

Board of Health Special Meeting
September 1, 2020

Members Present:

Brian Klostermann, MD- Chairperson
Paulette Evans, RN- Vice Chairperson
Terry Linton, SLP- Secretary
Rob Hyten- Treasurer
Cynthia Kues, NP
Kimberly Hugo, RN
Stacy Albers, RN
Deanna Ducomb, MD
Brad Knolhoff, Voting County Board Member
Deb Wesselmann- Ex Officio
Bob Netemeyer- Ex Officio

Also Attending:

Sean Eifert, Clinton County Health Administrator
Marion Voss, Clinton County Health Dpt.
Jim Deien, Citizen
Caitlyn Crain, Clinton County Health Dpt.
Stephanie Wuebbles, Health Dpt.
Louise McMinn, Health Dpt.
Michelle Hawes
Jim Rakers, Clinton County Board
Mike Kreke, Clinton County Board
Jennifer Steinkamp, Clinton County Health
Chris Tebbe, Clinton County Health
James White, District 5

Call to Order

Dr. Klostermann called the zoom meeting to order at 5:30.

Hearing from the Public

Jennifer Steinkamp wrote a letter to the Board on behalf of the WIC case management staff in support of Sean Eifert, and to explain the circumstances surrounding recent facebook posts of health department members without masks.

Chris Tebbe spoke on behalf of Sean Eifert and his excellent work at the Health department.

Bob Netemeyer asked who posted the maskless photo, and Louise McMinn noted it was Tiffany Bohler.

Dr. Ducomb noted that Tiffany was hired under Cheryl Lee.

Terry Linton asked if Tiffany had a reason to undermine Sean Eifert. Jenn Steinkamp noted that staff has wondered the same thing.

Sean stated he is aware of whom shared the emails on facebook.

Dr. Ducomb noted that under Cheryl Lee's direction, the search for a new administrator was difficult, and she felt the search for an administrator needed to be extended to other websites, and posted it on her own. Cheryl Lee noted only 4 people had applied for the Health Director position, but Dr. Ducomb noted 25 applicants. She felt that the applicants should not be known to only one person. Two of the 4 applicants were disallowed by the state of Illinois. She stated the State has a checklist which is very specific in regards to what the applicants must need to be a health director. Ms. Bohler was one of the ones dismissed by the state. She changed her application, resubmitted it, and was then approved by the state as 'meeting the requirements.' Sean then became our leader. He has led this board and showed us how a Board of Health should run. She states this is why Tiffany Bohler repeatedly requested the maskless photo and then posted it to facebook- she is a disgruntled employee.

Paulette Evans stated that she supports Sean Eifert, Rob Hyten stated he supports Sean Eifert, Cindy Kues spoke in favor of Sean Eifert, Dr. Hyten noted that people are suffering from 'cognitive distortion'. Dr. Klostermann noted that this is so and that we at public health are an easy target. Dr. Hyten stated many are struggling with stress and anxiety, and COVID has taken a huge toll on our mental health.

Sean stated that it is not him people are angry at, but the fact that their lives have been turned upside down. Sean got a call from IDPH stating that they are recommending closing indoor dining, but he feels this is not the problem currently, even though he will be charged with enforcement of this. He states that there has not been one instance of people being 'forced' to wear masks, the health department is not the enforcer of the recommendations. He was called to an event by the state police to a large gathering to go to the gathering with Louise McMinn and ask if they were in compliance, and they had done so, he applauded the efforts of the facility person in charge, and he left. He can take the anger and blame from the public. He cannot take a board member undermining him.

Terry Linton stated someone on the Board of Health shared our emails with the public, it had to be someone on the board as they are the only ones with our personal emails. Marian Voss responded she never would share the Board emails, and those are kept under lock and key at the Health Department.

Terry Linton asked Brad Knolhoff if he is the one sharing the emails of the board. He said he did not share our emails on social media. He was contacted by an individual for our

emails and he did share them with the individual, but he could not control what that person did with them. He did not realize these emails were not publicized, because for the County Board, emails are made public.

