

A Regular Meeting of the Durham County Board of Health was held December 14, 2023, with the following members present:

Roger McDougal, DDS; Gene Rhea, PharmD, MHA; Rosemary Jackson, MD; Mary Braithwaite, MD, MSPH; Anthony Gregorio, MBA; James Miller, DVM; Josh Brown; and Victoria Orto, DNP, RN, NEA-BC

Excused Absence: Commissioner Nida Allam and Darryl Glover, OD

Others Present: Rod Jenkins, Rosalyn McClain, Attorney Al Andrews, Liz Stevens, Jeff Jenks, Lindsey Bickers-Brock, Marissa Mortiboy, Josee Paul, Annette Carrington, Jaeson Smith, and Glenn Martin

**CALL TO ORDER:** Chair Roger McDougal called the meeting to order at 5:01 p.m. with a quorum present.

**PUBLIC COMMENTS:** There were no public comments.

**DISCUSSION (AND APPROVAL) OF ADJUSTMENTS/ADDITIONS TO AGENDA:** There were no adjustments/additions to the agenda.

Dr. Rhea made a motion to approve the agenda. Mr. Brown seconded the motion, and the motion was unanimously approved by the board members as identified in the attendance roster above.

**REVIEW OF MINUTES FROM PRIOR MEETING/ADJUSTMENTS/APPROVAL:**

Dr. Rhea made a motion to approve the minutes for November 9, 2023. Dr. Jackson seconded the motion, and the motion was unanimously approved by the board members as identified in the attendance roster above.

**STAFF/PROGRAM RECOGNITION:**

Mr. Jenkins recognized:

- Commissioner Nida Allam appointment as the new Chair of the Board of County Commissioners.
- Durham County Government Employee Recognition Program held on Thursday, December 14, 2022.

**ADMINISTRATIVE REPORTS/PRESENTATIONS:**

Chair McDougal called for administrative reports/presentations:

**NC LOCAL BOARDS OF HEALTH: THE ROLE AND RESPONSIBILITY TRAINING (*Activity 36.3*)**

Glenn Martin, Instructor, UNC Gillings School of Global Public Health, North Carolina Institute of Public Health provided training on the Roles and Responsibilities of North Carolina Local Public Health Governing Boards.

**Learning Objectives:**

**Objective 1:** Identify the role a board of health plays in carrying out public health core functions and essential services.

**Objective 2:** Discuss the legal responsibilities and authorities of local public health in North Carolina.

**Objective 3:** Describe public health governing structures in North Carolina.

**Objective 4:** Describe the guidelines and expectations for being an effective board member.

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**Summary Information:**

**Legal Authority for Public Health**

This law declares that the mission of the public health system is to promote and contribute to the highest level of health possible for the people of North Carolina and requires each local health department to ensure that the 10 essential public health services are available and accessible.

**N.C. General Statute (G.S.) §130A-1.1 N.C. General Statute (G.S.) §130A-34; 130A-45**

North Carolina law requires each county to provide public health services by operating a county health department or consolidated human services agency, or by participating in a multi-county district health department. Alternatively, a county may form a single-or multi-county public health authority.

**N.C. General Statute (G.S.) §130A-34; 130A-45**

All types of local health departments are governed by local boards of health, which serve as the policymaking, rule-making, and adjudicatory body for the department. In some counties the board of county commissioners serves as the board of health.

**N.C. General Statute (G.S.) §130A-2(4); 130A-35; 130A-37; 130A-43(b); 130A-45.1;153A-77**

Each local health department must have a local health director who has education and experience in medicine, public health, or public administration related to health care, and who exercises legal powers and duties set out in multiple state statutes and rules.

**N.C. General Statute (G.S.) §130A-40; 130A-41; see also 153A-77(e)**

**Roles of Boards of Health:**

- Rulemaking
- Adjudication
- Administration

**Guidelines for Board Members:**

Educate yourself about:

- Your community and its public health status.
- History, goals, achievements, and current situation of BOH and health department.

Meetings:

- Attends board meetings.
- Review all meeting materials.
- Carry out assigned work between meetings.
- Participate in open, constructive dialogue.

