



CENTRAL HEALTH

Our Vision

Central Texas is a model healthy community.

Our Mission

By caring for those who need it most, Central Health improves the health of our community.

Our Values

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Stewardship - We maintain public trust through fiscal discipline and open and transparent communication.

Innovation - We create solutions to improve healthcare access.

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Collaboration - We partner with others to improve the health of our community.

EXECUTIVE COMMITTEE MEETING

Wednesday, October 28, 2020, 4:30 p.m.

via toll-free videoconference¹

Members of the public may observe and participate in the meeting by connecting to the Ring Central meeting link listed below (copy and paste into your web browser):

<https://meetings.ringcentral.com/j/1481060483?pwd=MUVTaUZncUZBdjlrNzZTWS9lZlplKdz09>

Password: 736263

Members of the public may also listen and participate by telephone only:

Dial: (888) 501-0031

Meeting ID: 148 106 0483

Password: 736263

A member of the public who wishes to make comments during Public Communication must properly register with Central Health **no later than 3:00 p.m. on October 28, 2020**. Registration can be completed in one of two ways:

- Complete the virtual sign-in form at <https://www.centralhealth.net/meeting-sign-up/>, or
- Call 512-978-9190. Please leave a voice message with your full name and your request to comment via telephone at the meeting.

PUBLIC COMMUNICATION

Central Health will conduct Public Communication in the same manner as it has been conducted at in-person meetings, including setting a fixed amount of time per person to speak and limiting Board responses to public inquiries, if any, to statements of specific factual information or existing policy.

REGULAR AGENDA²

1. Approve the minutes of the Central Health Board of Managers Executive Committee February 26, August 26, and September 16, 2020 meetings. (*Action Item*)

2. Receive and take appropriate action on the the President and CEO's performance evaluation tool, including the prioritization of opportunities for May 2020 – April 2021.³ (*Action Item*)
3. Review and take appropriate action on the prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings. (*Action Item*)
4. Confirm the next regular Executive Committee meeting date, time, and location. (*Informational Item*)

Notes:

- ¹ By Emergency Executive Order of the Governor, issued March 16, 2020, Central Health may hold a videoconference meeting with no Board members present at a physical meeting location.
- ² The Executive Committee may take items in an order that differs from the posted order and may consider any item posted on the agenda in a closed session if the item involves issues that require consideration in a closed session and the Committee announces that the item will be considered during a closed session.
- ³ Possible closed session discussion under Texas Government Code §551.074 (Personnel Matters).

A quorum of Central Health's Board of Managers may convene or participate via videoconference to discuss matters on the Committee agenda. However, Board members who are not Committee members will not vote on any Committee agenda items, nor will any full Board action be taken.

Any individual with a disability who plans to attend this meeting and requires auxiliary aids or services should notify Central Health at least two days in advance, so that appropriate arrangements can be made. Notice should be given to the Board Governance Manager by telephone at (512) 978-8049.

Cualquier persona con una discapacidad que planea asistir o ver esta reunión y requiera ayudas o servicios auxiliares debe notificar a Central Health con la mayor anticipación posible de la reunión, pero no menos de dos días de anticipación, para que se puedan hacer los arreglos apropiados. Se debe notificar al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049.

Consecutive interpretation services from Spanish to English are available during Public Communication or when public comment is invited. Please notify the Board Governance Manager by telephone at (512) 978-8049 if services are needed.

Servicios de interpretación consecutiva del español al inglés están disponibles durante la Comunicación Pública o cuando se le invita al público a comentar. Notifique al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049 si necesita servicios.



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CENTRAL HEALTH BOARD OF MANAGERS EXECUTIVE COMMITTEE

October 28, 2020

AGENDA ITEM 1

Discu Approve the minutes of the Central Health Board of Managers Executive Committee February 26, August 26, and September 16, 2020 meetings.