Terry Linton stated that on his Facebook 'Brad Knolhoff for County Board' page, Brad states that his 'proclamation' was stated at the county board meeting, and that 'now, as a voting member of the Board of Health, he will take his stance to the Board of Health. Linton stated the Board of Health is a voluntary board, where political stances have no place. By stating his political stance and stating he was taking it to the Board of Health, Brad Knolhoff indicated to the public constituency that he could change the decision of the Health Department, when in fact not only can he not change it but the Board of Health and Sean Eifert as its administrator are bound to follow IDPH guidelines. Some of the posts of Brad's constituency state 'Go Brad! Do your thing!' because of his facebook message and its misguided indication that he has the power to change IDPH policies. It is difficult to trust him as a Board of Health member if he does not support what the Board of Health and the Health Department must do in following IDPH guidelines, and no health administrator would want to work in a Health Department with a Board that did not support the very policies that they are bound to follow in the employment.

Kim Hugo noted there is a chain of command even with the county board. When a citizen expresses concerns, the county board member should be contacting a Health board member,

Brad Knolhoff noted that he received emails as both a County Board Member and as a Health Board member. He received facebook messages, emails and phone calls.

Dr. Ducomb asked who was given our emails? Brad Knolhoff stated he would not share that name.

Terry Linton stated it is hard to trust Brad Knolhoff as a Board of Health member when he did not volunteer the fact that he had shared personal emails, he had to be directly questioned about it. His intent is questionable.

Sean stated that the Bond County Board has stated they will not continue with the contract of sharing the administrator. This is due to the photo shared on facebook, one employee who made a poor judgement, no one asked Sean what happened, he pleaded with the Bond County Board, to stay longer with Clinton County, he has worked 7 days a week since March, but so much damage has been done and it is irreparable.

Dr. Hyten thanked Sean for stating his stance, and stated that Brad Knolhoff needs to know the effort of Sean and the Health Department has put in. He stated even after seeing the photo, he never judged Sean Eifert in a poor light. If Brad cannot see or understand what the Board of Health doing, why is he on this board?

Brad Knolhoff stated he doesn't know what he did. He asked if the Board of Health members did not want to be contacted by the public?

Terry Linton responded that she does welcome public concerns and has spoken to and emailed people about Board of Health issues, but only states facts that support the work of the Health Department and invites the people to the next open meeting of the Health Department if they have any further questions. As a board member, personal opinions should not be stated outside the meetings.

Brad noted he is concerned about the County and his constituents.

Linton responded she is concerned about all residents of Clinton County, not Republicans or Democrats, and regardless of personal opinions, but our Board of Health had been running smoothly until he became a member and politicized his position.

Sean responded that every member of the board would have given him the benefit of the doubt, but Brad simply gave out the emails of the Board of Health, stating it was the Board of Health's problem, not the County Board's.

Brad stated that he spoke up against facebook and that he dislikes misinformation.

Kim Hugo noted that when the public comes to any member with concerns, they should be sent to a public health meeting. We can respond that we received an email, but shouldn't respond with our personal opinions outside of a board meeting.

Dr. Hyten noted that Brad could have responded in support of the character and commitment of Sean Eifert, but many people were concerned about public policy-- he should have stated that we do not make public policy, we simply take information and spread it to the people.

Kim Hugo stated Brad defended the County Board, and sent the people to the Board of Health emails. He reiterated that he did not know the emails were public.

Dr. Hyten noted that he does not care that people emailed him.

Dr. Ducomb stated that parties and large gatherings have spread the Virus, and Sean came in under adverse circumstances which he has handled with excellence. She understands clearly why Bond County does not want Sean Eifert working in Clinton County. She asks if Brad Knolhoff follows IDPH guidelines, and he stated he does follow rules for controlling the virus.

Marian Voss asked if the board backs Sean Eifert? She does not feel Brad Knolhoff gives Sean his backing. She feels we could convince Bond County to keep Sean Eifert.

Deb Wesselmann asked if Bond County would allow us to renew Sean's contract. She appreciates everything Sean and Public Health has done, and she is weary of seeing how people berate the people who are working so hard.

Sean feels there are businesses that are suffering, but wants the people of Clinton County to know he advocates businesses being open. He doesn't want restaurants to close, because they are following the rules. Ultimately, the Board of Health does not have the authority to make decisions for the County. Sean Eifert does not issue edicts, he must do what the state asks him to do. He is fully aware of many events that were in

non compliance, but has done nothing because it is not in his jurisdiction. He simply gives the guidance and recommendations. He feels the Bond County Board will not be interested in renewing his contract. As it stands now, Bond County has stated Sean's contract is terminated as of December 1st, and Sean will do everything in his power to help our Health Department.