Representation:

- Represent public health to the community.
- Speak for the board when delegated.
- Work to link the community to the health department.
- Act as an advocate for public health by maintaining active involvement.

Governing Well:

- Clearly define roles and relationships.
- Operate in a culture of values and ethics.
- Work as a team.
- Think and act strategically.
- Focus on policy priorities.
- Master small-group decision making.

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- Develop and follow protocols for board behavior and board-staff relations.
- Allocate time and energy appropriately.
- Set clear rules and procedures for meetings.
- Understand intergovernmental systems and build productive partnerships.
- Provide oversight.
- Establish and follow protocols.
- Seek out and respond to feedback.
- Model personal learning and development as leaders.

*(A copy of the PowerPoint Presentation is attached to the minutes.)*

**QUESTIONS/COMMENTS:**

**Chair McDougal:** I have a quick question. In one of the slides, you went over you had two graphics, one that had five services that a health department must provide and earlier in the presentation you mentioned that not all counties are even large enough to have a health department, they're health districts and hospitals. I'm assuming those agencies that would be in place of a health department would be responsible for providing those five services.

**Mr. Martin:** Right. Probably your closes district health department to Durham County would be Vance-Granville Health District so for Vance and Granville County they don't have their own individual county health department, but they are part of a health district and so that health district is responsible for providing public health services for those two counties. Probably our largest health district in this state would be Elmore Regional Health District up in the northeastern part of the state. Rod is that maybe seven-eight counties?

**Mr. Jenkins:** It's around eight.

**Mr. Martin:** It's about eight counties that are a part of that district.

**Chair McDougal:** We don't want to hope or hear that those health districts or departments weren't adequately providing those essential services but what would be the repercussions if those services were not provided by a health department or health district?

**Mr. Martin:** I sure it would fall back to the county to work with the state in being able to fulfill that general statue requirement that all counties must have a health department or a district health department structure. Worst case scenario and not being an attorney myself the state may come in and take over until such time as that is put into place because there is a responsibility for all citizens across North Carolina to be afforded those public health services. Do you agree with that Rod?

**Mr. Jenkins:** Totally agree and we've seen it with our sister organization social services when things are not going right, and services are not provided adequately the state would come in and take over until the department got its act together so to speak.

**Chair McDougal:** Thank you. I appreciate that.

**Attorney Andrews:** Good evening. Very good presentation. I apologize for my tardiness. I had two events happening at the same time. One of your slides I think it was around 49 or so talked about provisional services and assurance of services and I think everybody knows this but it just struck me because those are some majors being described like "provide water, provide sanitation" I would say the public health board doesn't do that what you're doing I believe and may be speaking out of turn but this is my understanding is that you are ensuring that those services and monitoring those services are being provided. Specifically, the larger governmental entity and in our case Durham County and in many cases and in this county the city is providing safe sanitary water, sewer is divided between the entities but think it's known but I just want to mention it because I can see people saying "Oh my goodness do we bare responsibility on these major tasks; are we subject to lawsuit for instance and that's not the case for you as a body but of course the county would bear responsibility and what practically and effectively would happen if

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there was some kind of issue of unsafe water I believe the state and because it's water the federal would come in. We may have this in the future, we have enjoyed the privilege of a couple of hundred years, but we could have war at our shores, and this could go away as you can see now and so how do you deal with that and you have larger entities that ensure the delivery of those services, so I just wanted to clarify.

**Mr. Martin:** Yes, that was an excellent point. I think in the slides what they're really talking about is individual water systems such as wells in which your environmental health staff would be involved in the county health departments and on the sewage in that's talking about basically septic tank systems, on-site systems that are depended on the soil to be able to handle the treatment of the waste. Any type of discharge of sewage would actually be a state agency (streams, creeks, rivers) in North Carolina and of course public water supplies are regulated by the state. So excellent point.

Chair McDougal: Again, thank you for the great presentation.

**2023 RESPIRATORY VIRUS UPDATE (Activity 2.3)**

Jeff Jenks, Public Health Medical Director provided the board an update on current state of viral respiratory pathogens in North Carolina and Durham County

- SARS-CoV-2 (COVID-19)
- Influenza
- RSV

**Summary Information:**

- ED visits for COVID-19-like illness, SARS-CoV-2 detection in hospitals, COVID-19 hospital admissions, and SARS-CoV-2 virus detection in wastewater are all slightly up over the past couple weeks.
- ED visits for Influenza-like illness have been steadily up-trending since August 2023 and Influenza detection in hospitals is up-trending since late October 2023.
- RSV detection in hospitals has been up-trending since mid-September 2023.

