**Local Health Personnel Employment Council**

**Meeting Minutes**

**November 4, 2015**

**Council Members Present:**

Amanda Cloyd

Jennifer Woods

Melony Stephenson

Dr. Ellis- via telephone

**Others Present:**

Ron Horseman, Local Health Personnel

Krista Hamilton, Local Health Personnel

Debbie Garrison, Local Health Personnel

Jason Boling, Local Health Personnel

**Others Present via ITV:**

Rebecca Baird, Green River District Health Department

Lisa Paul, Green River District Health Department

Valerie Roby, Green River District Health Department

Bobbie Crider, Harlan Co. Health Department

Hope Clem, Harlan Co. Health Department

Teresa L. Hunter, Bell Co. Health Department

Robin Fuson, Bell Co. Health Department

Cynthia Rice, Whitley Co. Health Department

Martha Steele, Whitley Co. Health Department

Pam Godby, Lake Cumberland District Health Department

Wilma Munsey, Lake Cumberland District Health Department

Andrea Renfrow, Bullitt Co Health Department

Frances Foster, Bullitt Co. Health Department

Kent Koster, Purchase Health District

Elizabeth Smithson, Purchase Health District

Billy Pitts, Marshall Co. Health Department

Paula Thornberry, Little Sandy District Health Department

Dana Childers, Madison Co. Health Department

Lori Krutson, Madison Co. Health Department

Stephanie Hays, Calloway Co. Health Department

Candice Selph, Three Rivers District Health Department

Jordan Davis, Lincoln Trail District Health Department

Lisa Pollock, Lincoln Trail District Health Department

Sara Best, Lincoln Trail District Health Department

Stephanie martin, Laurel County Health Department

Clay Carroll, Laurel County Health Department

Thursa Sloan, Floyd Count Health Department

Julie Bush, Johnson County Health Department

Deana Wells, Johnson County Health Department

Diane Miller, Lincoln County Health Department

Teresa Troutman, Lincoln Count Health Department

Lisa Pendleton, Montgomery Co. Health Department

The meeting was called to order at approximately 1:00 P.M.

**OLD BUSINESS:**

Amanda Cloyd asked for a motion that the minutes of the meeting held on July, 22 2015 be approved as submitted. Dr. Ellis made the motion to approve and Jennifer Woods seconded and the motion carried.

Debbie Garrison read the appeal updates.

Scheduled Hearings

DAH DAFM 15-001832 Employee appealed dismissal action taken by the Health Department. Hearing Date was scheduled for September 3, 2015 at 10:00 A.M. No further information at this time.

AHB EDAFM 14-3637 Employee appealed a demotion action taken by the Health Department. Original hearing date was scheduled for October 27, 2014. On December 22, 2014 LHP received a Motion to withdraw and for Substitution of counsel. Received a recommended order affirming the agency decision to demote and reduce salary based on reorganization.

**NEW BUSINESS:**

Ron shared LHP employee numbers for the period, 7-22-15 to 11-3-15, from the last meeting until today.

603 applications

119 appointments

9 reinstatements

75 resignations

36 retirements

4 layoffs

Today 2566 employees in the merit system

Ron went over the memo sent out discussing the changes in the compensation plan. There was an issue with some people receiving the attachment in the email. If you didn’t get the attachment, let someone at LHP know and we will resend it. The email has only been sent to the Directors at this time for them to review. The memo was read stating;

Due to the Executive Order of Governor Beshear on June 8, 2015, the Local Health Personnel will implement the following changes effective 11/23/15, to the Local Health Department Compensation Plan. All salary adjustments will need to be made at the local level by entering salary adjustments through the personnel system.

• Consolidate all Grades 5-10 to Grade 10 with a new minimum wage of $10.10 (these have already been increased to $10.10, effective 7/6/15)

• Increase all Grade 10 status employees below $10.61 to $10.61

• Increase all probationary Grade 11 employees to new minimum of $10.40

• Increase all Grade 11 status employees below $10.92 to $10.92

• Increase all probationary Grade 12 employees to the new minimum of $10.62

• Increase all Grade 12 employees below $11.15 to $11.15

• The following classifications will have a grade change:

* 2208 Senior Community Outreach Worker-Grade 10 to 11 (5% increase)

o 2211 Senior Clinical Assistant-Grade 10 to 11 (5% increase)

o 2221 Family Support Worker II/Home Visitor-Grade 10-11 (5% increase)

o 2303 Senior Home Health Aide-Grade 10-11 (5% increase)

Additional Local Health Department Option:

Health Departments may propose to Local Health Personnel other salary changes due to compression based on available resources in accordance with regulation 902 KAR 060, Section 11. These increases may be proposed until July 1, 2016

Example: Request an additional 1% increase to salary of all employees in Grades 13-29, effective first payroll period of FY16. Additional guidance to implement the above changes will be provided by your Local Health Personnel contact.

Ron thanked everyone for attending the regional trainings. LHP received a lot of positive feedback from the survey that was sent out. Agencies liked the face to face interaction and the breakout sessions. If you think of any other information you want to share about the trainings or future trainings, please email that to LHP.

The field was asked if they had questions, requests or suggestions for topics for the next meeting.

Cindy Rice at Whitley County asked if we are going to be providing a supervisory training. LHP is going to try to put a training together and revamping the old training that we can hopefully have ready for spring.

Candace at Three Rivers asked about the new compensation email that was sent out earlier in the day. Ron explained that it was only sent to Directors today. In the next few days we will be sending out more details on entering actions to the HR staff and Directors.

The meeting was turned back to Amanda and a discussion of dates took place. February 10, 2016 was decided on for the next meeting.

At approximately 1:20, Amanda motioned to adjourn the meeting. Dr. Ellis approved and Melony seconded the motion.