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BOARD OF HEALTH SPECIAL MEETING

November 24, 2020

5:15 p.m.

A special meeting of the Board of Health was held on Tuesday, November 24, 2020. The purpose of the meeting was for the Board to interview applicants for the open position of Health Commissioner.

Board Members Present:

Terry Bell
Chief Clark J. Crago
Patrick Macedonia, M.D.
Jean-Philippe Rigaud

Staff:

Kelly Wilson, Fiscal, Grants & PI Officer
Jodi Norris, Director of Fiscal and Admin.

Absent: N/A

Prosecutor:

Attorney Shawn Blake

Guests:

See sign-in sheet

CALL TO ORDER

Mr. Bell called the meeting to order at 5:15 p.m. Roll call was taken and the Pledge of Allegiance was recited.

PUBLIC PARTICIPATION

There was no public participation.

Mr. Bell then turned the meeting over to the chair of the personnel committee, Mr. J.P. Rigaud.

<i>Action</i>	<i>Motion to Enter Executive Session</i>	<i>Vote Detail (Roll Call)</i>
Motion-2020-174	Mr. Rigaud moved and Chief Crago seconded a motion to enter Executive Session for the purpose of continuing the hiring process for the health commissioner. The following staff members were	1 st - Rigaud 2 nd - Crago Bell - Aye Crago - Aye Macedonia - Aye



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	requested to be present: Jodi Norris and Kelly Wilson. Attorney Shawn Blake’s presence was also requested. Motion passed unanimously.	Rigaud - Aye
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<i>Action</i>	<i>Motion to Return to Regular Session</i>	<i>Vote Detail (Roll Call)</i>
Motion-2020-175	At 5:51 p.m., Chief Crago moved and Dr. Macedonia seconded a motion to return to Regular Session. Motion passed unanimously.	1 st - Crago 2 nd – Macedonia Bell - Aye Crago – Aye Macedonia - Aye Rigaud – Aye

Mr. Bell turned the meeting over to the Chair of the Personnel committee, Mr. J.P. Rigaud. Mr. Rigaud reported that the Board entered began the search process shortly after the termination of Nicole Balakos on September 10th. The Board worked closely with the staff to establish a revised job description for Health Commissioner. The position was advertised in all three major local newspapers, their websites, our web site and Indeed. The position was advertised from September 22 through October 18. Thirteen applications were received. The Board then narrowed them down to three candidates to be considered for the position of Health Commissioner. Dr. Petrola fell ill and the Personnel committee was left with just Mr. Rigaud. Mr. Rigaud then worked closely with the Board and staff and reviewed applications. The three applicants interviewed were Roger Davis, Jr., Andrew Henry, and Dr. Alpa Patel. The applicants were reviewed based on the requirements outlined in ORC 3709.11, as well as what other skills represented what the Board was looking for in a health department leader. All three candidates were interviewed. The committee then requested professional references, potential start dates, as well as expected salary from Davis and Henry. After these were received, the process continued and a second interview was done with Mr. Henry.

<i>Action</i>	<i>Motion to hire Andrew Henry as Health Commissioner for the Jefferson County General Health District</i>	<i>Vote Detail (Roll Call)</i>
Motion – 2020-176	Mr. Rigaud moved and Chief Crago to hire Andrew Henry as the Health Commissioner of the Jefferson County General Health District. Motion passed unanimously.	1 st - Rigaud 2 nd - Crago Bell - Aye Crago – Aye Macedonia - Aye Rigaud – Aye



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Mr. Rigaud spoke about some of the reasons for what made Mr. Henry the ideal candidate. Mr. Henry holds a Master’s Degree in Health and Human Services. He currently serves as Practice Manager at Trinity Health Systems for a team of 12 primary care physician practices and has approximately 75 individuals reporting to him. He fulfills the requirements sought for the position, as well as meets the requirements of ORC 3709.11. Two professional references, as well as one personal reference were received. Consistent throughout all of the references was praise for Mr. Henry’s great communication and listening skills. These are two skills the Board believes are crucial to the role of Health Commissioner. The Health Commissioner is the voice of the Board, as well as the encourager and educator of the public. His work ethic was praised by all three references as well.

Dr. Macedonia said that when Mr. Henry was interviewed the first time, he seemed a bit passive, and nervous. However, during the second interview, he was more aggressive, and showed he could handle stress and controversy. During Mr. Henry’s second interview, a question was posed to him about what his current employer would say about him. He replied they would say, we will miss you and you did a good job. Dr. Macedonia said he had the opportunity to ask some of those people the question and they validated the same thing. They wished him well and knew that this position fit into his career path. Dr. Macedonia said the Board hit him pretty hard in the second interview and he handled himself very well. For Dr. Macedonia, he highly recommends the hiring of Mr. Henry.

Mr. Rigaud reported that throughout the hiring process, it was important to the Board that they include the staff. The Board felt it was crucial and wanted the staff to be on board. Mr. Bell said that he agreed with the comments that had already been made about Mr. Henry, particularly what Dr. Macedonia had said. In his second interview, one thing that he appreciated was that he hesitated for a second or two, gaining his thoughts before he answered the question. Mr. Bell thought his responses were way above board and felt that he did a great job and that they are looking forward to having him on board. Chief Crago stated that he believes he will make a good connection with the community because it is something that is needed right now. Chief Crago also believes he brings as lot of energy to the staff and will help guide them in getting back into a normal routine.

<i>Action</i>	<i>Motion to enter Executive Session to discuss the contract of Andrew Henry</i>	<i>Vote Detail (Roll Call)</i>
Motion – 2020-177	Mr. Rigaud moved and Chief Crago seconded a motion to enter Executive Session to discuss a potential contract for Andrew Henry. Mr. Rigaud requested the presence of Andrew Henry, Jodi Norris, Kelly Wilson and Attorney Blake. Motion passed unanimously.	1 st - Rigaud 2 nd - Crago Bell - Aye Crago – Aye Macedonia - Aye Rigaud – Aye



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<i>Action</i>	<i>Motion to Return to Regular Session</i>	<i>Vote Detail (Roll Call)</i>
Motion-2020-178	At 6:42 p.m., Chief Crago moved and Dr. Macedonia seconded a motion to return to Regular Session. Motion passed unanimously.	1 st - Crago 2 nd - Macedonia Bell - Aye Crago - Aye Macedonia - Aye Rigaud - Aye

<i>Action</i>	<i>Motion to enter into employment contract with Andrew Henry</i>	<i>Vote Detail (Roll Call)</i>
Motion-2020-179	Mr. Rigaud moved and Chief Crago seconded a motion to enter into an employment contract with Andrew Henry with an effective date of January 1, 2021. Motion passed unanimously.	1 st - Rigaud 2 nd - Crago Bell - Aye Crago - Aye Macedonia - Aye Rigaud - Aye

<i>Action</i>	<i>Motion to Adjourn</i>	<i>Vote Detail (Roll Call)</i>
Motion - 2020-180	Mr. Rigaud moved and Chief Crago seconded a motion to adjourn. Motion passed unanimously.	1 st - Rigaud 2 nd - Crago Bell - Aye Crago - Aye Macedonia - Aye Rigaud - Aye

There being no further business before the Board, the meeting was adjourned at 6:46 p.m.

The next regular meeting of the Board of Health is scheduled for Tuesday, December 15, 2020 at 8:15 a.m. in the Trumbull Towers Building, 2nd Floor.

ATTESTED:



Mr. Terry Bell, Board President



Kelly Wilson, Fiscal, Grants & PI Officer