MINUTES OF MEETING – FEBRUARY 26, 2020
CENTRAL HEALTH BOARD OF MANAGERS
EXECUTIVE COMMITTEE

On Wednesday, February 26, 2020, the Central Health Board of Managers Executive Committee convened at 4:35 p.m. in the Training Room, 1111 East Cesar Chavez, Austin, Texas 78702. Clerk for the meeting was Briana Yanes.

Committee Members present: Chairperson Greenberg, Vice Chairperson Bell, Treasurer Oliver, Secretary Valadez

Board of Managers present: Manager Jones and Manager Museitif (arrived at 5:07 p.m.).

AGENDA

1. **Consider and approve the minutes of the July 31, 2019 and November 20, 2019 meetings of the Central Health Board of Managers Executive Committee.**

Clerk's Notes: Discussion on this item began at 4:36 p.m.

Manager Valadez moved that the Committee approve the minutes of the July 31, 2019 and November 20, 2019 meetings of the Central Health Board of Managers Executive Committee.

Manager Bell seconded the motion.

Chairperson Sherri Greenberg	For
Vice Chairperson Charles Bell	For
Treasurer Julie Oliver	For
Secretary Cynthia Valadez	For

2. **Consider and approve a tentative schedule of agenda items for the remaining meetings of the Central Health Board of Managers in calendar year 2020 and review standing requests for information from Board of Managers.**

Clerk's Notes: Discussion on this item began at 4:37 p.m. Chairperson Greenberg announced that the Executive Committee would be meeting quarterly now. She also advised that the Board of Managers July 22, 2020 meeting will be moved to July 29, 2020, due to scheduling conflicts. Managers agreed that this was ideal. Ms. Perla Cavazos, Deputy Administrator, and Chairperson Greenberg briefly went over standing requests from Managers in order to determine priority of requests. Managers gave direction on requests and will see these requests fulfilled within the next 90 days by Central Health staff.

3. **Discuss ongoing efforts to align and stage community- and system-wide planning related to health care access, operations, and social determinants of health.**

Clerk's Notes: Discussion on this item began at 4:51 p.m. Ms. Monica Crowley, Chief Strategy and Planning Officer, presented on this item.

No action was taken on 3.

4. **Discuss and give instructions to the ad hoc Bylaws and Policy Committee and the ad hoc Women's Health Committee on subject matter and scope, and provide an update on subject matter and scope of the Strategic Planning Committee's Eastern Crescent Subcommittee.**

Clerk's Notes: Discussion on this item began at 5:02 p.m. Chairperson Greenberg acknowledged the ad hoc Women's Health Committee for their tremendous work on sexual and reproductive health matters, and

she expressed a desire to expand the scope of the committee to review general items related to women's sexual and reproductive health, as well as cancer screening. She requested that the committee consider, as appropriate, the impact of these healthcare issues to all individuals and not just those who identify as women.

Manager Jones expressed an interest in creating a separate committee to address male health issues, particularly regarding those in minority populations. Chair Greenberg asked the Strategic Planning Committee to work to address Manager Jones's concerns regarding health issues affecting men of color.

Chairperson Greenberg updated the Managers on the draft scope of work for the Strategic Planning Committee's Eastern Crescent Subcommittee, as drafted by Manager Bell, which included the following recommendations: to receive and discuss reports and updates from staff regarding demographics, service-level data updates and tracking service delivery enhancements in order to address disparities; to build equity and access; and to improve health in the Eastern Crescent. She reminded Managers to provide any feedback on the proposed scope by contacting Stephanie McDonald, VP of Enterprise Alignment and Coordination, within the next week. Manager Jones added that the committee will also work on a strategy to define the Eastern Crescent and break the region into pieces to manage the work.

No action was taken on 4.

5. Review the process and criteria adopted for the formal performance evaluation of the Central Health President and CEO.

Clerk's Notes: Discussion on this item began at 5:25 p.m. Chairperson Greenberg announced that the Board could expect to complete the evaluation of the Central Health President & CEO in the coming months and that this was something the Managers should start thinking about.