Louise McMinn agrees that Sean has made excellent changes in the Health Department. She states she doesn't know what we will do without Sean, and asks what would it take to get Sean as our administrator.

Mike Kreke noted that before this offer is made, we would need to have a meeting with the County Board. Mike Kreke noted they had made a plan to have a cooperative meeting with the County Board and Health Board, but that was not a possibility because the Bond County Board is not willing to extend his contract.

Dr. Ducomb wrote a letter to the Centralia Sentinel, the Union Banner and the Breese Journal in support of the Health Department. She stated she could speak to Dr. Dowty to ask for his help in getting through this pandemic.

Sean stated he is not prepared to answer whether he is interested in becoming our permanent administrator. Bond County Board of Health meets on Monday nights, September 28th will be the next meeting.

Sean stated he feels there is a paid board member that if that board member continues to be on the Health Board, he would not be willing to work for Clinton County. He is torn because he has worked so hard for Clinton County and has enjoyed the co-workers, and would hate to give that up. He feels the current Board of Health is awesome and that our meetings are now productive. He is not willing to work for a political board.

Paulette Evans stated that the Board of Health is volunteers but the County Board members are paid to attend these meetings. Mr. Netemeyer states he gets paid to be in the Board of Health meetings, which is a per meeting stipend of \$80. Brad Knolhoff has not collected a stipend to attend the Board of Health meetings.

Dr. Hyten stated we need to understand Sean's sentiments, but Sean cannot make any decisions tonight. He would like to write a letter to the board regarding the harm in being without a director at this time. We have a current director who is doing an excellent job.

Dr. Ducomb feels we need to show public support for Sean Eifert.

Stacy Albers noted she is in full support of Sean Eifert. She asked if the long-term plan was to keep Sean.

The County Board (Mike Kreke) noted the County Board is looking for someone to partner with them.

Marian Voss asked why we haven't offered Sean full time employment. She stated we need him full time.

Dr. Ducomb stated our last full time administrator had an inflated salary and dug us into a hole. She feels if we need to address issues of incompatibility of the board, we need to do so.

Dr. Ducomb stated that while Brad Knolhoff has been beneficial in terms of his building expertise, maybe he could be moved to the non voting member of the County Board.

Mike Kreke noted that a formal request for a change in Board appointees needs to be made to the Chairman of the County Board.

Dr. Hyten stated he will write a letter to Bond County Board for our review. Dr. Klostermann stated that would be fine. Dr. Hyten will send it with the packet.

Dr. Klostermann stated the next thing we need to do is to find out if Sean is willing to continue to serve-- Sean stated he is willing to do it, but it is really up to Bond County Board.

Dr. Hyten stated that the people in this meeting need to give the public their vote of confidence for Sean.

Dr. Ducomb asks if it would be appropriate to put a letter in the newspaper to support Sean? Dr. Klostermann stated that he had hoped that is what Dr. Hyten's letter could be used for.

Bob Netemeyer asked for a verbal vote in terms of support for Sean Eifert, A verbal vote was taken and was unanimous.

Dr. Ducomb and Dr. Klostermann will contact Bond County Board to see if they are willing to continue with the contract.

Dr. Klostermann stated we need to remove the interim label so that we don't have to keep revisiting Sean's contract.

Dr. Ducomb stated we could possibly ask Bond County to join in a financial agreement between the two counties.

Mike Kreke stated that a few people from the Board of Health, and a few County Board members to sit and talk about the situation. This would not be an open meeting.

Dr. Klostermann made a motion to adjourn, seconded by Cindy Kues, motion passed unanimously. The meeting adjourned at 7:35 PM.

Clinton County Board of Health Meeting
September 15, 2020 (Via Zoom)

Board of Health Members Attending:

Brian Klostermann, MD - Chairperson
Paulette Evans, RN- Vice Chairperson
Terry Linton, SLP, Secretary
Robert Hyten III, DMD- Treasurer
Cynthia Kues, NP
Kimberly Hugo, RN
Stacy Albers, RN
Deanna DuComb, MD
Deb Wesselmann- Ex Officio
Bob Netemeyer - Ex Officio
Brad Knolhoff- County Board

Also Attending:

Sean Elfert, Clinton County Health Admin.
Marian Voss, Clinton County Health Dpt.
Louise McMinn, Clinton County Health
Michelle Hawes, Clinton County Health
Jenn Steinkamp, Clinton Co. Health
Kris Tebbe, Clinton Co. Health
Stephanie Wuebbles, Clinton Co Health
Jim Delen, Citizen
Bryan Hunt, Breese Journal
Matt Wilson, Union Banner

Call To Order

Dr. Klostermann called the zoom meeting to order at 5:30 PM.

