



**REGULAR SESSION MINUTES OF THE
PAMLICO COUNTY BOARD OF COMMISSIONERS
MONDAY, APRIL 17, 2023**

The Pamlico County Board of Commissioners met in regular session on Monday, April 17, 2023 at 7:00pm in the Patsy H. Sadler room of the Pamlico County Courthouse. Commissioners Missy Baskervill, Kari Forrest, Candy Bohmert, Ed Riggs, Doug Brinson, Pat Prescott, and Carl Ollison were present. Also present were County Attorneys Ross Hardeman and Trey Ferguson, County Manager Tim Buck, Assistant County Manager Justin Oakes, and Interim Clerk to the Board Amanda Carey.

Chairman Riggs called the meeting to order and led the assemblage in the Pledge of Allegiance.

Chairman Riggs asked if there were any corrections, additions, and/or deletions to the April 3, 2023 Regular Session minutes. There was a correction made, then on a motion made by Commissioner Bohmert and seconded by Commissioner Brinson the following resolution was unanimously approved.

BE IT RESOLVED, the April 3, 2023 Regular Session minutes are hereby approved, and the Chairman’s signature is authorized thereon.

Chairman Riggs asked if there were any other additions and/or deletions to the agenda; Commissioner Bohmert made a motion, seconded by Commissioner Prescott to:

- a. Add a Budget Amendment for roof repair costs
- b. Request to approve 2 Resolutions required for State Public Water Grant applications
- c. Add Closed Session topic – Attorney/Client privilege
- d. Remove the agenda topic regarding quotes for the Alliance Park playground
- e. Remove the agenda topic regarding Health Dept salary/grade changes
- f. Add the April 4, 2023 Budget Retreat minutes for approval

On a motion made by Commissioner Baskervill and seconded by Commissioner Bohmert, the following resolution was unanimously approved.

BE IT RESOLVED, the April 4, 2023 Budget Retreat minutes are hereby approved, and the Chairman’s signature is authorized thereon.

On a motion made by Commissioner Bohmert and seconded by Commissioner Baskervill, the following resolutions were unanimously approved.

BE IT RESOLVED, the following Budget Amendment(s) are hereby approved [22-23-196].

<i>Department:</i> Senior Services		#23-126	
FISCAL YEAR 2022-2023			
ACCOUNT NUMBER	ACCOUNT DESCRIPTION	AMOUNT (+) INCREASED	AMOUNT(-) DECREASED
104930-531100	Senior Companion Match		\$ 1,500.00
104930-529000	Departmental Supplies	\$ 500.00	
104930-522000	Food and Provisions	\$ 1,000.00	
<i>Reason for Budget Revision:</i> To transfer funds due to not having any Senior Companions this year.			

Department: Emergency Management

#23-127

FISCAL YEAR 2022-2023

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	AMOUNT (+) INCREASED	AMOUNT(-) DECREASED
100600-400000	Miscellaneous Revenues	\$ 250.00	
104370-519900RACE	Contracted Services	\$ 250.00	

Reason for Budget Revision: To recognize funds received from Duke University for Randomized Cluster Evaluation of Cardiac Arrest Systems (RACE-CARS) and increase contracted services line for Rescue Squad.

Department: Water Department

#23-128

FISCAL YEAR 2022-2023

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	AMOUNT (+) INCREASED	AMOUNT(-) DECREASED
307140-512600	Salaries & Wages PT		\$ 17,000.00
307140-529001KER	Dept. Supplies & Chemicals	\$ 11,000.00	
307140-529001GRT	Dept. Supplies & Chemicals	\$ 6,000.00	
307140-519500	Engineering Services		\$ 3,000.00
307140-529001VAN	Dept. Supplies & Chemicals	\$ 3,000.00	
307140-519500	Engineering Services		\$ 3,000.00
307140-529001MIL	Dept. Supplies & Chemicals	\$ 3,000.00	
307140-533000MIL	Electrical		\$ 3,000.00
307140-533000	Electrical	\$ 3,000.00	
307140-555000	Capital Outlays		\$ 6,000.00
307140-529000	Departmental Supplies	\$ 6,000.00	

Reason for Budget Revision: To cover possible shortfalls.