No action was taken on 5.

6. Discuss and take appropriate action on a recommendation to the Board regarding the appointment of Stephanie Lee McDonald to the Downtown Austin Alliance Board of Directors.

Clerk's Notes: Discussion on this item began at 5:26 p.m. Chairperson Greenberg explained that staff would like the Executive Committee to recommend Stephanie Lee McDonald, VP of Enterprise Alignment and Coordination, to be on the Downtown Austin Alliance Board of Directors. She explained that she believes Ms. McDonald would be a great fit for this position and referenced the memo and resume provided in the Board packet.

Manager Oliver moved that the Committee recommend that the Board of Managers appoint Stephanie Lee McDonald to the Downtown Austin Alliance Board of Directors.

Manager Bell seconded the motion.

Chairperson Sherri Greenberg	For
Vice Chairperson Charles Bell	For
Treasurer Julie Oliver	For
Secretary Cynthia Valadez	For

Chair Greenberg announced that the date for the next Central Health Executive Committee meeting has not been set. Chair Greenberg stated that she would keep the Committee members informed as the schedule for meetings is developed.

Manager Oliver moved that the Committee adjourn.

Manager Bell seconded the motion.

Chairperson Sherri Greenberg	For
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Vice Chairperson Charles Bell
Treasurer Julie Oliver
Secretary Cynthia Valadez

For
For
For

The meeting was adjourned at 5:32 p.m.

Sherri Greenberg, Committee Chairperson
Central Health Executive Committee

ATTESTED TO BY:

Cynthia Valadez, Secretary
Central Health Board of Managers

MINUTES OF MEETING – AUGUST 26, 2020
CENTRAL HEALTH
EXECUTIVE COMMITTEE

On Wednesday, August 26, 2020, a meeting of the Central Health Executive Committee convened in open session at 4:32 p.m. remotely by toll-free videoconference. Clerk for the meeting was Briana Yanes.

Committee members present via video and audio: Chair Greenberg, Vice Chair Bell, Treasurer Oliver, and Secretary Valadez.

Board members present via audio and video: Manager Zamora, Manager Museitif (4:51 p.m.), and Manager Jones

PUBLIC COMMUNICATION

Clerk's Notes: Public Communication began at 4:32 p.m. Janna Allen announced that there were no speakers signed up for Public Communication.

AGENDA

1. **Approve the minutes of the Central Health Board of Managers Executive Committee May 13, May 27, June 24, and July 15, 2020 meetings.**

Clerk's Notes: Discussion on this item began at 4:33 p.m.

Manager Valadez moved that the Committee approve the minutes of the Central Health Board of Managers Executive Committee May 13, May 27, June 24, and July 15, 2020 meetings.

Manager Bell seconded the motion with the amendment that Chairperson Oliver be changed to Chairperson Greenberg on agenda item #1 of the May 27, 2020 minutes.

Chairperson Sherri Greenberg	For
Vice Chairperson Charles Bell	For
Treasurer Julie Oliver	For
Secretary Cynthia Valadez	For

2. **Review and discuss a tool and process to be used to evaluate the President & CEO's performance during the period of June 2020-May 2021, including the alignment of future evaluations with strategic and organizational goals, Board and CEO duties and responsibilities, and related performance reviews.**

Clerk's Notes: Discussion on this item began at 4:34 p.m. Mr. Mike Geeslin, President & CEO, presented on a tool and process to be used to evaluate the President & CEO's performance during the period of June 2020 to May 2021. Additionally, Susan Willars, Enterprise VP of Human Resources, discussed the cost of the CEO evaluation.

No motion necessary.

3. **Review prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings.**

Clerk's Notes: Discussion on this item began at 5:01_p.m. Ms. Perla Cavazos, Deputy Administrator, presented the tentative September agenda items to the Board, as well as potential items for discussion based on prior board requests.

No motion necessary.

4. Confirm the next regular Executive Committee meeting date, time, and location.

At 5:30 p.m. Manager Valadez moved that meeting adjourn.

