

**AGENDA
MIDDLESEX-LONDON BOARD OF HEALTH**

Thursday, February 16, 2023 at 7:00 p.m.
MLHU Board Room – CitiPlaza
355 Wellington Street, London ON

MISSION - MIDDLESEX-LONDON HEALTH UNIT

The mission of the Middlesex-London Health Unit is to promote and protect the health of our community.

MEMBERS OF THE BOARD OF HEALTH

Matt Reid (Chair)
Michael Steele (Vice Chair)
Peter Cuddy
Aina DeViet
Skylar Franke
Tino Kasi
Mike McGuire
Selomon Menghsha
Michelle Smibert
Dr. Alexander Summers (Medical Officer of Health, ex-officio member)
Emily Williams (Chief Executive Officer, ex-officio member)

SECRETARY

Emily Williams

TREASURER

Emily Williams

DISCLOSURE OF CONFLICTS OF INTEREST

APPROVAL OF AGENDA

MINUTES

Approve: January 19, 2023 – Board of Health meeting
January 24, 2023 – Special Board of Health meeting

Receive: February 2, 2023 – Finance and Facilities Committee meeting

Item #	Delegation	Recommendatio	Information	Report Name and Number	Link to Additional Information	Overview and Lead
Reports and Agenda Items						
1	X	X	X	Finance and Facilities Committee Meeting Summary (Report No. 10-23)	February 2, 2023 Agenda	To provide an update from the February 2, 2023 Finance and Facilities Committee meeting. Lead: Chair Mike Steele
2		X	X	Public Sector Salary Disclosure Act – 2022 Record of Employees’ Salaries and Benefits (Report No. 11-23)	Appendix A	To provide information on the public sector salary disclosure for the 2022 fiscal year. Leads: Emily Williams, Chief Executive Officer and David Jansseune, Assistant Director, Finance
3	X	X	X	Governance Committee Meeting Summary (Verbal Update)	February 16, 2023 Agenda	To provide an update from the February 16, 2023 Governance Committee meeting. Lead: Chair to be determined
4		X	X	Representation on the Middlesex-London Food Policy Council (Report No. 12-23)	Appendix A Appendix B	To appoint a representative to the Middlesex-London Food Policy Council. Leads: Maureen MacCormick, Director, Healthy Living and Julie Goverde, Acting Manager, Community Health Promotion
5			X	Current Public Health Issues (Verbal Update)		To provide an update on current public health issues in the Middlesex-London region. Lead: Dr. Alexander Summers, Medical Officer of Health

6			X	Medical Officer of Health Activity Report for January (Report No. 13-23)		To provide an update on external and internal meetings attended by the Medical Officer of Health since the last Board of Health meeting. Lead: Dr. Alexander Summers, Medical Officer of Health
7			X	Chief Executive Officer Activity Report for January (Report No. 14-23)		To provide an update on external and internal meetings attended by the Chief Executive Officer since the last Board of Health meeting. Lead: Emily Williams, Chief Executive Officer
Correspondence						
8			X	February Correspondence		To receive item a) for information.

OTHER BUSINESS

The next meeting of the Middlesex-London Board of Health is on Thursday, March 16 at 7 p.m.

Each February, Board Members are required per Policy G-100 and G-380 to attest annually to confidentiality and sign a conflict of interest declaration. This form of attestation will be distributed to Board Members during the meeting.

CONFIDENTIAL

The Middlesex-London Board of Health will move into a confidential session to approve previous confidential Board of Health minutes and to discuss matters which pertain to one or more of the following, as per section 239(2) of the *Municipal Act, 2001, S.O. 2001, c. 25*:

- (a) the security of the property of the municipality or local board;
- (b) personal matters about an identifiable individual, including municipal or local board employees;
- (c) a proposed or pending acquisition or disposition of land by the municipality or local board;
- (d) labour relations or employee negotiations;
- (e) litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board;
- (f) advice that is subject to solicitor-client privilege, including communications necessary for that purpose;
- (g) a matter in respect of which a council, board, committee or other body may hold a closed meeting under another Act;
- (h) information explicitly supplied in confidence to the municipality or local board by Canada, a province or territory or a Crown agency of any of them;

- (i) a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the municipality or local board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization;
- (j) a trade secret or scientific, technical, commercial or financial information that belongs to the municipality or local board and has monetary value or potential monetary value; or
- (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.