Hearing from the Public

There was no input from the public.

Minutes, Sept. 1, 2020

There were several changes to minutes which were noted by the secretary, and these will be resubmitted to be approved at the next meeting.

Administrative and Financial Report

Sean reported that we finished the month with a surplus, and we are at a surplus for the

year. He feels he may need to meet with the County Board Finance committee to make an amendment to the budget as there will be a significant difference in the proposed budget and the current one.

Brad Knolhoff noted Sean should meet with Fred Becker, and the budget will likely need to be amended toward the end of the fiscal year. Sean stated he would do so.

Sean stated that at some point we will be moving to tier 3 of phase 3 due to our increased numbers of Covid. The IDPH guidelines are currently uncertain, according to Sean's conversation with its director-- he is waiting for further instructions.

The Bond County Board has voted unanimously to end Sean's contract as of December 1st, although Sean has enjoyed working with his colleagues at the Clinton County Health Department, and he will help us to transition as much as possible. On behalf of the employees, he would like to make sure the transition is as seamless as possible.

New Business- Administrative Contract

Bob Netemeyer asked when do we put a notice out to try to employ a new administrator?

Sean stated that this should be done as soon as possible. Dr. Dawdy has expressed to Sean that he would like to continue a helpful relationship with Clinton County, but that being the administrator of two counties is too much to take on. Bob Netemeyer asked who posts the employment search-- is it Sean or is it Marian Voss? Sean stated the vacancy notice needs to be written and the board should have input in that for the qualities they want in an administrator, but he would be happy to compile the posting with input from the board.

Dr. Ducomb stated there were many sites that should be included to post this employment posting-- she would like these sites to be included. She also stated that she would like help from Sean in getting the posting drafted.

Cindy Kues asked if this would be a part time or full time position?

Dr. Ducomb stated that with the pandemic and a new building, she felt that it should be a full time position. She thought the salary was on a sliding scale that could be increased as time went on?

Brad Knolhoff stated that in 2018 the County Board posted the starting salary for all administrators by ordinance-- he believes that amount was set at \$70,000. He felt we could have difficulty attracting someone with experience for this amount.

Dr. Ducomb stated she was glad there is flexibility in the salary.

Brad stated as of this time there is no flexibility, but it is something we could address at the County Board level.

Paulette Evans stated the administrator puts in more than 40 hour weeks, and she feels it must be a full time position-- does the board need to vote on this?

Dr. Ducomb stated we should go ahead and advertise the position.

Dr. Klostermann stated he could reach out to Mike Kreke to state that we need to have a full time person.

Paulette asked if we agreed to a part time position or a shared position?

Dr. Klostermann stated he felt there was no one that would run the County Health

department part time for example 20 hours a week.

Dr. Ducomb stated Mr. Him had previously suggested a part time person, The Health Department cannot be hamstrung by the County Board's budget.

Cindy Kues asked if we could look for another county to share an administrator.

Brad Knolhoff noted that the County Board desires the shared position, but he doesn't think that will happen, and the Health Board needs to make the recommendation and the County Board will vote on it.

Bob Netemeyer noted that people were retiring after 20 years, and some people were coming in at the salary of someone who has worked for 20 years.

Dr. Ducomb made a motion to advertise for a full time administrator, seconded by Rob Hyten, motion passed

Brad Knolhoff recommended we not post the salary on our posting, but we could ask the County Board to make exceptions to the ordinance if needed.

Dr. Ducomb stated she doubts people would apply without any salary listed.

Brad stated the salary should just say 'negotiable'. He did not feel an amount should be listed. If we feel strongly about a candidate, we could negotiate with the county.

Brad stated that application process should be defined, due to past confusion-- who should accept the applications.

Dr. Hyten stated he felt it should go to the county clerk.

Dr. Ducomb stated duplicates could be sent to the health dpt.

Dr. Klostermann stated he feels the applications should be sent to the County Clerk.

Brad recommended that we should move forward with the posting, and suggested that Dr. Klostermann discuss it with Mike Kreke and at the time of the interview, the salary could be discussed with the county board.

Terry Linton asked if Dr. Ducomb could share the sites she felt the opening should be posted on? Dr. Ducomb stated those sites were all given to her by Sean, and he is aware of those.