Department: Water Department

#23-129

FISCAL YEAR 2022-2023

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	AMOUNT (+) INCREASED	AMOUNT(-) DECREASED
307120-531000	Travel		\$ 2,000.00
307120-526000	Office Supplies	\$ 2,000.00	

Reason for Budget Revision: To transfer funds to purchase 2 LED Monitors.

Department: Health Department

#23-130

FISCAL YEAR 2022-2023

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	AMOUNT (+) INCREASED	AMOUNT(-) DECREASED
105167-512100	Salaries & Wages		\$ 7,200.00
105171-512100	Salaries & Wages		\$ 3,600.00
105167-519900	Contracted Services	\$ 10,800.00	

Reason for Budget Revision: To transfer funds to allow for contract payment to Nutrition Plus.

<i>Department:</i> Recycling		#23-131	
FISCAL YEAR 2022-2023			
ACCOUNT	ACCOUNT DESCRIPTION	AMOUNT (+)	AMOUNT(-)
NUMBER		INCREASED	DECREASED
104721-519900WG	Contracted Services		\$ 6,000.00
104721-535100	M&R Grounds		\$ 3,000.00
104721-525100	Auto Supplies	\$ 9,000.00	
<i>Reason for Budget Revision:</i> To transfer funds to cover fuel, insurance, and offset gas for the Recycling Department.			

<i>Department:</i> Health Department		#23-135	
FISCAL YEAR 2022-2023			
ACCOUNT	ACCOUNT DESCRIPTION	AMOUNT (+)	AMOUNT(-)
NUMBER		INCREASED	DECREASED
100211-435025	Misc Revenue-ARPA-HD-Roof	\$ 24,304.00	
105110-555000	Capital Outlay	\$ 24,304.00	
<i>Reason for Budget Revision:</i> To set up budget for Health Dept. roof repairs.			

BE IT RESOLVED, the request for approval of the Tax Office Board Releases is hereby approved, and the Chairman’s signature is authorized thereon [22-23-197].

BE IT RESOLVED, the request for approval of the JCPC Certification Standards, is hereby approved [22-23-198].

BE IT RESOLVED, the request for approval of the Compliance Plans and Policies for the 2022 Community Development Block Grant – Neighborhood Revitalization Program, is hereby approved [22-23-199].

BE IT RESOLVED, the request for approval of Policy: Process for Accepting and Responding to Requests for Reasonable Accommodations, and Policy: Process for Investigating Complaints of Discrimination, as related to Federal Grants, is hereby approved [22-23-200].

PROCESS FOR ACCEPTING AND RESPONDING TO REQUESTS FOR REASONABLE ACCOMMODATIONS

1. The County Manager is responsible for coordinating reasonable accommodation requests. The County Managers Office is located at 302 Main Street, Bayboro, NC 28515. The phone number and email respectively are 252-745-3133, tim.buck@pamlicocounty.org.
2. The attached notice will be placed on the Courthouse bulletin board and will be displayed in County Offices. The notice will be run at least annually in a publication having general circulation in Pamlico County.
3. A form will be given to individuals to record accommodations.
4. Once a request for accommodations is received, the County Manager (Manager) will meet with the individual that is requesting accommodations to understand the accommodations requested. The Manager will review the request with personnel staff and County attorney to determine if the request is reasonable.
5. The County Manager or a designee will respond to requests for accommodations withing 10 business days and if warranted, accommodations will be implemented as soon as feasible given

the scope of the request.

6. The County Manager will arrange for interim accommodations if requested and feasible.
7. The following resources are available:
 - a. Language - resources identified in the language access plan will be used
 - b. Building accommodations- local health department and county engineer will be consulted to accommodate building/handicap accommodations.
 - c. The County will develop a list of sign language interpreters.
8. All information will be kept in a locked file cabinet and secure computer environment. Only those individuals that are involved in the accommodation process will have access to records.

