events to reach these populations.

He mentioned that the health department partnered with StarMed, who took over mass vaccination efforts, allowing the health department to conduct mobile events focusing on marginalized communities. The HD is now looking to shift back to the Siler City clinic to have a more stable weekly vaccination option.

Zach Deaton, Clinical and Community Health Services Director, mentioned that the last year and past four months have brought some unique and challenging times, balancing everything from standard operations and normal roles to vaccination efforts.

He mentioned that there is a true sense of optimism and he is proud of the staff and what has been accomplished.

Mr. Zelek reported that at least 43% of Chatham residents that are eligible to receive the vaccine are at least partially vaccinated against COVID-19 and 33% are fully vaccinated. He said that the work continues for outreach and education, including connecting people to appointments.

Mr. Zelek reported that the CCPHD has administered nearly 7,000 doses of vaccines and are one of many providers in Chatham County. He added that the health department as well as other providers have seen a slow down in vaccination requests.

Mr. Zelek presented up-to-date vaccination data in terms of race and ethnicity and the focus to reach out to marginalized communities.

Mr. Zelek presented the vaccination data breakdown to date by percentages for all populations 63.9% White, non-Hispanic/Latinx; 14.7% Black/African American; and 14.4% Hispanic/Latinx. He mentioned that the health department is doing more targeted equity outreach and vaccinations and he is proud and grateful to the CCPHD Team for establishing an equity framework and working hard to implement it over the last several weeks.

Mr. Zelek commended Ms. Raleigh and Ms. Hilliard for the work that the HPP Team has been doing, overseeing outreach and communication efforts during the last four months, including working with a number of community partners and setting up an info-line to take questions and help residents schedule vaccinations.

He mentioned that the CCPHD has worked with volunteers from other departments, organizations, and the community, as well as staff from the NC Division of Public Health to support vaccination efforts. The team has coordinated Chatham Health Alliance Hub Events and given a number of presentations to Community Partners and community members through many channels. The department has also been

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

working with trusted community voices to spread the word to get the COVID-19 vaccine and has updated the community through many media sources.

Ms. Rawleigh mentioned that the HPP Division has provided many presentations along with assisting efforts from the Environmental Health Staff to reach out to businesses and food retailers. She mentioned that HPP has conducted presentations at many settings, such as churches, including African American and LatinX churches, and child care centers.

Michelle Wright, Equity & Community Engagement Lead, and Nellie Benitez, Lead Outreach Worker and Focus on Fathers Specialist, are working with churches in the community and other staff have been working with the schools to develop and share messaging for ages 16 and older who have not been vaccinated.

Ms. Rawleigh said that the health department continues to work on vaccination efforts and strategies to provide outreach education for folks that have not been vaccinated.

Casey Hilliard, Strategic Planning and Development Officer, reported that in addition to outreach education, the HPP team and others have been integral in making sure that priority populations are scheduled for vaccination appointments.

She said that primarily happened through conducting outreach, identifying individuals, getting them interested in the vaccine and signing them up through the health department's vaccine tool.

Ms. Hilliard said the infoline has been conducting direct outreach calls to get folks scheduled for vaccination and works with community partners such as the Hispanic Liaison to share scheduling links. Those organizations can also schedule their contacts to the schedule.

Mr. Zelek mentioned that critical to outreach work is the health department's partners, and it takes a community to vaccinate a community. He stated that public health is really done through partnership, and the results so far are a testament to the community and its partnerships.

Anne Lowry, Environmental Health Director, mentioned that she has worked very closely with many partners and highlighted a few of them.

She mentioned that partnerships are the most important part of the whole process. Staff at the Chatham County Agriculture & Conference Center have been integral throughout the vaccination process. Congregations like Roberts Chapel Missionary Baptist Church in Goldston and Saint Julia Catholic Church in Siler City have contributed. The Chatham County Community Emergency Response Team (CERT) has been at nearly every clinic, providing volunteers for many roles.

Ms. Lowry mentioned that El Vínculo Hispano/The Hispanic Liaison has helped with the clinics as well as Commissioner Gomez Flores.

She thanked everyone for participating in the vaccine events.

Mr. Zelek thanked Board of Health members who volunteered and worked in vaccination clinics. He thanked the Council on Aging, the Chatham Health Alliance, community volunteers and the many non-profit agencies that volunteered directly with the vaccination efforts.

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

Mr. Zelek reported on community feedback, the information line as well as the planning of mobile clinics depending on the vaccine supply week-to-week.

Mr. Zelek informed the Board that there is currently a steady vaccine supply for anyone looking to get vaccinated.

He mentioned that beginning on Friday, May 7th the health department's clinic in Siler City will begin administering the vaccine every Friday.

