

**BOONE COUNTY BOARD OF HEALTH
March 17, 2010
MINUTES OF THE CLOSED SESSION
-Revised-**

Members Present: Dr. Hess, Allen Sisson, Jim Cox, Gary Turner, Dr. Conder, Dr. Simmons, Paul Larson, Dr. D’Souza and George Sprecher.

Staff Present: Ray Empeur, Public Health Administrator

Dr. Hess called the meeting to order in closed Executive Session at 12:12 p.m., for the purpose of discussing grievances that have been submitted against Stephanie Crawford, Assistant Public Health Administrator. Mr. Empeur has resolved one grievance, investigated the current grievance, and earlier today met with the seven staff of the Personal Health Services Division who filed the current “class action grievance”.

Before describing the events relating to the grievances and his meetings with staff today, Mr. Empeur announced that Ms. Stephanie Crawford, Assistant Public Health Administrator, has tendered her written resignation, effective today.

Mr. Empeur then described a meeting with Mr. Cox, Mr. Sisson, and Ms. Crawford which took place as requested by Mr. Sisson at 9:00 a.m. on Friday, March 12, 2010, in Mr. Sisson’s office. During that meeting Mr. Empeur presented the history of the grievances filed.

Mr. Empeur reported that as a result of his investigation of this grievance he believes that staff who were interviewed truly believes that a hostile work environment exists and that staff are fearful of being disciplined and/or fired without cause.

Mr. Empeur stated that while he did not believe that Ms. Crawford had intended for a staff to feel it necessary to file a grievance, he agreed with and supported Ms. Crawford’s decision to resign. There does not seem to be any other course of action that will settle the grievance and restore confidence in our leadership and staff morale.

The following motions were made, to be reported in open session:

- A motion was made by Paul Larson to expunge the records of the two staff member. Motion was seconded by Dr. Condor. Motion carried.
- A motion was made by Paul Larson to update both Susan Karras and Stephanie Crawford’s file to reflect that they resigned their position but would be eligible to be rehired by the Boone County Department of Health. Motion was seconded by Gary Turner. Motion carried.

- A motion was made by Paul Larson to maintain Ray Empereur as the Administrator, until such time as a full time Administrator was hired by the Board, and that Ray's contract would be revised accordingly. Motion was seconded by Jim Cox. Motion carried.
- A motion was made by Paul Larson that Bill Hatfield and Lisa Gonzalez would function as co-assistant administrators, with Bill functioning as the primary, reporting to Ray Empereur. Motion was seconded by George Sprecher. Motion carried.
- A motion was made by Paul Larson to accept Ms. Crawford's resignation, with regret, and to compensate her with a 90 day severance package, paid out in one lump sum. Motion was seconded by George Sprecher. Motion carried.

Ms. Crawford was called into the closed session and the Board informed her that they had accepted her resignation, with regret, and also informed her of the severance package, and that her file will show that she is eligible for re-hire, as she is leaving in good standing. The Board thanked Ms. Crawford for her service and excused her from the meeting.

- A motion was made and seconded, at 1:01 p.m. to return to open session. Motion carried.

The Boone County Board of Health returned to open session at 1:05 p.m. after inviting staff to return to the open session.

Submitted through Gary Turner,

Raymond W. Empereur, MPA
Public Health Administrator