

LARIMER COUNTY | HEALTH AND ENVIRONMENT

1525 Blue Spruce Drive, Fort Collins, Colorado 80524, 970.498.6700, Larimer.org/health

Director Tom Gonzales, MPH, REHS

BOARD OF HEALTH

Bernard Birnbaum, MD, President

Brian DelGrosso, Vice President

Jennifer Lee, MS

Janna West Kowalski, MS

Tony J. Van Goor, MD

Mission:

vide everyone in Larimer County the opportunity for a healthy life.

Vision:

s a thriving, health-aware community where everyone has access to healthy choices and a healthy environment.

LARIMER COUNTY BOARD OF HEALTH – January 4, 2022

The Larimer County Board of Health (Board) convened their special meeting at 6:00pm at 1525 Blue Spruce Dr, Fort Collins CO. 80524 and through the Zoom virtual platform due to the COVID-19 pandemic.

Members Present: Dr. Bernard Birnbaum
Jennifer Lee
Dr. Tony J. Van Goor
Janna West-Kowalski
Brian DelGrosso

Executive Secretary: Tom Gonzales

County Staff: Phillip Daniel, Lisa Wempen

Call to Order - Dr. Bernard Birnbaum, Board President, called the special meeting of the Board of Health to order at 6:01 p.m.

NEW BUSINESS

1. Executive Session Pursuant to C.R.S. 24-6-402 (4)(f), executive session regarding personnel matters, specifically for the purpose of conducting a performance evaluation of the Public Health Director.

- a. **Action** - Dr. Bernard Birnbaum made a motion to enter an executive session per C.R.S. 24-6-402 (4)(f). Brian DelGrosso seconded the motion.

Motion was approved unanimously

The Board returned from executive session at 8:33pm. Dr. Bernard Birnbaum indicated that the Board discussed the Director's performance evaluation, and that it was a positive discussion. Dr. Birnbaum further stated that one of the challenges discussed is that there is an unclear evaluation process for the Director. He stated that the Board and Mr. Gonzales will work on a process over the next couple of months and present it at the March 2022 Board of Health meeting. The process should include annual survey data, specific goals and metrics that will help guide the Director moving forward. This will include determining how staff and the Board will know that we are meeting those metrics. Salary was also discussed in this session. The Board looked at the salary increases for other county employees and the salaries of other local



public health officials in surrounding counties.

a. **Action** - Dr. Bernard Birnbaum motioned to approve a salary increase of 7% to be retroactive to his hire date in December. Dr. Tony J. Van Goor also motioned to approve the 7% increase due to inflation and to stay in line with other local public health officials. Janna West-Kowalski seconded the motion. Dr. Birnbaum also stated that this increase reflects the good work that the Director has done over the pandemic and that the Director deserves to be compensated for his time.

Motion was approved unanimously

Dr. Bernard Birnbaum asked that HR come to the September 2022 Board meeting to speak about the evaluation process, timing, and communication that should occur in December.

The meeting adjourned at 8:36 p.m.