Mr. Zelek reported that Maia Fulton Black, Population Health Data Scientist, has been working with Ms. Hilliard to map vaccination rates across the county to determine if there are pockets with lower vaccination rates that the health department could work with through outreach to get vaccinated.

Mr. Zelek mentioned the state's website myspot.nc.gov can be accessed to find out where the vaccine is available as well as the type of vaccine that will be administered.

QA/QI Quarterly Update

Beth Dickens, QA/QI Coordinator, provided an update on Quality Improvement/Quality Assurance efforts, QA/QI.

QUALITY IMPROVEMENT REPORT (related to COVID-19)

1. **Mass Vaccination COVID-19 Clinics** – Adding to the COVID Update, the mass vaccination clinics were a great example of QI in action. A plan was prepared for clinic operations, the clinic occurred, the planning team evaluated how clinic operations performed and made some improvement based on their evaluation. This is a QI cycle known as Plan-Do-Study-Act.
2. **Environmental Health** – Mr. Zelek already spoke about Environmental Health's shift to the OpenGov portal in coordination with other departments, which tracks transactions, applications, and permit issuance. The system appears promising in terms of improving efficiencies between EH and Central Permitting when tracking development projects in the County.
3. **Vital Records** – Has begun using a new electronic system from the state. It is called the NC Data Application for Vital Events (NCDAVE). Health department deputy registrars and assistant deputy registrars across the state have been trained and are using it. CCPHD's deputy registrar, Terri Buchanan, and assistant deputy registrar, Celia Brooks, have been trained. Three (3) more assistant deputy registrars are slated to receive the training. Eventually, NCDAVE will connect health department vital records with Register of Deeds Offices, funeral homes, and physicians who sign death certificates. This is a huge project and will take some time to be fully implemented.
4. **Annual Required Employee Training** – In the past, the required trainings were given at quarterly all-staff meetings. About two years ago, annual required training shifted to online trainings so the department did not have to shut down services for half a day and employees could complete the trainings according to their schedules. The Management Team recently discussed how effective this has been and decided it needs to be more comprehensive and interactive. A

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

meeting has been scheduled for early June and will include Human Resources and Chatham Organizing for Racial Equity (CORE) to develop Equity Training. A local organization which works with agencies on racial equity projects through awareness, education, and training, CORE is a wonderful resource in Chatham County.

QUALITY ASSURANCE REPORT

1. **Reaccreditation** – The CCPHD has been granted another year-long extension due to COVID. The next review/site visit is set for the fall of 2022. Therefore, six (6) years of evidence will be collected instead of four (4) years. The reaccreditation assessment tool has been updated to reduce redundancy of evidence and updating in general. There have been a lot of changes to the evidence requirements, and we will work through all this diligently.

EMBRACe Update

Casey Hilliard provided a general update on Equity for Moms and Babies Realized Across Chatham (EMBRACe).

She mentioned that the EMBRACe grant was awarded in January 2020 and ends in December 2021, and the health department will be asking for a three-month extension due to COVID-19. Ms. Hilliard said that as the team works on this project, they realized how much the focus is on system alignment and how much time and effort that takes.

She mentioned that for System Alignment, important components are Collaborative Governance, Community Engagement, Data Sharing, and Innovative Revenue Streams.

1. **Collaborative Governance:** Building a structure that can work together towards shared goals, shared decision making, and leadership, formalizing some of the partnerships that were brought together for this project such as Chatham Hospital, UNC Family Medicine, Chatham County Public Health Department, Department of Social Services and Piedmont Health Services. Chatham Hospital and Dr. Andy Hannapel approached the team to support them, particularly to begin shifting the focus of how they can work together to build an infrastructure or a governance structure that could last beyond the grant.

Ms. Hilliard mentioned that in March 2021, EMBRACe began a nine-month process with the goal of developing a partnership agreement that everyone in the group will sign onto and build a shared vision and mission along with group norms, values and principles; decision-making and shared leadership; sharing data, communication, roles and responsibilities of the group. Additionally, each person in the group will work on building something that will last beyond EMBRACe and its purpose will serve much more than the EMBRACe Project.

Community Engagement – Formalized partnership with Chatham Organizing for Racial Equity. Community Engagement is fundamental to hearing the voices of the community and building the work around them. Working with CORE acknowledging that power needs to be shifted.

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

Ms. Hilliard mentioned the first action with CORE was a virtual community conversation panel to talk about birth inequities in Chatham County and community members were invited to join the conversation.

The next steps are to convene Story Circles with community members and a trainer from Robeson County with the goal of building community with women who will be sharing their birth stories and fostering community leaders through those conversations. This would lead to knitting a narrative together that can really speak truth to power and inform the decisions as they move forward.