Manager Bell seconded the motion.

Chair Sherri Greenberg	For
Vice Chair Charles Bell	For
Treasurer Julie Oliver	For
Secretary Cynthia Valadez	For

The meeting was adjourned at 5:30 p.m.

Sherri Greenberg, Chairperson
Central Health Board of Managers

ATTESTED TO BY:

Cynthia Valadez, Secretary
Central Health Board of Managers

MINUTES OF MEETING – SEPTEMBER 16, 2020
CENTRAL HEALTH
EXECUTIVE COMMITTEE

On Wednesday, September 16, 2020, a meeting of the Central Health Executive Committee convened in open session at 4:30 p.m. remotely by toll-free videoconference. Clerk for the meeting was Briana Yanes.

Committee members present via video and audio: Chair Greenberg, Vice Chair Bell, Treasurer Oliver, and Secretary Valadez.

Board members present via audio only: Manager Museitif (departed before agenda item 7), Manager Zamora (departed before agenda item 7), Manager Zuniga, and Manager Jones

PUBLIC COMMUNICATION

Clerk's Notes: Public Communication began at 4:30 p.m. Janna Allen announced that no speakers signed up for Public Communication.

AGENDA

1. **Discuss and take appropriate action on the reappointment of Mr. Hal Katz and Dr. Guadalupe Zamora to the Integral Care Board of Trustees.**

Clerk's Notes: Discussion on this item began at 4:31 p.m. Ms. Perla Cavazos, Deputy Administrator, and Ms. Briana Yanes, Board Governance Manager, asked that the Executive Committee recommend to the full Board approval of the reappointment of Mr. Hal Katz and Dr. Guadalupe Zamora to the Integral Care Board of Directors for another two-year term.

Manager Valadez moved that the Committee recommend that the Board of Managers approve the reappointment of Mr. Hal Katz and Dr. Guadalupe Zamora to the Integral Care Board of Trustees as recommended by staff.

Manager Bell seconded the motion.

Chairperson Sherri Greenberg	For
Vice Chairperson Charles Bell	For
Treasurer Julie Oliver	For
Secretary Cynthia Valadez	For

2. **Receive and take appropriate action on a presentation to update the Central Health values statement.**

Clerk's Notes: Discussion on this item began at 4:57 p.m. Mr. Mike Geeslin, President & CEO, presented on the Central Health values statement. He asked that the Board support the recommendation in the memo provided. He advised that Central Health Staff, through the Equity and Inclusion Task Force, would review the statement and that the Board would need to decide how they would like to consider and possibly revise this statement.

Manager Valadez moved that the Committee recommend that the Board of Managers adopt the values statement consistent with the revisions recommended by staff.

Manager Bell seconded the motion.

Chairperson Sherri Greenberg	For
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Vice Chairperson Charles Bell	For
Treasurer Julie Oliver	For
Secretary Cynthia Valadez	For

3. Receive an update and take appropriate action on a Central Health Historically Underutilized Business (HUB) disparity study.

Clerk's Notes: Discussion on this item began at 4:33 p.m. Ms. Perla Cavazos, Deputy Administrator, and Ms. Lisa Owens, Deputy Chief Financial Officer, presented on the Central Health HUB disparity study. Ms. Owens mentioned that an extensive memo was provided in the board backup that outlines the purpose of a disparity study. They advised that staff requests the Board to direct staff to pursue an interlocal agreement with Travis County to contract for a HUB disparity study.

Manager Bell moved that the Committee recommend that the Board direct staff to pursue an interlocal agreement with Travis County to contract for a Historically Underutilized Business disparity study.

Manager Valadez seconded the motion.