NOTICE

Pamlico County is committed to providing individuals with disabilities an equal opportunity to participate in and benefit from Pamlico County's programs, activities, and services.

Individuals may request reasonable accommodations from the County Manager's Office located at 302 Main Street Bayboro, by phone at 252-745-3133 or email tim.buck@pamlicocounty.org.

PROCESS FOR INVESTIGATING COMPLAINTS OF DISCRIMINATION

Pamlico County has developed a policy of nondiscrimination, see attached. This policy will be posted in the offices of Pamlico County in conspicuous places and will be placed on the County website. The following process will be used to investigate and respond to complaints:

1. The County Manager is responsible for investigating and responding to complaints. The County Managers Office is located at 302 Main Street, Bayboro, NC 28515. The phone number and email respectively are 252-745-3133, tim.buck@pamlicocounty.org.
2. The complainant will receive an email or mailed written notice of receipt and process within 10 business day of receipt of a complaint.
3. The County Manager will interview the complainant and any other parties named in the complaint. If a conflict of interest or other issue warrants, the investigation may be referred to and investigated by a 3rd party. The investigation will be completed as soon as possible but not to exceed 6 months. The County will take steps to resolve any issues identified in the investigation.
4. Once an investigation is complete, the complainant will receive an email or mailed notice of the results of the investigation and any steps taken to resolve the issue.
5. Complaints will be logged in an Excel spreadsheet to be kept on file the County Manager's Office.
6. The attached notice will be placed in a newspaper that has general circulation in Pamlico County and will be in English and Spanish. Other reasonable accommodations can be requested.

POLICY AND NOTICE OF NONDISCRIMINATION

County of Pamlico complies with Federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on race, color, or national origin (including language).
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on

disability.

- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on sex in education programs or activities.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on age.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits discrimination based on religion in social service programs.

It is against the law for County of Pamlico to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

To File a Complaint

If you think that County of Pamlico has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, age, or religion, you can file a complaint in person or by mail, fax, or email with:

Timothy A. Buck or successor, County Manager
302 Main Street (physical address)
P.O. Box 776 (mail address)
Bayboro, NC 28515
Email: tim.buck@pamlicocounty.org
Fax: (252) 745-5514

BE IT RESOLVED, the request to send a letter to State Representatives requesting assistance with reaching an affordable price solution for landowners to purchase abandoned railroad rights-of-way, is hereby approved [22-23-201].

BE IT RESOLVED, the request from the Coastal Coalition for Substance Awareness & Prevention (CCSAP) for approval of a Proclamation designating April 29-May 6 as Resilient & Thriving Communities Week, is hereby approved [22-23-202].

RESILIENT & THRIVING COMMUNITIES WEEK 2023 A PROCLAMATION

WHEREAS, resilient and thriving communities are vital to our Citizens' health, success and prosperity and are key in helping to build a strong foundation for everyone at all ages and stages of life; and

WHEREAS, resilience is built, utilizing systems that play a central role in promoting safe and secure environments for all; and

WHEREAS, adverse childhood and life experiences and adverse community environments can impact overall quality of life and well-being of a community; and

WHEREAS, Healthy North Carolina 2030: A Path Toward Health by the North Carolina Institute of Medicine, in partnership with the North Carolina Department of Health and Human Services, Division of Public Health, identifies reduction of adverse childhood experiences by 25% by 2030 as a goal; and

WHEREAS, it is our goal to invest time in planning strategies that promote positive experiences and strengthen our community resilience to further benefit the health of our Citizens; and

WHEREAS, Pamlico County encourages individuals from all sectors, public and private, early childhood through post-secondary education, faith-based organizations, healthcare systems, justice systems, social service systems, businesses, and elected leaders to work together to strengthen our communities; and

NOW, THEREFORE, we, the County Commissioners of Pamlico County, do hereby proclaim April 29 through May 6 as “**Resilient & Thriving Communities Week**” in our community, and commend its observance to all citizens.