Data Sharing – Looking at how we data share across the organization to facilitate coordination and alignment of services. The Data Action Team meets monthly and has representation from staff at all partner organizations who work with the data in their organizations or are familiar with the partnership agreements that are already in place.

Ms. Hilliard said the goal is a comprehensive report that will outline areas of opportunity, opportunities to invest money to create systems and identifying data collection processes as other opportunities for improvement.

Innovative Revenue Streams – Medicaid Transformation has been on hold and is an area that was going to be leveraged for value-based payment reform. They had a Trauma-Informed Communities Project that was grant-funded through a separate collaborative and were able to leverage it to get many of the health department staff and different partners organizations trained. Resources were combined from the Department of Social Services, Chatham Hospital and the health department to work on developing an equity training curriculum that can be offered for free as a mandatory training for all organizations on a quarterly and predictable basis.

The EMBRACe Team helped organize conversations to bring lactation services to Chatham Hospital by partnering with WIC services and through a shared the position with Piedmont Health Services (PHS).

Ms. Hilliard also mentioned Service Alignment, an area that is more focused on what the team is doing to change practices to achieve equitable birth outcomes. She mentioned that the team is looking at the Equity Training Curriculum to build something that is lasting across the organizations.

Ms. Hilliard said that the Board was presented with an Organizational Equity Assessment and updated on this work last fall. She mentioned that EMBRACe has an Equity Action Team with representation from partner organizations and are taking the results from the assessment and looking at opportunities for systems-level change. One potential area is hiring practices, and looking into equity, inclusion and diversity in each organization's hiring practices and what improvements can be made utilizing data.

**Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting**

Ms. Hilliard mentioned that another EMBRACe focus area was the Social Determinants of Health screening and referrals and that they did some related work last summer. She mentioned that they are looking at NCCARE360 as a potential referral tool that they could adopt to help improve referrals.

Ms. Hilliard reported that the team is working with the Chatham Health Alliance on a pilot project to see if they can identify a couple of organizations that will adopt the platform for sending referrals and see if that can facilitate better communication between the organizations.

Ms. Hilliard informed the Board that DSS and PHS WIC are spearheading a project through EMBRACe looking at screening and referral for WIC services to reduce disparities and outcomes.

She reported that they are convening a coordinated services action team so they can look at other opportunities for coordinating services. She said the group recognizes that introducing new services at this time would be jumping ahead of the community engagement work, but knowing where the opportunities and existing services are can help facilitate better coordination.

Ms. Hilliard mentioned the successes of coordinating existing services; however, they have slowed down because they want it to be a community-led action and are purposely trying to engage with the community to understand what their needs and priorities are, with the goal of better outcomes.

System Level Interventions – Making recommendations at the policy level based on what has been learned through this work.

Ms. Hilliard said that as they move forward and look at the data, share, compile and aggregate it, the team will be looking for opportunities to propose policy changes that can have an impact in the community and go beyond clinical partners to topics that they would like to see in the community — all with the goal of supporting the women they serve.

Medicaid Transformation

Mr. Zelek provided a Medicaid Transformation update and said that the state is moving forward with Medicaid Managed Care.

He informed the Board that Medicaid Managed Care is set to begin on July 1, 2021 and it transitions Medicaid from a fee-for-service model to a Managed Care System.

He said that for Medicaid beneficiaries it means that instead of having just Medicaid, there will be multiple Pre-Paid Health Plans (PHPs) that they will be able to choose from.

Mr. Zelek mentioned that there are five different plans in the region that are offered by Managed Care organizations.

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

Mr. Zelek mentioned that as a provider, the health department and other providers are trying to understand this new process.

He said that at the same time, the health department has been talking about clinical transitions for quite some time, including July 2017, when the health department transitioned Adult Health from the health department. Mr. Zelek added that the health department has been talking about other primary care services, specifically Child Health. The CCPHD stopped accepting new Child Health clients in April 2020 in anticipation of a likely transition, pairing with what Ms. Hilliard mentioned about service alignment across providers.

Mr. Zelek mentioned that there are other child health primary care resources in the community and there have been conversations with providers such as Piedmont Health Services — which has the capacity to take on the health department’s child health services — to ensure that the clients have a smooth transition to another provider should the CCPHD divest of these services.

Mr. Zelek mentioned that the health department and the Board of Health’s Clinical Services subcommittee will be meeting to discuss this in detail in mid-May and then present it to the full Board at the May 24th meeting.

He shared that conversations about this transition were on hold due to COVID-19, along with Labor and Delivery Services coming to Chatham in early fall 2020 and the October 2020 a cyber-attack, followed by COVID vaccination efforts.