Chairperson Sherri Greenberg	For
Vice Chairperson Charles Bell	For
Treasurer Julie Oliver	For
Secretary Cynthia Valadez	For

4. Receive and discuss a presentation on a Central Health employee Affirmative Action Study.

Clerk's Notes: Discussion on this item began at 4:39 p.m. Mr. Mike Geeslin, President & CEO; Ms. Susan Willars, Enterprise VP of Human Resources; and Ms. Betsy Good, Enterprise HRIS & Compensation Analyst, presented on the Central Health employee Affirmative Action Study. They presented the statistical portion of the data. The study examines all management-level hiring decisions that were made between August 2018 through July 2020 to look for potential evidence of adverse impacts as defined by the Equal Employment Opportunities Commission. Central Health's focus is specifically on race and ethnicity relative to hiring and promotion decisions.

No motion necessary.

5. Review prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings.

Clerk's Notes: Discussion on this item began at 4:53 p.m. Mr. Mike Geeslin, President & CEO, and Ms. Perla Cavazos, Deputy Administrator, presented the tentative October agenda items to the Board.

No motion necessary.

6. Briefing from counsel on Texas Open Meetings Act, Board Manager actions, and related legal issues.

Clerk's Notes: Discussion on this item began at 5:13 p.m.

At 5:13 p.m. Chairperson Greenberg announced that the Committee was convening in closed session to discuss agenda item 6 under Texas Government Code §551.071 Consultation with Attorney.

At 5:35 p.m. The Board returned to open session.

No motion necessary.

7. Confirm the next regular Executive Committee meeting date, time, and location.

At 5:35 p.m. Manager Bell moved that meeting adjourn.

Manager Valadez seconded the motion.

Chair Sherri Greenberg	For
Vice Chair Charles Bell	For
Treasurer Julie Oliver	For
Secretary Cynthia Valadez	For

The meeting was adjourned at 5:35 p.m.

Sherri Greenberg, Chairperson
Central Health Board of Managers

ATTESTED TO BY:

Cynthia Valadez, Secretary
Central Health Board of Managers



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CENTRAL HEALTH BOARD OF MANAGERS EXECUTIVE COMMITTEE

October 28, 2020

AGENDA ITEM 2

Receive and take appropriate action on the the President and CEO's performance evaluation tool, including the prioritization of opportunities for May 2020 – April 2021.³



Memorandum

To: Executive Committee Members

From: Susan Lara Willars, Enterprise VP of Human Resources

Cc: Mike Geeslin, President & CEO

Re: CEO Performance Evaluation Tool & 2019-2020 Opportunities

Date: October 23, 2020

SYNOPSIS:

Below is a synopsis of the information the Executive Committee will be asked to consider and discuss at the October 28 meeting. More backup is forthcoming on Monday, October 26.

360 Evaluation

The Board of Managers made a request in June 2020 to assess a 360 evaluation as part of the 2021 CEO performance evaluation tool. Central Health contracted with Diane McNally Consulting as part of the assessment. Ms. McNally will provide expertise and guidance on the 360-evaluation process during the Executive Committee meeting on October 28.

Recommendation:

Staff asks that the Executive Committee make a recommendation to the full Board to either include the 360 evaluation as part of the 2021 CEO performance evaluation tool or keep it separate.

2020 Opportunities

The Board of Managers completed the 2020 CEO Performance evaluation in May and identified and documented twenty-six (26) opportunities.

Recommendation:

It is recommended the committee review the opportunities and select three (3) high priority areas for the CEO to attain by May 2021.



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CENTRAL HEALTH BOARD OF MANAGERS EXECUTIVE COMMITTEE

October 28, 2020

AGENDA ITEM 3

Review and take appropriate action on the prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings



MEMORANDUM

To: Members of the Central Health Board of Managers Executive Committee
From: Perla Cavazos, Deputy Administrator
Cc: Mike Geeslin, President & CEO
Date: October 23, 2020
Re: Agenda Item 3: Review prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings. (Informational Item)

Overview:

Attached is the November and December list of tentative agenda items for your review. To assist with planning of future Board meeting and committee agendas, we will review and discuss these items in Executive Committee.

Action Requested:

This is an informational item and requires no action.