*(A copy of the PowerPoint Presentation is attached to the minutes.)*

**QUESTIONS/COMMENTS:**

**Mr. Gregorio:** Wonderful presentation Dr. Jenks. That last slide for RSV are we statistically higher I suppose year over year? It seems like a rather large jump...

**Dr. Jenks:** I will pull this back up again. The state doesn't have that data, so they don't show the kind of year over year with RSV. It has been a particularly bad RSV season, but I don't have the data available. It's not at least tracked publicly on the data site.

**Mr. Gregorio:** Thank you.

**Chair McDougal:** Thank you again Dr. Jenks for a great presentation.

**PUBLIC HEALTH VACANCY REPORT (Activity 37.6)**

The board received a copy of the vacancy report for December 2023 prior to the meeting. The vacancy rate through the end of November 2023 was 17.4%.

*(A copy of December 2023 Vacancy report is attached to the minutes.)*

**QUESTIONS/COMMENTS:**

**Chair McDougal:** The report looks fairly consistent with the last couple of months.

**Mr. Jenkins:** Fairly consistent Chair McDougal. We continue to make strides with the school health nursing team under the leadership of our Director of Nursing, Kiki Rayner and definitely delighted to see more of

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those positions being filled and it's really reflective on our tracking. We track our positions on a bi-weekly basis, and we can see strides. However, we are still inside this period of I guess you can call it "the great resignation" and we still have a number of individuals going on to greener pasture and everything, but I will say the number and frequency of people not ghosting us and coming for interviews and being hired is really becoming a lot more favorable.

**NOTICES OF VIOLATIONS (NOV) REPORT (Activity 18.2)**

The board received a copy of the Environmental Health Onsite Water Protection Section NOV report through the end of November 2023 prior to the meeting.

*(A copy of December 2023 NOV report is attached to the minutes.)*

**Health Director's Report  
December 14, 2023**

**Division / Program: Population Health / Quality**

**(Accreditation Activity 27.3: Quality Assurance and Improvement: The local health department shall employ a quality assurance and improvement process to assess the effectiveness of services and improve health outcomes.)**

**Program description:**

The Durham County Department of Public Health (DCoDPH) has a 2022-2027 Quality Improvement Plan in place to provide a guide for pursuing opportunities to continually improve service and program outcomes for the benefit of Durham County residents. It is also part of our current Strategic Plan to encourage innovative work throughout the Department. The Continuous Quality Improvement (CQI) Committee is working on advancing our quality culture to one where QI is fully imbedded into the way we do business at all levels. This includes focusing on improving staff knowledge of QI (Quality Improvement) concepts through training, establishing CQI Team members as champions to support staff projects, and encouraging all staff to participate in improvement activities within their programs.

**Statement of goals**

- Advance QI culture within DCoDPH.
- Increase staff knowledge of QI concepts and understanding of its importance in their work.
- Share QI projects/results regularly with all staff to provide inspiration and increase enthusiasm for the process.
- Increase participation by all staff in QI activities.
- Monitor QI activities throughout the Department (CQI Committee).

**Issues**

- **Opportunities**
  - Use staff meetings and staff development days to provide QI training opportunities.
  - Include presentations/updates on QI initiatives at staff meetings.
  - Use department newsletter to provide QI updates.
  - Use QI intranet webpage to provide information on available training, QI project tools, department QI initiatives, etc.
  - Utilize storytelling to share QI project successes with DCoDPH staff.
- **Challenges**
  - Keeping staff engaged in quality improvement work.

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- Adequate time provided for engagement in quality improvement work.
- Keeping format simple for project monitoring.