BE IT RESOLVED, the request for approval of two Resolutions for the Drinking Water Construction Project, is hereby approved [22-23-209].

**DRINKING WATER CONSTRUCTION PROJECT
WATER QUALITY & TREATMENT RELIABILITY
PAMLICO COUNTY WATER SYSTEM**

WHEREAS, The Federal Clean Water Act Amendments of 1987 and the North Carolina the Water Infrastructure Act of 2005 (NCGS 159G) have authorized the making of loans and grants to aid eligible units of government in financing the cost of construction of drinking water treatment works and drinking water distribution system, and

WHEREAS, The County of Pamlico has need for and intends to conduct a drinking water treatment works improvements project as follows:

- Replace aging and failing brine tank and platforms at the Grantsboro, Kershaw, Vandemere and Millpond water treatment plants.
- Provide additional softeners and associated piping at two water treatment plants.
- Provide new mixing systems for 10 existing elevated tanks.
- Provide a new SCADA System.

WHEREAS, The County of Pamlico intends to request state grant assistance for the project,

NOW THEREFORE BE IT RESOLVED, BY THE BOARD OF COMMISSIONERS OF THE COUNTY OF PAMLICO:

That County of Pamlico, the Applicant, will arrange financing for all remaining costs of the project, if approved for a State grant award.

That the Applicant will adopt and place into effect on or before completion of the project a schedule of fees and charges and other available funds which will provide adequate funds for proper operation, maintenance, and administration of the system and the repayment of all principal and interest on the debt.

That the Applicant will provide for efficient operation and maintenance of the project on completion of construction thereof.

That the governing body of the Applicant agrees to include in the loan agreement a provision authorizing the State Treasurer, upon failure of Pamlico County to make scheduled repayment of the loan, to withhold from Pamlico County any State funds that would otherwise be distributed to the local government unit in an amount sufficient to pay all sums then due and payable to the State as a repayment of the loan.

That County Manager, the Authorized Official, and successors so titled, is hereby authorized to execute and file an application on behalf of the Applicant with the State of North Carolina for a (loan or grant) to aid in the construction of the project described above.

That the Authorized Official, and successors so titled, is hereby authorized and directed

to furnish such information as the appropriate State agency may request in connection with such application or the project: to make the assurances as contained above; and to execute such other documents as may be required in connection with the application.

That the Applicant has substantially complied or will substantially comply with all Federal, State, and local laws, rules, regulations, and ordinances applicable to the project and to Federal and State grants and loans pertaining thereto.

**DRINKING WATER CONSTRUCTION PROJECT
WATER SUPPLY REHABILITATION PROJECT
PAMLICO COUNTY WATER SYSTEM**

WHEREAS, The Federal Clean Water Act Amendments of 1987 and the North Carolina the Water Infrastructure Act of 2005 (NCGS 159G) have authorized the making of loans and grants to aid eligible units of government in financing the cost of construction of drinking water treatment works and drinking water distribution system, and

WHEREAS, The County of Pamlico has need for and intends to conduct a drinking water treatment works improvements project as follows:

Replace two aging and problematic deep wells for reliable operation.
Related equipment and controls to support reliable operation.

WHEREAS, The County of Pamlico intends to request state grant assistance for the project,

NOW THEREFORE BE IT RESOLVED, BY THE BOARD OF COMMISSIONERS OF THE COUNTY OF PAMLICO:

That County of Pamlico, the Applicant, will arrange financing for all remaining costs of the project, if approved for a State grant award.

That the Applicant will adopt and place into effect on or before completion of the project a schedule of fees and charges and other available funds which will provide adequate funds for proper operation, maintenance, and administration of the system and the repayment of all principal and interest on the debt.

That the Applicant will provide for efficient operation and maintenance of the project on completion of construction thereof.

