



**February 17<sup>th</sup>, 2022**  
**Meeting of the Coalition of Local Health Officials**  
**Meeting Began: 11:08 AM**

**Executive Members:**

Present: Jocelyn Warren, CLHO Chair, Lane; Carrie Brogoitti, Vice-Chair, Center for Human Development Union; Katrina Rothenberger, Secretary/Treasurer, Marion; Shane Sanderson, Medium County Representative, Linn; Nic Calvin, Small County Representative, Harney; Joseph Fiumara, Coalition of Local Environmental Health Specialists, Umatilla; Lindsey Manfrin, Public Health Administrators of Oregon, Yamhill

Absent: Dr. Pat Luedtke, Health Officer's Rep

**Members Present (x if present)**

X	Baker - Nancy Staten	X	Jackson - Jackson Baures	X	North Central PHD - Shellie Campbell
X	Benton - April Holland	X	Jefferson - Mike Baker	X	Polk - Jacqui Umstead
X	Clackamas - Philip Mason-Joyner	X	Josephine – Janet Fredrickson		Tillamook - Marlene Putnam
X	Clatsop - Margo Lulich	X	Klamath - Jennifer Little	X	Umatilla - Joseph Fiumara
	Columbia - Mike Paul	X	Lake - Judy Clarke	X	Union - Carrie Brogoitti
X	Coos - Anthony Arton	X	Lane - Jocelyn Warren	X	Washington – Marie Boman-Davis
X	Crook – Katie Plumb	X	Lincoln - Florence Pourtal	X	Wheeler – Shelby Thompson
X	Deschutes – George Conway	X	Linn - Shane Sanderson	X	Yamhill - Lindsey Manfrin
X	Douglas - Bob Dannenhoffer	X	Malheur - Sarah Poe		
X	Grant - Kimberly Lindsay	X	Marion - Katrina Rothenberger		HO Caucus - Pat Luedtke
X	Harney - Nic Calvin	X	Morrow – Nazario Rivera	X	CLEHS Caucus - Joseph Fiumara
X	Hood River - Trish Elliot	X	Multnomah – Jessica Guernsey	X	PHAO - Lindsey Manfrin

**Other LPHA Representatives:** Nahad Sadr-Azodi (Deschutes), Stefanie Krupp (Marion), Jessica Winegar (Grant)

**Public Health Division:** Danna Drum



**Coalition of Local Health Officials:** Sarah Lochner, Executive Director; Laura Daily, Program Manager

**Guests:** None

**Motion:** Katrina Rothenberger made a motion to approve the January 2022 minutes. Marie Boman-Davis seconded the motion. Unanimous vote, motion past.

### **Agenda Items**

**Appointments:** No appointments made.

**CLHO Quarterly Budget Update:** Katrina Rothenberger (Treasurer) and Sarah Lochner reviewed the quarterly budget changes (available in the CLHO Member Library). Key changes include an increase for the Contractors line item to cover the grant writer for the HRSA Workforce Development grant, an increase for bookkeeping services, and increase for new office equipment, an increase for subscription services, and an increase for other supplies. Katrina and Sarah also discussed moving funds from the travel budget and the County Health Rankings and Roadmap grant to the contractor line to cover a potential ~\$21,000 cost for Health Resources in Action for equity training sessions and learning support.

No questions or comments from CLHO members.

**Motion:** Jackson Baures made a motion to approve these budget changes. Jessica Winegar seconded the motion. Unanimous vote, motion past.

**CLHO Workforce Report:** Laura Daily reviewed the CLHO Workforce Report that is the result of interviews with administrators from May 2021 to August 2021 (slides available in meeting materials). The report includes FTE and pay scale data from the participating LPHAs. Figures show FTE by job type (nurse, epidemiologists, and environmental health specialists) and by rurality; average starting, median, and ending pay scales by position type (nurse, epidemiologists, and environmental health specialists) and by population served. Epidemiology capacity is notably low in LPHAs services under 50,000 people.



Qualitative themes are grouped into three categories: recruitment (themes include diverse/qualified applicant pool, working with Human Resources, offering competitive pay and benefits, and housing challenges), hiring (themes include staff characteristics and training/support), and retention (themes include upward mobility, wearing multiple hats, and burnout). Successful strategies from LPHAs for some of these challenges are also provided in Appendix D.