**Implication(s)**

- **Outcomes**
  - Set-up a QI webpage for employees on the Public Health intranet site.
  - Held two QI lunch and learns for staff about QI Basics for Improving Processes and Project Charters in 2023.
  - Provided QI updates in The Pulse newsletter in December 2022 and presented at October 2023 Staff Development Day.
- **Service delivery**
  - Improvement of both internal and external services
- **Staffing**
  - Led by the department's Quality Assurance Coordinator and Project Manager for Quality and Policy
  - Representative from each division on the CQI Committee.
  - Project teams generally require four to six members.

**Next Steps / Mitigation Strategies**

- Assess DCoDPH QI culture through use of NACCHO (National Association of County and City Health Officials) Quality Culture Survey during first quarter 2024.
- Continue to incorporate quality improvement training opportunities throughout the year.
- Encourage engagement of all divisions/programs in quality improvement efforts.
- Work to develop QI champions to support improvement efforts in their divisions/programs.
- Develop project submission forms to allow project monitoring through CQI Committee.

**Division / Program: Nutrition Division / Clinical Nutrition**  
**(Accreditation Activity 10.1 –The local health department shall develop, implement, and evaluate population-based health promotions/disease prevention programs and materials for the public.)**

**Program description**

- A member of the DCoDPH Clinical Nutrition team was invited to participate in the production of a podcast, "Destroying Diabetes", created and hosted by a Durham pharmacist.

**Statement of goals**

- To deliver health promotion and disease management education to the residents of Durham County.
- To promote and market DCoDPH's Nutrition Clinic services.
- Provide blood glucose management tips to implement during the holiday season for people living with diabetes.

**Issues**

- **Opportunities**
  - Collaborate with a local pharmacist to promote well-being among Durham County residents living with diabetes.
  - Provide sound nutrition advice to listeners of the podcast.

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- Promote Nutrition Division services and programs to a potential source for referrals.
- **Challenges**
  - The pharmacist records podcasts in the evenings, outside of work hours at the Department of Public Health. The staff member had to record the podcast from home as a result.

**Implication(s)**

- **Outcomes**
  - Provided education to anyone listening to the podcast. Destroying Diabetes is currently available on multiple streaming services, including Spotify, Apple Music., and Spotify.
- **Service delivery**
  - A 30-minute podcast was recorded with Dr. Keith Hersey serving as the host.
- **Staffing**
  - 1 Nutrition Specialist participated in the recording. The staff member is also a Certified Diabetes Care and Education Specialist.
- **Revenue**
  - N/A
- **Other**
  - Members of the Clinical Nutrition team are valued within the community as experts in the field of diabetes and nutrition.

**Next Steps / Mitigation Strategies**

- Continue to build a partnership with Dr. Hersey and accept future invitations to participate in the podcast.

**Division / Program: Nutrition / Nutrition Clinic and DINE**  
**(Accreditation Activity 21.2: The local health department shall provide complete and up-to-date information about local health department programs, services, and resources.)**

**Program description**

- The DCoDPH Nutrition Clinic, in collaboration with Durham's Innovative Nutrition Education (DINE) program, participated in Durham Public Schools' Acceler8 Career Exploration Day.

**Statement of goals**

- To encourage students to broaden their career choices and explore the field of nutrition.
- To increase knowledge about becoming a Registered Dietitian.

**Issues**

- **Opportunities**
  - The Acceler8 Career Exploration Day is an event for all 8<sup>th</sup> grade Durham Public Schools (DPS) students. This event is a one-day opportunity for both large and small companies to expose students to the industry in which they work.
  - DCoDPH Nutritionists partnered with Acceler8 to promote the field of nutrition to DPS 8<sup>th</sup> graders.
- **Challenges**
  - There were 2000 students at the event, so it was difficult to share the details of becoming a Registered Dietitian with every student.

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**Implication(s)**

• **Outcomes**

- Information was shared with students about the career field of dietetics. Over 600 students were reached during this event.

• **Service delivery**

- On October 24, three Registered Dietitians, two from the Nutrition Clinic (Becky Posada and Anita Singh), and one from the DINE adolescent team (Joana Krzmarzick) participated in the Acceler8 Career Exploration Day.
- The event was held from 9:30 am - 1:00 pm.
- The DCoDPH Nutritionists had a table during the Acceler8 Career Exploration Day and shared information about the field of nutrition - including that a Registered Dietitian can work in various settings, such as private practice counseling, hospitals, long-term care facilities, schools, and public health settings.
- Students were given trivia questions to test their knowledge on food and nutrition, and received spatulas, cutting boards and vegetable pens for correct answers. Students also tasted two different infused waters (Pineapple Ginger and Strawberry Mint).