That the governing body of the Applicant agrees to include in the loan agreement a provision authorizing the State Treasurer, upon failure of Pamlico County to make scheduled repayment of the loan, to withhold from Pamlico County any State funds that would otherwise be distributed to the local government unit in an amount sufficient to pay all sums then due and payable to the State as a repayment of the loan.

That County Manager, the Authorized Official, and successors so titled, is hereby authorized to execute and file an application on behalf of the Applicant with the State of North Carolina for a (loan or grant) to aid in the construction of the project described above.

That the Authorized Official, and successors so titled, is hereby authorized and directed to furnish such information as the appropriate State agency may request in connection with such application or the project: to make the assurances as contained above; and to execute such other documents as may be required in connection with the application.

That the Applicant has substantially complied or will substantially comply with all Federal, State, and local laws, rules, regulations, and ordinances applicable to the project and to Federal and State grants and loans pertaining thereto.

The Board then turned their attention to the Correspondence Agenda.

On a motion made by Commissioner Bohmert and seconded by Commissioner Prescott, the following resolution was unanimously approved.

BE IT RESOLVED, the request to approve the purchase of an EMS vehicle for the 2024 budget year, not to exceed \$70,000 and authority for the County Manager & Finance Officer to make any necessary budget amendments, is hereby approved [22-23-204].

Commissioner Riggs invited Health Department Director Melanie Campen to present their Quarterly Report [22-23-206]. (See Attachment)

The Board discussed the need for FY 2024 Budget Workshops; dates/times to be determined later [22-23-207].

On a motion made by Commissioner Brinson, seconded by Commissioner Riggs, and unanimously approved, the Board went into Closed Session for Attorney/Client Privilege discussion and Personnel Performance Evaluations [N.C.G.S. § 143-318.11(a)(3)(6)]. Time Recorded: 7:50pm [22-23-208]

Discussion regarded Windmill Pointe litigation and annual evaluations for County Manager Tim Buck and Health Department Director Melanie Campen.

On a motion made by Commissioner Bohmert, seconded by Commissioner Baskervill, and unanimously approved, the Board went back into Open Session. Time Recorded: 8:20pm

County Attorney Trey Ferguson summarized the terms of a vote that was approved during Closed Session;

Individual litigants named in settlement: Oriental Consortium, John O'Hale, James Wilson
Settlement Terms: State would pay \$30,000 - Insurance would pay \$13,000 - County would pay \$10,000 (per case).

There being no further business, on a motion made by Commissioner Baskervill and seconded by Commissioner Bohmert, the Board adjourned until the next regular meeting on Monday, May 1, 2023 at 7:00pm.

Chairman

Interim Clerk to the Board

Attachment: Health Department Quarterly Report



Pamlico County Health Department

203 North Street

PO Box 306

Bayboro, NC 28515

Tel: (252) 745-5111 Fax: (252) 249-5900

Health Director: Melanie D. Campen



Board of Health

April 17, 2023

- 1- Welcome
- 2- Quarterly Report
 - a. Clinic Updates
 - b. Environmental Updates
- 3- 3 Year Provider Proposal-Lynn Hardison

Clinic Numbers 3rd Qtr 2023

Month	Appts.	No-Shows	Cancelled	Appts. Kept
Jan 23	105	13	10	82
Feb 23	58	4	10	44
Mar 23	95	9	7	79
Totals	258	26	27	205

Month	Amount
Jan 23	\$208.40
Feb 23	\$358.00
Mar23	\$432.22
Total	\$998.62

Clinic has been running smoothly for the 3rd Qtr 2023. Our Billing & Coding employee is taking classes to become Certified, given her more flexibility to change wrong codes to correct ones without having to wait on the provider to change the code. We have discovered that many of our activities have been coded wrong, for some time, and we are working to get those corrected. We have lost revenue due to this. Our WIC Director work-against is still attending her classes with a projected graduation date of 2025. She is working with the Pamlico Partnership for Children to secure a grant that will buy her an actual vehicle seat in which she can teach the proper way to install a child car seat.