Laura and Sarah convened a workgroup of CLHO members (volunteered) to review the report and provide preliminary recommendations. CLHO staff used the conversation from this workgroup and recommendations pulled from the interviews/themes to provide a full list of recommendations (in Appendix E). Laura explained that the next step is for CLHO members to approve the report to be released and for CLHO to continue work on the recommendations. There is a plan for the retreat to begin working on a strategic plan for workforce development based on this report.

Margo Lalich commented that Oregon Center for Nursing conducts workforce research but has not done much for public health or school nursing. They would be a good partner for some of the recommendations about future research because they already have a lot of data. Danna Drum offered that OHA did contract with OCN to do a public health nurse census and that it is going through the approval process now.

Several CLHO members expressed gratitude and interest in using the report for local advocacy. Jennifer Little stated that this report will help highlight many of the key problems for public health for commissioners. Philip Mason-Joyner stated that he looks forward to helping support implementation of the report's findings.

Shane Sanderson commented that the PSLF Program covers all public sector staff (referencing one of the recommendations in the report to expand loan forgiveness options). Joe Fiumara stated that he has had very few staff who have been able to meet the qualifications. Mike Baker added that the PSLF is “a complete nightmare and very few people have actually had debt forgiven” and that it is difficult to sell this as a “bonus” for working in public health.

Anthony Arton stated that he is interested in using this report but is hesitant to create an Oregon Public Health Roadshow that opens with Oregon’s history of racism (one of the recommendations in the report) since this could be an uncomfortable and off-putting topic. Laura clarified that this recommendation came out of discussions during the workgroup about recruiting BIPOC professionals from out of state and being transparent about the work Oregon is doing. Florence Pourtal stated that being uncomfortable was part of the point. April Holland stated that the acknowledgement of Oregon’s racist history and the work to address it is a large part of what makes Oregon great. Katie Plumb commented that she didn’t think she would want



to hire someone that is so uncomfortable talking about racism that it is a turnoff for them to come work here. Nahad Sadr-Azodi stated that he agrees including the being transparent about Oregon's history and discussing the work Oregon is doing is important based on his personal experience as a person of color moving to Oregon from the Midwest.

**Motion:** Florence Pourtal made a motion to approve the release of the CLHO Workforce Report. Katrina Rothenberger seconded. Unanimous vote, motion past.

**HRSA Workforce Grant:** Sarah Lochner reviewed CLHO's progress on the HRSA Workforce Grant. Sarah brought this to the January meeting and CLHO members supporting CLHO staff pursuing it. Based on a survey of members, CLHO is pursuing two tracks: the community health worker (CHW) track and the community paramedicine (CP) track. The CHW track would provide both basic training to people in rural areas seeking to become CHWs and would provide add-on training to new and currently certified CHWs in billing, coding, and scribing (similar to Medical Assistant – MA – training). The CP track would provide basic EMT training to people in rural areas and would provide new and currently certified EMTs with add-on training specifically in community paramedicine to reduce emergency room utilization by providing basic preventative care.

The counties being considered for the CHW track are Wasco, Wheeler, Crook, Deschutes, Lane, and Klamath. The counties being considered for the CP track are Crook, Lane, and Malheur. Sarah used reports from the Office of Rural Health to narrow it down to areas with a lack of primary care and has been reaching out to the rural health clinics (RHCs), federally-qualified health centers (FQHCs), critical access hospitals (CAHs), local public health authorities (LPHAs), and coordinated care organizations (CCOs) in those areas.

So far, CLHO staff have tentatively recruited the OHSU Office of Rural Health to be the fiscal agent, the NorthWest Center for Public Health Practice to provide the evaluation, the Area Health Education Centers and a few community colleges to recruit, the community colleges and Northeast Oregon Network (NEON) to provide the CHW training, and the community colleges and the Oregon Institute of Technology to provide the CP training. A challenge CLHO staff is running into is that the grant requires 66% of partners have a rural address (as designated by HRSA) which means CLHO may have to limit the number of urban entities that want to participate.

Now the challenge is reaching out to places that could be employers of the CHWs and CPs and signing them onto the network with MOUs. LPHAs who are interested in being employers of a CHW that goes through this grant should contact



Laura and Sarah. Laura, Sarah, and a contracted grant writer will continue pulling all the final pieces together over the next few weeks. The goal is to submit the application to the Office of Rural Health by 3/8 for review (final deadline is 3/18).

