

**BOONE COUNTY BOARD OF HEALTH**  
**Amended Meeting Minutes**  
**March 17, 2010**  
**BOONE COUNTY DEPARTMENT OF PUBLIC HEALTH**

**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 Empereur, Bill Hatfield, Lisa Gonzalez, Cristina Cintora, Nancy Reagan, Carmen Rodriguez, Chris McKibben, Siobain Daughenbaugh, Sue Magyar and Sandy Romanek.

Dr. Hess Called the meeting to order at 12:05 p.m.

A motion to approve the agenda was made by Jim Cox and seconded by Dr. Conder. Motion carried.

A motion was made by Gary Turner to go into closed session at 12:10 p.m. for the purpose of discussing grievances that have been submitted against Stephanie Crawford, the Assistant Administrator, and a disciplinary action appeal. The grievance was submitted by a group consisting of Cristina Cintora, Nancy Reagan, Carmen Rodriguez, Chris McKibben, Siobain Daughenbaugh, Sue Magyar and Ellen Genrich. The other disciplinary action had been submitted separately by Susan Karras and involved Nancy Reagan. This disciplinary action had been resolved by Ray Empereur, but he would be updating the Board of Health concerning this in the closed session. Motion seconded by Jim Cox. Motion Carried. All staff except Ray Empereur were asked to leave, but to remain available for possible questions during the closed session.

The Board of Health returned to open session at 1:05 p.m. All staff returned to the open session. Allen requested that Paul Larson update the staff concerning what had transpired.

- Effective immediately Stephanie Crawford has resigned as the Assistant Administrator.

A motion was made by Paul Larson to expunge both Susan Karras and Nancy Reagan's record effective immediately. Motion was seconded by Dr. Conder. 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-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 compensate Stephanie with a 90 day severance package, paid out in one lump sum. Motion was seconded by George Sprecher. Motion carried.

The next Board meeting is to be held on March 29, 2010. Included in the packet for this meeting, will be section A, pages 53-54 of the Boone County Department of Public Health Personnel Policy Handbook. This section pertains to the hiring of an Administrator.

Allen took a moment to thank the staff for their input, and the Board of Health wanted to reassure the staff that the Board appreciates issues being brought to their attention in a timely manner.

Ray Empereur will prepare a press release concerning Stephanie's resignation.

A motion to adjourn was made by Jim Cox and seconded by Dr. Conder. Motion carried. Meeting was adjourned at 1:15 p.m.

Submitted through Gary Turner.  
Sandy Romanek

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