We have seen an increase in patient with Family Planning. Pamlico Community Health Center lost their provider.

I wanted to bring to your attention we have had two atypical incidences this quarter reported to NCEDSS.

- Hepatitis A event (45 yr female) - 3/2/2023 Pamlico Community Health Center. Outpatient. Elevated liver enzymes. Symptomatic. Unreported travel or source.
- Strep Beta Hemolytic Group A event (57 yr male) - 2/26/2023 CarolinaEast Medical Center. Required hospitalization. Wound culture. Diabetes co-morbidity.

Benchmark 2.4C

Accreditation is looking at changing some requirements. Big discussion this week in Raleigh at the LHD monthly meeting. I will not-be able to attend but have someone watching via zoom.

All our contracts were approved by Pitt County. Looking at which projects we can start this fiscal year vs. next. Roof is the most immediate concern.

Environmental Health 3rd Qtr 2023

Month	Amount
Jan 23	\$8,050.00
Feb 23	\$4,800.00
Mar23	\$10,495.00
Total	\$23,345.00

Application	Jan 23	Feb 23	Mar23	Total
Improvement	15	8	22	45
Existing	15	8	16	39
Construction	7	3	7	17
Repair	4	2	7	13
Well	3	0	4	7
OP	11	5	5	21
Total	55	26	61	142

Environmental Health is also running smoothly. We have an individual that has applied for the open position and has interviewed. She is qualified as an intern but awaiting the official transcript. Our part-time F/L will become contract on a 'as-needed' basis but will work the FDA Grant and salary covered under the grant. Bibi has successfully finished her interpreter Certification as well as being re-authorized in Childhood Lead which we already have three investigations that have been reported. Eugene will be attending class to become a Subsurface Operator. He has begun working on the spray machines as well. Once our new employee is authorized in On-Site, our contract worker will no longer be needed. We will sit down and look at what trainings are offered first to determine what direction to take as far as authorizations.

Upcoming events:

- Career Day at the High School
- Re-entry event in New Bern
- Rabies Clinic
- Family Fun Day
- Croaker Festival

Provider Proposal (3 yr)

Pamlico County Health Department

Clinical Operations

Melanie Campen and Lynn Hardison 04/17/2023

Key Objectives

- Provide quality care and close the healthcare disparities/inequity gaps within the community.
- Meet and/or excel standard expectations for mandatory and core services.
- Improve provider shortages in Pamlico County.
- Lessen dependency on County tax dollars.

NC DHHS Strategic Priorities

- Behavioral Health Resilience and Substance Abuse Reduction
- Child and Family Well-Being through Community Wellness (health education and prevention)
- Strong Inclusive Workforce

<https://www.ncdhhs.gov/about/dhhs-mission-vision-values-and-goals>

<https://schs.dph.ncdhhs.gov/units/idas/cha.htm>

<https://www.ncdhhs.gov/>

Board of Health Duties

NC General Statutes 130A39

- Shall have the responsibility to protect and promote public health.
- Shall be the policy-making, rule-making, and adjudicatory body for a county health department.
- May impose a fee for service to be rendered by a local health department, except where the imposition of a fee is prohibited by statute or where an employee of the local health department is performing the services as an agent of the State.
- Appoint a local health director.

https://www.ncleg.gov/EnactedLegislation/Statutes/PDF/ByArticle/Chapter_130A/Article_2.pdf

What We Do... Local Health Department

- The purpose of Pamlico County Health Department is to promote disease prevention, health services, and health promotion programs that protect communities from communicable diseases, epidemics, and contaminated food and water by providing synergistic care.
- Create partnerships and synergy to evaluate community needs assessments.
 - In 2022, PCHD met with local providers to discuss healthcare disparities, inequities, and provider shortages.
 - Local providers acknowledged community disparities and lack of resources.
 - Local providers recognized that local health department is not competitive. Local providers are unable to meet needs.
 - Local providers are supportive of local health department supplementing services and needs.