Dr. Ducomb spoke to Marion and Washington Counties to find out how they search for employees. There is a criterion list that is straightforward in the state of Illinois as to requirements for a health administrator. She suggested a committee to review applicants to see if they meet the qualifications prior to interviews.

Sean stated there is a form and a new contact person at the state level, and he suggest they submit the form to the state to check on certification.

Bob Netemeyer feels they all need to be submitted to the state so that they can be approved or eliminated.

Sean stated he has the latest form and the contact person at the state level. He suggest the form should be posted so that they can submit it with their application for our review.

Stacy Kues stated 2.5 months is not long to get a new administrator, and who will step up while we are without an administrator-- Is it Marion Voss? Marion stated she would suggest getting guidance from Sean until he's replaced.

Dr. Ducomb stated there is no more problem with back logging applications to the state-- the process is much quicker now.

Dr. Klostermann noted the following:

We need a motion to hire a full time administrator and applications need to be sent to the County Clerk, seconded by Rob Hyten, motion passed unanimously.

Dr. Ducomb asked who would draft the ad? Sean stated he would draft it, and he would have it reviewed / approved.

Dr. Klostermann will speak with Mike Kreke as to how that needs to be officially approved to post.

Old Business- Building Committee Report and Discussion

Brad Knolhoff noted they were supposed to meet September 3rd, but there were tech issues and they did not meet. The committee is planning to meet on September 23rd at 6:00, in person at the County Board room.

Marian asked if they have booked the room and Brad stated it is open on the calendar.

Dr. Ducomb has invited Gary Karasek, an architect from Ustudios to attend the building meeting to give some suggestions for the building to the committee. He has seen the site of the current building. He has not been hired, but the committee is evaluating his potential as a contractor. Brad stated he has some experience with these types of buildings. Dr. Ducomb stated we want to keep this an open project and that they felt as a committee that we want an architect on board.

Sean stated that there needs to be some clarity about who is paying for what going forward. Currently, the county pays a portion of the health dept. Building utilities, and he would suggest we find out with certainty if that will continue going forward, so that these expenses can be budgeted.

Marian Voss stated the committee asked her to save all the bills paid by the County and she is saving those for review by the boards.

Brad Knolhoff stated that these are major expenses and he believes these are shared services which come out of the general fund for facilities, but these are valid concerns that the Health Board could levy those funds. He does feel the county board would likely agree to continue payment of these expenses.

Bob Netemeyer stated most contractors usually have their own architect-- do we need to have a separate one?

Brad stated the committee also listened to Poettker Construction and they are currently trying to be as informed and as fair as possible to the businesses in the county.

Dr. Ducomb stated the long term plans need to be made with information.

Brad stated they are simply exploring their options, and no decisions have been made.

Executive Session

Brad Knolhoff made a motion to go into executive session to discuss a personnel issue, seconded by Dr. Klostermann, which was approved unanimously at 6:23.

In open session, Dr. Ducomb asked what is the timeline for our application process? Sean stated he felt we could do this fairly quickly. The process is much quicker now. Cindy Kues asked if we could get our applications by mid October- say October 15th. Paulette Evans asked if we will put on the posting that applications are due by October 15th and employed by November 1st? She felt that was too fast.

Cindy Kues asked if there is a code that states a position needs to be posted for a certain amount of time?

No one felt there was any code regarding this.

Sean stated that if he could get approval tomorrow and post it tomorrow, he could request applications due by October 1st.

Cindy Kues felt it would be very hard to fill the position by Dec. 1st-- we are in a tight timeline.

Paulette asked if we could go with the October 1st deadline, and extend it if we don't have enough applications?

Sean asked who he needs approval from?

Brad stated he doesn't think he needs approval from Mr. Kreke on the advertisement, he just needs to be included when we discuss money.

Sean stated he will put something together, and he will ask Dr. Klostermann for approval. Dr. Klostermann will call Mike Kreke tomorrow to keep him in the loop.

Dr. Ducomb made a motion to post an ad for a full time health administrator to request the applications by October 1st, seconded by Paulette Evans, motion passed unanimously.

Brad Knolhoff asked if he could be sent the places these ads will be posted so he can state it at his county board meeting.

Brad Knolhoff made a motion to adjourn, seconded by Dr. Klostermann, motion passed unanimously. The meeting was adjourned at 6:48 PM.

