

**Alameda County Health Care for the Homeless
Commission Meeting
Friday, May 20, 2022; 9:00am-11:00am
Via Zoom Conference Call
Meeting Minutes**

ACHCH Commissioner Present:

Lois Bailey Lindsey (Secretary)
Sabrina Fuentes
Lynette Lee
Jeannette Johnigan
Shannon Smith-Bernardin, RN, PhD
Sam Weeks, DDS
Michelle Schneidermann, MD
Gregory Kats

County Staff Present:

Lucy Kasdin LCSW, ACHCH Director
Luella Penserga, ACHCH Deputy Director
Kerry Abbott, Director, Office of Homeless Care and
Coordination
Dr. Kathleen Clanon, MD, ACHCH Medical Director
Jet Chapman, HR Director, Health Care Services Agency
David Modersbach, ACHCH

ACHCH Commissioners Absent:

Laura Guzmán (Chair)
Gloria Cox-Crowell (Co-chair)
Gerard Jenkins, MD

Public Present:

Heather McDonald-Fine, Alameda Health System
Zareh Amrikhanian, Oakland resident

Item	Discussion/ Recommendations
A. CALL TO ORDER Welcome & Introductions Adopt agenda	Meeting Chaired by Commissioner Bailey Lindsey. Roll Call of Commissioners Quorum achieved Commission approve agenda Motion to Approve: Commissioner Lee; 2 nd Commissioner Johnigan Motion Passed: Meeting agenda adopted by Commission
B. PUBLIC COMMENT	Zareh Amrikhanian introduced themselves as an Oakland resident.
C. CLOSED SESSION	No closed session.
D. CONSENT AGENDA	1. Commission approve Commission meeting minutes – March 18, 2022 2. Commission approve to continue to recommend measures to promote social distancing and keep meetings virtual Motion to Approve: Commissioner Lee; 2 nd Commissioner Johnigan Motion Passed: Consent agenda approved by Commission.



<p>G. ACHCH DIRECTOR'S REPORT</p>	<p>Lucy Kasdin LCSW, ACHCH Director, presented the ACHCH Director's Report, beginning with medical director recruitment and hiring process.</p> <p>Ms. Kasdin and Dr. Clanon introduced guest Jet Chapman, HR director of HCSA.</p> <p>Jet Chapman (JC) opened up the discussion - Alameda County central HR solicits applicants; applicants who pass the screenings get on a list for each classification. Central HR works with HCSA HR.</p> <p>Lucy Kasdin clarified that when a list is "open" - that's when the recruitment is happening.</p> <p>Dr. Clanon stated that the ACHCH Medical Director is a Physician IV civil service classification; requires that someone has supervised other doctors. Dr. Clanon is covering the ACHCH medical director position during vacant periods.</p> <p>Commissioner Weeks: how does someone get on the "list"?</p> <p>JC: it can be challenging for new applicants to navigate the process; HR will provide assistance. Once on the "list":</p> <ul style="list-style-type: none"> • Applicants must meet minimum qualifications (education, experience) • Then the next screening is for "best qualified", e.g., experience with working with children. <p>Candidates screened out at either level of screening have 10 days to file an appeal. Historically, many people of color candidates do not wait so we lose applicants.</p> <p>Recruitment postings include: County website, Linked In, and sending job postings to: community colleges and universities, professional associations, Asian Am, diversity nursing, NACHCH, Nat'l latino medical association. Some of the posting sites were suggested by the Commission.</p> <p>Period from posting to hire is minimally 4 months.</p> <p>Commissioner Bailey Lindsey: what can be done?</p> <p>JC: go outside of the box, e.g., work with CBOs, pay for job boards (County uses free job boards).</p> <p>Commissioner Lee: are there opportunities where temporary employment can lead to permanent employment.</p> <p>JC: TAP goes to 18 months. - no vacation, limited sick time.</p> <p>Kerry Abbott: is there a webinar, to acquaint people with the application process?</p>
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JC: Ratinesh Prasad, HR is creating a webinar for TAP employees.

Dr. Clanon presented comparative salary information. Alameda County salaries are lower than surrounding counties.

JC: clarified that it is not legal to put ethnic background on an announcement as a factor for hiring.

Commissioner Bailey Lindsey: can we hire someone in a provisional basis?

JC: yes, if there is not a list. Provisional employees get benefits. When a list is being created, the provisional staff has to apply to be on the list and if not selected, vacate in 30 days.

Commissioner Weeks: is there a time limit for provisional employees?

JC: Alameda County discourages more than 2-3 years.

Commissioner Bailey Lindsey: how can we get around the Civil Service list?

JC: to get as many physicians and RNs that we can, we do a continuous exam, i.e., if they apply and meet the minimum qualifications, then they are put automatically on a list.

Commissioner Bernardin-Smith – these systems are biased towards people who can sit around and wait. In another county, we had to get down to the 4th tier in order to get to people of color and people with lived experience. Dumping people into a big pot that's broken.

JC: the hiring process is lengthy; shortening it would need go to the voters.