<https://www.ncdhhs.gov/>

10A NCAC 46.0201 Mandatory Services

NC DHHS Programs/Services

Clinical Operations

- Communicable Disease
 - STD/STI Screening and Treatment
 - Tuberculosis Screening and Treatment
 - Rabies Human Investigation
- Family Planning
- Immunizations
 - Vaccine for Children and Private
- Child Health
 - CMARC Referrals
 - Participation Physical Examinations (Sports Physicals)
 - Assured – LHJ still responsible for overseeing services and compliance
- Maternal Health
 - Pregnancy Testing and Referrals for Services
 - Assured – LHJ still responsible for overseeing services and compliance
- Healthy Communities
 - Health Promotion and Education
 - Regulatory Reporting (e.g. CHA, SOTCH, CHIP, Accreditation)
- WIC
 - Nutrition Education
 - Breast Feeding Support and Counseling
 - Vendor Training
 - Child Safety Car Seat Technician

Community “Needs” Services

Based on Community Health Assessment and Outreach

- Adult Health and Acute Sick Visits
- Breast and Cervical Cancer Control Program (BCCCP)
- DOT/CDL/USCG Medical Physicals
- Pre-Employment Work Physicals
- Minor Urgent Care Visits
- Harm Reduction and Mental Health Referrals
- Tobacco/Vaping Cessation Program
- Education/Training Workshops

Meeting Core Program/Services

- Accreditation and Regulatory Compliance
- Agreement Addendums
 - Scope of Work and Deliverables
 - Staffing, Training, Outreach, Supplies, Equipment
 - Time Studies (pulling down State monies)
 - Medicaid Time Studies

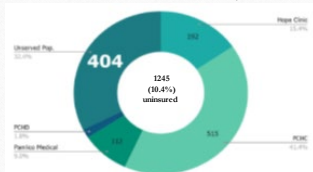
Benefits to Contracting Providers

- Reduce financial dependence on County tax dollars.
- Increase reimbursement revenues by participating with in-network private insurance.
- Insure continuity of care through provider coverage (e.g. retirement, vacation, illness, or contract termination).
- Increase partnership with academic institutions for preceptorships to improve provider shortage in Pamlico County.
- Possible sharing of contracted providers with neighboring facilities to improve provider shortage locally.
- Increase access to those who traditionally must travel to Craven County or surrounding counties to seek care not available or accessible by neighboring facilities.
- Reduce the healthcare disparities and inequities to Pamlico County's vulnerable populations (target audience – uninsured, underinsured, veterans, and visitors).
- Increase desirability of Pamlico County for those seeking to relocate to the area and increase County tax base.
- Improve access (transportation crisis) by providing mandatory, core, and community “needs” services locally.

Vulnerable Populations

Pamlico County Residents

Limited options for uninsured and underinsured individuals in Pamlico County



Based on the 2021 American Community Survey, administrative data, and Health Resources and Services Administration Uniform Data System

*Duke Global Studies Student Research Team 2022

Pamlico County Population in 2021

- 12,344 residents
 - 14% Veterans
 - 10.4% Uninsured
 - 30% Over the age of 65
 - 36.5% Total Population Covered by Care

People not receiving care in the Pamlico County

- 6,000 +

Based on 2020 Census Data, 2020 American Community Survey, and Rural Health Information Hub

*Duke Global Studies Student Research Team 2022



Academic Partnerships

- Increase collaboration with academic institutions (e.g. DUSON, Duke Global Studies, ECU School of Medicine, CDC Public Health Associates, etc.) to bring in new minds who are learning but also giving.
- Provider Shortage (Primary Care Physicians per 10,000- NC average is 8.73) PCHC - (3 providers) and CCHC PMC- (4 providers)
- Student Intern/Preceptor Savings ("Learning while Giving"):
 - \$15,600.00 - \$78,000.00/semester (based 1-5 interns - \$65/240 hrs.)