TENTATIVE NOVEMBER AGENDA ITEMS

**Note: The following recommendations are subject to approval by the respective Chairs*

November 11, 2020

Eastern Crescent Subcommittee (12pm)

Agenda Items:

- Approve minutes.
- Discuss and provide direction on processes for healthcare delivery planning, design and construction, and community engagement for interim and long-term facilities in Eastern Travis County.
- Receive an update on the staffing and relocation of the resource center from Volma Overton Elementary School to Barbara Jordan Elementary School.
- Receive an update on the planned land acquisition of the city tract for the future Loyola Town Center.

Strategic Planning Committee (1pm)

Agenda Items:

- Approve minutes
- Receive an update and take appropriate action on Strategic Objectives Milestones and End of Year Goals.

November 18, 2020

Executive Committee Meeting (4:30pm)

Agenda Items:

- Approve minutes
- Review tentative schedule and agenda items for November Board and Committee meetings.

Budget and Finance Committee (5:00pm)

Agenda Items:

- Approve minutes
- Financials

Board of Managers Meeting (5:30pm)

Agenda Items:

- Approve minutes
- Approve End of Year Financials, as recommended by Budget & Finance Committee
- Approve BOM FY21 Calendar
- Receive and Discuss a Strategic Objectives Report, including recommendations to establish quarterly and end of year goals where applicable, and receive focus reports on the following:
- Cultural Workforce Reports (demographic, work plan, etc.) held over from October meeting
- EPIC Electronic Health Record
- PLACEHOLDER – Possible focus reports
- Receive a legislative update and take appropriate action on proposed Central Health Enterprise Legislative Guiding Principles for the upcoming legislative session. (Action Item)

Retreat (Date TBD):

Agenda Items:

- Receive and discuss an update on the Central Health values statement. (*Action Item*)
- Review Organizational Chart
- Consultant on board training

TENTATIVE DECEMBER AGENDA ITEMS

**Note: The following recommendations are subject to approval by the respective Chairs*

December 9, 2020

Eastern Crescent Subcommittee (12pm)

Agenda Items:

- Approve minutes.
- Discuss and provide direction on processes for healthcare delivery planning, design and construction, and community engagement for interim and long-term facilities in Eastern Travis County.
- Receive an update on the staffing and relocation of the resource center from Volma Overton Elementary School to Barbara Jordan Elementary School.
- Receive an update on the planned land acquisition of the city tract for the future Loyola Town Center.
- Present mock reporting format for project plan, timelines, and budget for use by the board and public awareness

Strategic Planning Committee (1pm)

Agenda Items:

- Approve minutes
- Receive an update and take appropriate action on Strategic Objectives Milestones and End of Year Goals.
- Receive an update on Systems Planning, including the current state and benchmarks.

December 16, 2020

Executive Committee Meeting (4:30pm)

Agenda Items:

- Approve minutes
- Review tentative schedule and agenda items for January and February Board and Committee meetings.

Budget and Finance Committee (5:00pm)

Agenda Items:

- Approve minutes
- Financials

Board of Managers Meeting (5:30pm)

Agenda Items:

- Approve minutes
- Approve November financials
- Open Government Training
- Conflict of Interest Training
- Vote on FY21 Sendero budget
- Vote on LPPF rate
- Approve Strategic Objectives Milestones and EOY Goals, as recommended by Strategic Planning Committee
- Receive an update from Colette Holt & Associates on the HUB Disparity Study
- PLACEHOLDER – Possible focus reports

TENTATIVE DECEMBER AGENDA ITEMS

Retreat (Date TBD):

Agenda Items:

- Receive and discuss an update on the Central Health values statement. (*Action Item*)
- Review Organizational Chart
- Consultant on board training



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CENTRAL HEALTH BOARD OF MANAGERS EXECUTIVE COMMITTEE

September 16, 2020

AGENDA ITEM 4

Confirm the next regular Executive Committee meeting date, time, and location.