• **Staffing**

- Three DCoDPH Nutritionists provided support for this event.

**Next Steps / Mitigation Strategies**

- The DCoDPH Nutrition Division will continue to partner with Acceler8 to promote the career of nutrition to Durham Public Schools students. This event occurs annually, and we have added it to our calendar for 2024.





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**Division / Program: Nutrition / Nutrition Clinic**  
**(Accreditation Activity 10.1 –The local health department shall develop, implement, and evaluate population-based health promotions/disease prevention programs and materials for the public.)**

**Program description**

- The DCoDPH Nutrition Clinic participated in the regional American Diabetes Association (ADA) first annual State of Diabetes Health Expo. The event included presentations, health screenings, vaccinations, exercise and mindfulness activities, cooking demonstrations, and vendor tables.

**Statement of goals**

- To increase knowledge about how to eat for diabetes, as well as strategies to improve postprandial blood sugar.
- To educate those with diabetes on how to include favorite cultural foods in their meal plans.
- To network and collaborate with other Durham County organizations and providers.
- To increase awareness of and promote services offered in the Nutrition Clinic to residents of Durham County.

**Issues**

- **Opportunities**
  - Deleting favorite traditional and cultural foods from a diet can result in dissatisfaction and decreased adherence. Education on how to include these foods can lead to motivation to stick with a meal plan and ultimately to improved health outcomes.
  - The presentation topic of including culturally diverse foods in a diet for diabetes lent itself perfectly to sharing the message that individualized needs and desires are catered to in the Nutrition Clinic.
- **Challenges**
  - Organizers were expecting a much larger attendance than this event generated. Morning attendance was higher than afternoon attendance when this presentation occurred.
  - This event took place the weekend prior to Thanksgiving on a beautiful sunny day, which may have accounted for the lower attendance.
  - The event was spread out over a large venue and included indoor and outdoor activities. This may have led to participants having difficulty finding the rooms where presentations were held.
  - Four presentations occurred simultaneously, and three of the four were presented by DCoDPH Nutritionists.

**Implication(s)**

- **Outcomes**
  - Participants were engaged throughout the presentation, took notes, and asked several questions. They were able to

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verbalize how to include traditional foods from Mexico, India, El Salvador, China, Honduras, Vietnam, and Guatemala into their diabetes meal plans. Participants also learned four strategies for lowering postprandial blood sugars, and when shown plates of foods were able to state ideal meal sequencing.

- Connections were made with ADA organizers and staff, as well as endocrinologists, nurses, certified diabetes care and education specialists, and medical providers, thus allowing for future collaborations.
- **Service delivery**
  - On November 18, one Registered Dietitian from the Nutrition Clinic gave a presentation on culturally inclusive nutrition education for diabetes self-management.
  - The event was held from 10:00 am to 3:00 pm, and approximately 100 participants attended.
  - Participants received Nutrition Clinic brochures with descriptions of services offered.
- **Staffing**
  - One DCoPH Clinical Nutritionist staffed this event. She is a Certified Diabetes Care and Educational Specialist.
- **Revenue**
  - Although no revenue was generated, this event was used to promote the Nutrition Clinic and its services to those in attendance.

**Next Steps / Mitigation Strategies**

- The DCoDPH Nutrition Division will continue to partner with ADA. This event will be held annually, and Registered Dietitians from the Nutrition Clinic will participate in 2024.



**QUESTIONS/COMMENTS:**

**Chair McDougal:** Director Jenkins, would you like to share some highlights?

**Mr. Jenkins:** Two points. Lifting up our quality improvement efforts. We are doing a whole lot better under the leadership of Marissa Mortiboy, Population Health, Rochelle Tally, Dr. Jeff Jenks, and many others who form our Quality Improvement Committee. An active and vibrant committee and much more focus has been given to our quality improvement efforts to make sure we are providing the best service not only to our patients but also to ourselves as internal stakeholders.

