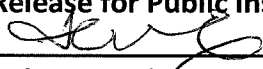


JANUARY 10, 2017

Public Inspection Status		
(A) Must Remain Confidential _____		
or		
(B) Confidential Pending Release _____	Release for Public Inspection  Release Authorized by: County Attorney/Board of Commissioners	3/7/17 Date

**MINUTES OF CLOSED SESSION OF
MECKLENBURG COUNTY BOARD OF COMMISSIONERS**

The Board of Commissioners of Mecklenburg County, North Carolina, met in Budget/Public Policy Session in Conference Center Room 267 of the Charlotte-Mecklenburg Government Center located at 600 East Fourth Street at 3:00 p.m. on Tuesday, January 10, 2017. These Closed Session minutes are part of the minutes of that meeting and should be read in that context.

ATTENDANCE

Present: Chair Ella B. Scarborough and Commissioners Patricia "Pat" Cotham, George Dunlap, Trevor M. Fuller, Bill James, Vilma D. Leake, Jim Puckett, and Matthew Ridenhour
County Manager Dena R. Diorio
Clerk to the Board Janice S. Paige

Absent: Commissioner Dumont Clarke

Also Present: Deputy County Manager/Chief of Staff Chris Peek, Assistant County Manager's Mark Foster, Leslie Johnson, and Anthony Trotman, Health Director Dr. Marcus Plescia, Internal Audit Director Joanne Prakapas, Human Resources Director Joel Riddle and Deputy County Attorney Tyrone Wade

17-3759 CLOSED SESSION: PERSONNEL MATTER

Deputy County Attorney Tyrone Wade informed the Board of an on-going Personnel investigation at the Health Department. The following was noted:

- The Personnel matter being shared was to be held in strict confidence and should not be discussed outside of Closed Session.
- Disclosure of the information outside of Closed Session could result in someone being charged with a misdemeanor, per state law.
- One of the health screenings conducted at the Health Department is a Pap Smear, which is used to help detect cervical cancer in women.
- It was discovered that the Health Department employee responsible for notifying individuals of their test results, failed to do so.
- 258 women who received a Pap Smear were not notified of their test results and should have been.

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- Per a review of their test results, there were women who needed further testing, however, there was no recognition of cancer to date.
- County Manager Diorio became aware of this issue last week.
- The Health Department has contacted an agency to get the needed follow-up test done.
- The County's Internal Audit Department will be reviewing the Health Department's procedures for all health screenings.
- The Human Resources Department is currently investigating the Personnel matter.
- Disciplinary action will be taken with respect to those employees involved.
- Currently, the employee directly responsible for providing the notification, as well as, that person's supervisor were on non-disciplinary suspension until the matter is fully investigated.
- Other employees may be subject to disciplinary action, pending the results of the investigation.

Comments

Chair Scarborough said this news was "disheartening." She asked Board members to honor the need for confidentiality in this matter, as well as, any Closed Session matter.

Commissioner Dunlap asked was the employee responsible for notifying the clients aware that this was their responsibility. *The response was yes.*

Commissioner Dunlap asked whether the supervisor involved should have been able to determine if the notifications had gone out. *The response was yes. The supervisor should have been aware of whether the employee was carrying out their responsibilities.*

Commissioner Cotham asked about the calls that would be made to those impacted and what would be said. *The response was that a script would be developed and communicated to all those making the calls.*

Commissioner Cotham said it was important that those making the calls be well trained on what to say.

Commissioner Leake asked for clarity on the number of individuals impacted. *The response was 258 clients.*

Commissioner Leake asked about the timeframe in which they should have been notified. *The response was that notification of their test results should have occurred within 90 days of being tested.*

Commissioner Leake questioned who was responsible and whether there was something in place to avoid this type of issue from reoccurring, which was addressed.

Commissioner Leake asked at which Health Department facility did the testing take place. *The response was at both facilities.*

Commissioner James asked about the clients and if they had other doctors and was this a transit population, which was addressed.

Commissioner James asked how far behind was the notification when this was discovered. *The response was seven months.*

County Manager Diorio said it was a priority for her to make sure that "trust" in the Health Department was "restored."

Commissioner Leake noted that all income levels seek services of the Health Department and therefore persons should not be "labeled."

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Commissioner Puckett said routine calls should be made to clients.

Commissioner Fuller asked was it a case of the involved employee just not doing their job. *The response was that the investigation was still underway and it wasn't known if the employee was overwhelmed and just stop doing what they were suppose to.*

Dr. Plescia, Director of the Health Department, addressed the purpose of a Pap Smear, as well as the risk of not following up within three months.

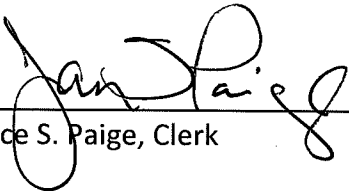
Commissioner Fuller expressed concern for possible exposure to the County as a result of this incident.

Commissioner Fuller said the County needed to go "above and beyond" to locate the clients involved.


Commissioner Dunlap said the Board should let staff conduct its investigation and wait on a subsequent report.

Note: The above was not inclusive of every comment but was a summary.

Motion was made by Commissioner Dunlap, seconded by Commissioner Leake and unanimously carried with Commissioners Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to go out of Closed Session.



Janice S. Paige, Clerk



Ella B. Scarborough, Chair