

MINUTES AND MEMORANDA  
FINANCE COMMITTEE  
ST. JOSEPH COUNTY DEPARTMENT OF HEALTH

March 24, 2021  
5:00 p.m.  
8<sup>th</sup> Floor, County-City Building

Present at the Meeting:

Heidi Beidinger- Burnett, PhD, MPH	President - Zoom
Michelle Migliore, D.O.	Member - Zoom
Jason Marker, MD	Vice President - Zoom
John Linn	Member - Zoom

Also Present at the Meeting:

Robert Einterz, MD	Health Officer
Mark Fox, MD, PhD, MPH	Deputy Health Officer
Amy Ruppe	Administrator

**I. CALL TO ORDER**

Dr. Beidinger-Burnett called the March 24, 2021 meeting of the Board of Health Finance Committee to order at 5:00 p.m.

**II. ADOPTION OF THE AGENDA**

On motion made by John Linn, seconded by Jason Marker, and unanimously approved, the agenda for the March 24, 2021 meeting of the Board of Health Finance Committee was adopted.

**III. NEW BUSINESS**

**21-01 Discussion and Vote on FY 2022 Department of Health Draft Budget Request**

Amy Ruppe presented. She stated the budget is being presented a lot earlier so the Department can be ready by mid-June to present. The budget proposes a 3% across-the-board raise. Unit directors are proposed to be paid \$60,000.00 across the board. The HEED director is proposed to be paid at \$65,000.00. This increase in unit directors' pay is around 16%. She noted that there is no need any longer to include an attorney position in the budget because the Commissioners are providing the Health Board's attorney.

Dr. Einterz spoke in favor of the pay increases. He stated the 3% increase across-the-board is fair because there were no raises last year. He stated unit directors, especially the HEED Director, are individuals that are underpaid relative to other counties. The HEED director is an outstanding worker with great credentials, and this position should truly be valued at \$70,000.00.

A Committee member asked if the Department looked to Elkhart County to determine salary increases. Dr. Einterz responded that the Department looked at Marion and Allen County rather than Elkhart County.

Dr. Marker stated the Department does not typically look at Elkhart County to compare because they have more resources than St. Joseph County; he noted the Department has lost employees to them over the years.

A Committee member asked if the Department could provide the comparison information to the County Council before the budget hearing. Dr. Einterz was not sure, but attorney Jamie Woods stated that this information could be provided to the County Council via a memo with all of the relevant information submitted with the budget request.

Heidi Beidinger-Burnett asked if a column was necessary for nursing. Dr. Einterz responded no, the duties of nurses are so diverse from a hospital that a case really can't be made. Dr. Marker agreed that the work of nurses is different in the office versus a clinical setting.

A discussion was had regarding the inability to reward high-performing employees.

Heidi Beidinger-Burnett asked if the Department needs to make new position descriptions to coincide with what the positions' actual duties are. Dr. Einterz stated the previous director wanted all positions revised, and that this needs to be done.

Dr. Einterz stated that as the Health Department works more collaboratively with the City, the HEED department will service City interests often.

On motion made by Dr. Migliore and seconded by John Linn and passed unanimously, the Committee approved the draft of the FY 2022 Department of Health Budget Request.

### **21-02 Discussion and Vote on FY 2022 County-Wide Lead Initiative Draft Budget Request**

Dr. Einterz stated the Department will use excess funds to add supplies or personnel. The proposed budget keeps the status quo. The Department has a \$500,000.00 balance in the lead fund. Each year the Department gets a new \$200,000.00.

Dr. Beidinger-Burnett asked if the Department can use some of the money to have a lead testing clinic at St. Hedwig. She asked what can be done with the \$500,000.00 to put it into the community. She stated the Department probably cannot hire contractors, but maybe it could have lead testing kits at paint stores. She thinks the Department should consider whether monies can be used for remediation and abatement.

Dr. Marker asked if the Director needs a line item in this portion of the budget and who provides oversight.

Dr. Fox responded the Department initially thought the HEED director should be paid \$70,000.00 due to the HEED director's productivity and responsibility. Dr. Fox would like to reuse proposal and look at the issue as to employees that are working on the lead program.

On motion made by Dr. Marker and seconded by Dr. Migliore and passed unanimously, the Committee approved the draft FY 2022 County-Wide Lead Initiative Budget request, with the understanding it should be subject to further revision.

**IV. TIME AND PLACE OF NEXT COMMITTEE MEETING**

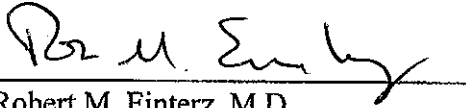
The next Finance Committee meeting is to be determined.

**V. ADJOURNMENT**

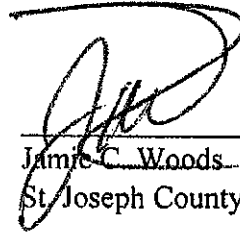
The meeting was adjourned at 6:00 p.m.

ATTEST:

Respectfully submitted,



Robert M. Einterz, M.D.  
St. Joseph County Health Officer



Jamie C. Woods  
St. Joseph County Attorney