Mr. Zelek mentioned that the Maternal Health Nurse position has become vacant in addition to the Child Health Nurse position. He said that Medicaid Transformation is on the horizon, making this an opportune time to return to this conversation.

Mr. Zelek stated that Medicaid Transformation forces providers, especially health departments, to look and see if they are providers or not. He said health departments are halfway in, halfway out for child health services.

Mr. Zelek mentioned that the Medicaid Managed Care open enrollment is underway. Beneficiaries can select their plans during open enrollment, but auto-enrollment takes place in mid-May for those who have not selected a plan.

He shared that even though this has not been taken formally to the Board yet, the health department must begin pre-notifying Child Health clients that a transition in services is being considered so they can select a plan that it is accepted by another provider in the county.

Mr. Zelek reported that only about 3% of Medicaid beneficiaries in Chatham County have selected a plan, a number consistent with state figures, and most beneficiaries will auto-enroll in a plan.

Mr. Zelek mentioned that in the interim the health department is looking to pre-notify its clients of this potential transition so it can share information with them on how to select a plan that is accepted by another provider. If the Board of Health is amicable to it, Mr. Zelek said, health department leadership will discuss with the clinical services committee and then the full Board in late May to potentially transition out of Child Health Primary Care by the end of June in advance of Medicaid Transformation taking effect.

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

Mr. Zelek said that he has spoken with Chair Reitz-Barlow and Dr. Lloyd, who are very experienced on the subject and are dealing with Medicaid Managed Care. He said that state consultants he has spoken with recommended this approach as the best way for the health department to move forward, given all that is going on with Medicaid Transformation, where the health department is with this service and how it can best support its clients.

Mr. Zelek mentioned that he is bringing it to the Board in advance of the upcoming conversations and meeting with the Clinical Services subcommittee to answer any questions or concerns that the Board may have.

Old Business

None.

New Business

Board of Health Employee/Partnership Nomination Awards

Chair Reitz-Barlow mentioned that the award presentations are a way to recognize how much work the health department has done over past year, and there are many community partners to choose from as well.

She said that a small committee needs to be formed to review nominations and decide on an employee of the year as well as a partnership of the year.

Commissioner Gomez Flores, Dr. Lloyd and Dr. Herman-Giddens volunteered to participate in the nomination committee.

Chair Reitz-Barlow shared a thought that was brought up for consideration to nominate the entire health department staff as the employees of the year since they have done such great work over the past year.

All nominations need to be submitted by May 31st and will be turned into the Board of Health Nominating Committee to review and submit their recommendation on June 7th.

Board of Health Re-Appointments and Upcoming Seat Vacancy

Chair Reitz-Barlow mentioned that she, Dr. Lloyd and Dr. Roscoe are up for reappointments and all three agreed to serve on the Board for another 3-year term. The recommendation for reappointment will be sent to the Board of Commissioners for approval.

Chair Reitz-Barlow mentioned that Dr. Kessler will be going off the Board after serving a total of 11 years, first filling in a mid-term vacancy and then being reappointed to three full terms.

She mentioned that the upcoming Pharmacist seat vacancy will be advertised.

Meeting Discussion Information Items
Chatham County Public Health Department
Monday, April 26, 2021
Virtual Meeting

Chair Reitz-Barlow mentioned that Dr. Lampiris will not be serving another term on the Board after October 2021. The application process to fill the Board of Health Dentist seat will open in August 2021.

Motion

Dr. Freese motioned to make a recommendation to the Board of Commissioners to reappoint Ms. Reitz-Barlow, Dr. Roscoe and Dr. Morris Lloyd to each serve another 3-year term on the Board of Health; this was seconded by Dr. Herman-Giddens. The motion carried unanimously.

FY 21/22 Board of Health Officer Slate Recommended (Committee Chair/Vice Chair)

Chair Reitz-Barlow mentioned that she has served as the Chair of the Board for quite some time and this is the time of the year when the Board's Officer Slate is Recommended for the Chair/Vice Chair. She mentioned that a Board subcommittee needs to be formed to contact Board members to see who is interested in serving in the Chair and Vice-Chair positions.

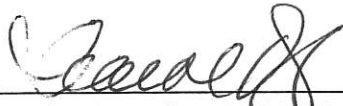
Dr. Freese and Dr. Lloyd mentioned that they would be interested in possibly serving in the Vice-Chair position.

Commissioner Gomez Flores, Dr. Herman-Giddens and Dr. Kessler will work together as a committee to identify a Board of Health Chair and Vice-Chair.

Adjournment

Motion

Dr. Freese motioned to adjourn the meeting; this was seconded by Dr. Roscoe. The motion carried unanimously.



Carol Reitz-Barlow, MSN, RN, CCRN – Chair



Secretary Ex-Officio
Michael Zelek, MPH, Health Director