**Legislative Update:** Sarah Lochner provided an update on the 2022 Legislative Session. The Revenue Forecast came out on 2/9 and showed approximately \$1 billion unallocated in the General Fund. The First Chamber Deadline was 2/14 – any bills that did not have a scheduled work session are considered “dead.” The Second Chamber Deadline is 2/24. All budget bills have been introduced, and the Ways and Means Committee is processing these. All of the bills CLHO is tracking and supportive of are in good shape. Trish Elliot, Philip Mason-Joyner, and Bob Dannenhoffer are providing an update to the House COVID Response Committee on Monday, 1/21.

Sarah also reviewed items to be reviewed and approved from the Legislative Committee:

- HB 4150 creates a workgroup that would review current options and make recommendations for a Community Information Exchange (CIE) to connect social services, health records, and public health. The Legislative Committee voted to support this bill.
  - **Motion:** Motion from the CLHO Legislative Committee to support this bill. Jennifer Little seconded. Unanimous vote, motion past.
- SB 1545 is a \$200 million investment into creating a workforce pipeline for health care, technology, and manufacturing jobs. The Legislative Committee voted to support it and sees opportunity for the public health workforce to be included in the implementation of this bill.
- HB 4101 would increase the no-smoking buffer around building entrances from 10 feet to 25 feet. CLHO Legislative Committee voted to support this first version of this bill. However, a -2 Amendment created a carve-out for restaurants and bars, allowing them to keep a no-smoking buffer of 10-25 feet. The Legislative Committee voted to oppose this bill unless this amendment is removed due to the equity concerns around those most impacted (food service workers).
  - **Motion:** Motion from the CLHO Legislative Committee to support SB 1545 and HB 4101. Marie seconded. Unanimous vote, motion past.

Another item of note is the \$50 million COVID budget package for LPHAs, CBOs, Tribes, and Farmworker organizations to continue ongoing COVID response activities. CLHO has already voted to support this, and there is a strong coalition in support of this bill. It has not received any opposition, but Sarah asked CLHO members to reach out to their legislators in support of this package.



**CLHO Retreat Planning:** CLHO is planning to hold their retreat (postponed from September) on March 30-31<sup>st</sup>. Sarah has drafted a schedule:

- March 29
  - 5-6 pm: Walk or Hike
  - 7:00 pm: Dinner at Double Mountain Brewery, Hood River
- Wednesday, March 30
  - 8-9 am: Welcome & Icebreaker
  - 9-10: Workforce Strategic Plan 10-10:30: Email Break
  - 10:30-12: Creative Staffing Solutions 12-1: Lunch & Icebreaker
  - 1-3:30: Equity Data Grounding; Equity workshop & breakouts (this would be where the CHR&R equity sharing session would go but that funding is now going towards contracting with Health Resources in Action).
  - 3:30-4:30: Walk & Talk
  - 4:30-6:00: Email and Personal Time
  - 6:00: Wine (at The Pine) & Dinner & Gift Baskets
- Thursday, March 31
  - 7-8 am: Yoga at the hotel
  - 8-9:30: Breakfast & Transition
  - 9:30: Conference Meeting
  - 11:00: Coalition Meeting
  - 12:30: Lunch
  - 1:30: Depart

Sarah asked for feedback on this schedule. Multiple members were very supportive of yoga. Trish Elliot offered that she has a staff member who can provide a guided bike tour if folks are interested – multiple members expressed interest in this. Sarah Poe asked that there be some time to allow administrators to learn from each other since many are new to their roles and have not had the opportunity to meet and collaborate in person. She also asked that for meal options in places that are not alcohol-centered. Jessica Guernsey agreed that she would like meals at locations where alcohol is not the primary focus or product. Sarah stated that she can look into that but that it is challenging to find locations that can accommodate this large of a group. She also stated that there could be a group dinner option on Wednesday night but that folks can also do individual



meals. Sarah will connect with CLHO members who live in the area to find possible options. Sarah and Laura can also develop a survey to ask about additional retreat sessions and leisure/social activities.

**CLHO business completed at 12:20 PM.** Meeting continued for non-agenda and non-Coalition items as all health administrators were gathered.