Our Nutrition Division/DINE Team seems to be out in the community. I also want to lift up the first Annual Diabetes Expo. I and The Health Education and Community Transformation Division was there promoting awareness of diabetes, lending our support and expertise for the first ever Diabetes Expo. Next month we look forward to after action review to see how we can make it better so I'm really proud of the team and just want this board to recognize some of their efforts.

**Chair McDougal:** Absolutely. I was looking over the report and did have a very minor question and I don't know if anyone is here from the nutrition division but the "Acceler8 Career Exploration Day" that was held back in October 2023. I was impressed by it saying that two thousand students were at the event, and I was just curious where was that event held.

**Mr. Jenkins:** I believe that event was held at the Durham County Stadium and many to include Environmental Health and several other divisions were there. The Nutrition Division was presently surprised by the number of students that participated. We've been on a tear here lately promoting public health to the next generation. That is the way we really get them interested in Public Health. Big shout-out to Chief of Staff Shannon Trapp who continues to find innovative ways to get us out in front to let people know what public health all is about. That was a well-attended event.

**Chair McDougal:** Again, two thumbs-up to you Director Jenkins and your entire staff for doing such a fantastic job in educating our community on how to improve their health. Thank you so much.

**Mr. Gregorio:** Director Jenkins, thank you so much for the report. I also wanted to point out that it was so cool that we had a diabetes podcast or that our nutrition team was invited to podcast, and I am just planting seeds that we do have that local WUNC station just around the corner locally grown and perhaps another opportunity to spread diabetes information to the public.

**Mr. Jenkins:** Absolutely we try to take full advantage of any opportunity really spread that public health message in a positive manner and every now and then we get an invitation from WUNC, and I thoroughly enjoy their morning editions and morning shows and it's equally delightful to hear my folks on the show so again thank you for that.

**COMMITTEE REPORTS:**

• **NOMINATION COMMITTEE APPOINTMENT:**

The nomination committee consists of Dr. Rosemary Jackson, Dr. James Miller, and Mr. Anthony Gregorio. Dr. Rosemary Jackson will act as Chair.

**OLD BUSINESS:**

There were no committee reports discussed.

**NEW BUSINESS:**

• **BUDGET AMENDMENTS:**

The Durham County Department of Public Health requests the board to recognize \$20,000 from the North Carolina Department of Health and Human Services Division of Public Health.

This is part of a larger \$112,272 award that extends from June 1, 2023 – May 2024 for Durham County to support a Regional Tobacco-Free Collaborative and implement a Tobacco Prevention and Control Action Plan for the following counties: Durham, Chatham, Orange, Alamance, Guilford, Rockingham, Randolph, Caswell, and Person. The Durham County Department of Public Health (DCoDPH) was awarded funds from the state, to conduct educational activities for a prohibition on tobacco product usage within 100 linear feet outside any building on a North Carolina A&T State University campus.

The Durham County Department of Public Health requests the board to increase funding to the WellPath contract for the Durham County Youth Home in the amount of \$283,109.52 to enhance staffing. The proposed increase will cover 3.3 FTEs from January 1, 2024 – June 30, 2024. Staffing enhancements will include adding:

1.80 FTE (72 hours) of Registered Nurse

- 0.20 FTE (8 hours) of Mid-level Practitioner NP/PA
- 0.10 FTE (4 hours) of Physician
- 1.0 FTE (40 hours) of Charge RN
- 0.20 FTE (8 hours) of Psychologist

Dr. Rhea made a motion to approve the (2) budget amendments mentioned above. Dr. Jackson seconded the motion, and the motion was unanimously approved by the board members as identified in the attendance roster above.


• **AGENDA ITEMS FOR NEXT MEETING:**

- Nominating Committee Recommendations
- Personnel Committee Appointment
- Finance Committee Appointment
- Board of Health Operating Procedure Committee Appointment

**INFORMAL DISCUSSION/ANNOUNCEMENTS:**

There was no informal discussion discussed.

Dr. Jackson made a motion to adjourn the regular meeting at 6:16pm. Dr. Orto seconded the motion, and the motion was unanimously approved by the board members as identified in the attendance roster above.

  
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Roger McDougal, DDS, Chair

  
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Rodney E. Jenkins, Public Health Director