Commissioner Schneidermann: too much time spent on HR workarounds, want to work with HR to get to the bottom of what needs to happen to change the civil service rules. Everyone here is committed to changing the box, not just working outside of the box.

HRS is the central HR for the County. It would be on them to change the entire HR.

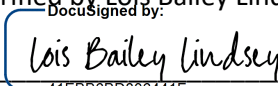
Commissioner Fuentes: Gov. Newsom legitimized the CHW position. What's going on with that?

Jet: HR is working on a CHW job specification that includes lived experience. Will see something in the next few months.

Commissioner Weeks: seminar attended by majority Black clinicians. Nationwide. How do we make the change?

	<p>What can commissioners do today, been talking about this for years?</p> <p>Commissioner Bailey Lindsey requested that Jet Chapman be invited to future Executive Committee meetings to follow up on today’s discussion.</p>
<p>H. ACHCH HEALTH CENTER</p>	<p>HRSA Health Center Program report David Modersbach reported that HRSA extended ACHCH’s grant another year due to COVID; 3 year grant is now 4 years. ACHCH staff will work on the annual staffing and budget plan to submit to HRSA in August 2022 for CY 2023.</p> <p>Subrecipient report - AHS Heather McDonald-Fine reported that AHS is also working on hiring for diversity, inclusion. Loretta Medellin, Co-Applicant Board Chair presented the Homeless strategic plan to the AHS Board of Trustees, dept leaders, and CEO. Strategic priorities: See patients at earliest possible time. Make stronger connections with Bridge program, ED. Hiring more LCSW at Eastmont and expanding dental, ophthalmology.</p>
<p>D. STAFF PRESENTATION</p>	<p>The last half of the meeting was Chaired by Commissioner Weeks.</p> <p>Terri Moore, MBA, ACHCH Contracts Manager provided an overview of ACHCH contracts. (see attached presentation)</p> <p>A few changes were highlighted: The LifeLong contract for the Trust Clinic was reduced due to the significant increased Medi-Cal revenue that LifeLong is earning after the State approved an increased Medi-Cal visit billing rate for that location.</p> <p>Street Health – LifeLong Medical Care, Tiburcio Vasquez Health Center, BACH are up for a one year renewal. Add funds to Oakland Pharmacy contract for medicines and medical supplies.</p> <p>Commissioner Bernardin-Smith: some of the teams struggle (not able to complete the contracts). What is done with these contracts.</p> <p>Terri Moore responded that ACHCH conducts “deep dive” meetings with contractors, consultants with Lucy and Luella on contractor performance. Lucy commented that ACHCH engages with contractor senior leadership, tremendous support, tough conversations.</p>



	<p>Commissioner Fuentes commented that BACH is taking people with lived experience input in developing programs. A lot of progress, have a new MAT, new manager.</p>
<p>I. ACTION AGENDA</p>	<p>Commissioner application Commissioners Johnigan and Katz interviewed Josh Thurman on 4/27/21, and reported that he has a lot of relevant experience in public service, homelessness, and policy. Mr. Thurman also fills the need for Tri-Valley (Livermore) representation on the Commisison.</p> <p>Commissioner Bailey Lindsey moved; Commissioner Weeks seconded. All said aye; application was approved.</p>
<p>J. REGULAR AGENDA</p>	<ol style="list-style-type: none"> 1. Consumer & Community Advisory Board (CCAB) – report from May 6, 2022. 2. Budget, Finance, and Contracts Committee – report from May 6, 2022. 3. Clinical Quality Committee – report from May 4, 2022. 4. Executive Committee – report from May 9, 2022. <p>Commissioner Weeks asked members to review committee reports on their own, due to time limitations.</p>
<p>I. OTHER ITEMS</p>	<ol style="list-style-type: none"> 1. Announcements <ol style="list-style-type: none"> a. Reminder to complete online Ethics training. <ol style="list-style-type: none"> a. Commissioner Kats asked if a recently completed training would suffice. It was the same training. b. Commissioner Johnigan asked that the information be sent to her; she did not receive the training information. b. Commissioner Schneidermann announced that the California Health Care Foundation is sponsoring up to 8 full scholarships for people with lived experience of homelessness.
<p>J. ADJOURNMENT</p>	<p>Meeting adjourned at 12:00 pm. Verified by Lois Bailey Lindsey, Secretary</p> <p><small>DocuSigned by:</small>  41EBB6BD806441F... Date: 6/22/2022</p>

* Meetings are accessible to people with disabilities. Individuals who need special assistance or a disability-related modification or accommodation (including auxiliary aids or services) to participate in this meeting, or who have a disability and wish to request an alternate format for the agenda, meeting notice, or other documents that may be distributed at the meeting, should contact ACHCH at least five working days before the meeting at (510) 891-8950 in order to make reasonable arrangements to ensure accessibility to this meeting and the materials related to it. The ACHCH Commission regular meeting documents are posted at least 72 hours prior to the meeting and are accessible online at: <http://www.achch.org/>.