Phase 1

FY 2022/2023

- Research, Planning, and Restructuring Phase
- Increase visibility within the community. Develop plan to repair image, bringing clinical operations up to **baseline** and program compliance, and reestablish community partners.
- Develop partnership with Duke Global Studies, Duke University School of Nursing (DUSON), and CDC Public Health Associates.
 - Meet with local providers to discuss healthcare and provider shortage crises.
- Evaluate clinical operations and mandatory programs.
 - Meet accreditation, reestablish baseline services (core), evaluate staffing needs, review job descriptions for work equity, establish strategies to remove corrective action plans (CAPs) and to meet program/regulatory requirements.
- Provider (16hrs/wk):
 - 1 provider- 16 hours per week (\$41,600/yr)
 - 1 FNP student- 8-16 hours per week (\$15,600/240 clinical hours "Learning while Giving")

Phase 2

FY 2023/2024

- Scaffolding Phase
- Increase provider hours and accessibility of services to meet health disparities and inequities.
 - Manage mandatory and core programs to meet deliverable requirements. Address deliverables in CHIP report and monitor.
 - Explore supplemental services to meet community need.
 - Establish accurate data system for monitoring.
- Increase visibility and accessibility of services through advertisement.
 - Advertise on Social Media, Partnerships, Billboard, Newspaper (\$1500.00)
- Providers (24 hours/wk):
 - 1 provider- 16 hours per week (\$54,080/yr)
 - 1 provider- 8 hours per week(\$27,040/yr)
 - 1 FNP student - 8-16 hours per week (240/hr clinical hours)

• Shifting staff to cover WIC rather than contract with Nutrition Plus.
• Use monies currently allocated for Nutrition Plus contract (\$4500.00/mth) to cover additional 8 hrs. requested for provider (line item transfer)
Contract \$54,000.00 - Provider \$27,040 = Savings \$26,960

Phase 3

FY 2024/2025

- Final Phase (Evaluation)
- Enhance established visibility and accessibility to services
 - Participate innetwork with private insurance to increase reimbursements. Decrease dependence on County tax dollars.
 - Increase accessibility of services to decrease need for citizens to travel outside of Pamlico County to seek care.
 - Supplement and support PCHC and CCHC PMC to improve provider shortage and provide care.
 - Further close the healthcare disparities/inequities gap.
- Providers (32 hrs/wk):
 - 1 provider- 12 hrs/wk (\$54,080/yr)
 - 1 provider- 8 hrs/wk (\$27,040/yr)
 - 1 provider- 8 hrs/wk (\$27,040/yr)
 - 2 FNP students- 8-16 hrs/wk (240 clinicalhrs)

Analysis data FY25 -26

Total Investment

Contract Employees

- 32 hours per week x 52 weeks = 1,664 hours per year
- Salaries per year (\$65/hr) = \$108,160.00
- Advertisement = \$3000.00
 - Billboards and Newspaper

Projected Revenue

- In 2022-23, identified coding/billing issues and taking steps to resolve.
 - Certified Coder/Biller
- DUSON:
 - Will research Veteran community need.
- Duke Global Studies SRT:
 - Will conduct research on similar sized local health departments who offer similar programs/services with similar demographics and the impact of Medicaid Expansion on Pamlico County residents.
 - Will develop data system to accurately monitor projected revenues, program/services utilization, and community impact.

Return on Investment

- Providers will be able:
 - Provide services locally (e.g. sick visits, physical examinations, screenings, minor urgent care visits, sports physicals, preventative care education)
 - Improve local provider shortages, increase preceptorship opportunities, and most importantly help close health disparities gaps
 - Decrease LHD dependence on County funding through coding/billing with in-network insurances reimbursements
- Target Audience projected:
 - 18% of population = 2232 residents
 - Target Audience:
 - Uninsured
 - Undeninsured
 - Veterans
 - Visitors
 - Clients traveling to surrounding counties for services that may be offered locally

Acknowledgments

- PCHD is extremely grateful for the Board of Health's support and dedication to improving healthcare disparities and inequities impacting Pamlico County residents.

THANK YOU!