

**TRI-BOARD MERGER COMMITTEE
MINUTES
(OPEN SESSION)**

Tuesday, March 19, 2024

KFL&A Public Health

10:00 (Boardroom)

In Attendance: Dr. Jeffrey Allin (Virtual, 10:30-12:52); Wess Garrod (Chair), Councillor Judy Greenwood-Speers, Robin Jones (10:00-2:39), Councillor Sean Kelly, Dr. Linna Li, Peter McKenna, Councillor Jeff McLaren, Mayor Jan O'Neill, Dr. Piotr Oglaza, Councillor Bill Roberts, Toni Surko, Dr. Ethan Toumishey, Councillor Nathan Townend, Kathleen Thompson (Recorder).

Absent: Councillor Michael Kotsovos.

1. Call to Order

Chair W. Garrod called the meeting to order.

2. Territorial Acknowledgement

Chair W. Garrod read KFL&A Public Health's territorial acknowledgement.

3. Conflict of Interest

No conflicts of interest were declared in the open meeting.

4. Approval of Open Agenda

It was **MOVED** by Councillor N. Townend and **SECONDED** by Councillor B. Roberts **THAT** the Tri-Board Merger Committee approve the open agenda for the meeting of March 19, 2024, with Item 11.1 being moved to the closed session as it relates to property and personnel matters.

CARRIED

5. Approval of the Minutes of the Tri-Board Merger Committee meeting held March 4, 2024

It was **MOVED** by Mayor J. O'Neill and **SECONDED** by Councillor S. Kelly **THAT** the Tri-Board Merger Committee approve the minutes of March 4, 2024.

CARRIED

6. Closed Session

THAT the Board of Health convene in closed session for the purposes of a discussion as it relates to Section 239(2) of the Municipal Act, and more specifically, (k) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board.

It was **MOVED** by Mayor J. O'Neill and **SECONDED** by Councillor J. Greenwood-Speers **THAT** the Tri-Board Merger Committee move In-Camera.

CARRIED

7. MOH and CEO Roles Briefing

There are two distinct models for senior leadership in local public health served by autonomous boards of health (i.e., not embedded in municipal structures).

1. Combined Medical Officer of Health and Chief Executive officer in one position.
2. Separate Medical Officer of Health and Chief Executive Officer roles.

Both models have been successfully used in local public health across the province.

The separate CEO role has been particularly useful in situations where recruitment and retention of qualified Public Health and Preventive Medicine specialists have been challenging and when the medical officers of health needed more support to be able to focus on medical aspects of public health.

From an organizational perspective, a combined MOH/CEO model supports a principle that those tasked with responsibility for the work must have the necessary authority to influence execution.

The combined MOH/CEO position is more cost effective to the boards due to the ministry's dedicated 100 percent funding for MOH/AMOH not available for other position.

Medical officers of health in the local public health system have a key responsibility to oversee the delivery of public health programs and services. This responsibility requires specialized medical expertise and leadership skills and judgement for making financial decisions based on the public health needs assessment.

All three organizations have fully qualified MOH/CEO who through a combination of training, Royal College of Physicians and Surgeons of Canada Fellowship as Public Health and Preventive Medicine specialists and work experience each have the necessary skills to serve in the combined MOH/CEO role.

8. Motions Deferred from March 4, 2024

GIVEN THAT the limited timelines for a merger to be implemented,
AND THE need to minimize disruption to staff in order to focus on necessary changes,
AND THAT there are currently 3 fully qualified MOH/CEOs within the 3 organizations,
AND MOVE THAT the new entity's leadership model should be under a singular MOH/CEO,
AND FURTHER THAT the search for position should be limited to internal candidates.

Mayor J. O'Neill withdrew the above deferred motion of March 4, 2024.

It was MOVED by P. McKenna and SECONDED by Mayor J. O'Neill THAT the Tri-Board Merger Committee recommends that the proposed merged entity remains under the model of a combined Medical Officer of Health/Chief Executive Officer role.

9 in favor/1 opposed/0 abstention. CARRIED

9. Closed Session

THAT the Board of Health convene in closed session for the purposes of a discussion as it relates to Section 239(2) of the Municipal Act, and more specifically, (k) a position, plan,

procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board, and (f) advice that is subject to solicitor-client privilege.

It was MOVED by Mayor J. O'Neill and SECONDED by Councillor S. Kelly THAT the Tri-Board Merger Committee move In-Camera.

CARRIED

10. New Business

It was MOVED by R. Jones and SECONDED Mayor J. O'Neill THAT Item 11.1 be moved to the closed session as it relates to property and personnel matters.

CARRIED

11. Motions Arising from the Closed Session

It was MOVED by Mayor J. O'Neill and SECONDED by Councillor N. Townend THAT the Tri-Board Merger Committee directs leadership to carry out decisions from the closed meeting.

CARRIED

12. Date of Next Meeting

The next Tri-Board Merger Committee meeting will be held at KFL&A Public Health on Friday, April 12, 2024 from 10:00-3:00.

13. Adjournment

It was MOVED by Councillor N. Townend and SECONDED by P. McKenna THAT the Tri-Board Merger Committee meeting of March 19, 2024 be adjourned.

CARRIED