ADJOURNMENT



PUBLIC SESSION – MINUTES
MIDDLESEX-LONDON BOARD OF HEALTH

Thursday, January 19, 2023, 7:00 p.m.
MLHU Board Room – Citi Plaza
355 Wellington St. London, ON, N6A 3L7

MEMBERS PRESENT: Matt Reid (Chair)
Mike Steele (Vice-Chair)
Selomon Menghsha
Aina DeViet
Tino Kasi
Skylar Franke
Michelle Smibert
Peter Cuddy
Mike McGuire

OTHERS PRESENT: Stephanie Egelton, Executive Assistant to the Board of Health (recorder)
Emily Williams, Chief Executive Officer
Dr. Alexander Summers, Medical Officer of Health
Maureen MacCormick, Director, Healthy Living
Mary Lou Albanese, Director, Environmental Health and Infectious Disease
Jennifer Proulx, Acting Director, Healthy Start
Sarah Maaten, Acting Director, Office of the Medical Officer of Health
Christian Daboud, Manager, Health Equity and Indigenous Reconciliation
Tracey Gordon, Manager, Vaccine Preventable Disease
David Jansseune, Assistant Director, Finance
Dan Flaherty, Manager, Communications
Alex Tyml, Online Communications Coordinator
Parthiv Panchal, End User Support Analyst (exited at 7:26 p.m.)

Outgoing Secretary and Treasurer Emily Williams called the meeting to order at **7:01 p.m.**

E. Williams welcomed everyone to the inaugural meeting of the Board of Health. E. Williams introduced and called upon Christian Daboud, Manager, Health Equity and Indigenous Reconciliation to open the meeting by acknowledging the Indigenous Peoples of this land and the First Nations within Middlesex and London.

MEETING PROCEDURES

Election of 2023 Board of Health Executive and Other Procedures (Report No. 01-23)

Outgoing Secretary and Treasurer Williams introduced election and appointment procedures for the positions of Chair, Vice Chair, Secretary and Treasurer to the 2023 Board of Health.

E. Williams opened the floor to nominations for the position of Chair of the Board of Health for 2023.

It was moved by **M. Steele, seconded by M. Smibert**, *that Matt Reid be nominated for Chair of the Board of Health for 2023.*

Carried

Matt Reid accepted the nomination.

E. Williams invited further nominations. Hearing none, it was moved by **M. Steele, seconded by M. Smibert**, *that Matt Reid be appointed as Chair of the Board of Health for 2023.*

Carried

M. Reid took over as Chair presiding over the meeting, from Outgoing Secretary and Treasurer Williams.

Chair Reid opened the floor to nominations for the position of Vice-Chair of the Board of Health for 2023.

It was moved by **M. Steele, seconded by S. Franke**, *that Mike Steele be nominated for Vice-Chair of the Board of Health for 2023.*

Carried

Mike Steele accepted the nomination.

Chair Reid invited further nominations.

It was moved by **M. Steele, seconded by S. Franke**, *that Mike Steele be appointed as Vice-Chair of the Board of Health for 2023.*

Carried

Chair Reid opened the floor to nominations for the position of Secretary of the Board of Health for 2023. It was noted that Emily Williams was the Secretary for 2022, and any member of the Board could be appointed as Secretary.

It was moved by **M. Steele, seconded by A. DeViet**, *that Emily Williams be nominated for Secretary of the Board of Health for 2023.*

Carried

Emily Williams accepted the nomination.

Chair Reid invited further nominations. Hearing none, it was moved by **M. Steele, seconded by A. DeViet**, *that Emily Williams be appointed as Secretary of the Board of Health for 2023.*

Carried

Chair Reid opened the floor to nominations for the position of Treasurer of the Board of Health for 2023. It was noted that Emily Williams was the Treasurer for 2022, and any member of the Board could be appointed as Treasurer.

It was moved by **A. DeViet, seconded by M. Steele**, *that Emily Williams be nominated for Treasurer of the Board of Health for 2023.*

Carried

Emily Williams accepted the nomination.

Chair Reid invited further nominations. Hearing none, it was moved by **A. DeViet, seconded by M. Steele**, *that Emily Williams be appointed as Treasurer of the Board of Health for 2023.*

Carried

Chair Reid noted that there were proposed changes to times and dates for the Performance Appraisal Committee meetings, and the Board would need to approve the meeting dates as amended in Report No. 01-23.

It was moved by **T. Kasi, seconded by P. Cuddy**, *that the meeting dates for 2023 be approved as amended.*

Carried

Amendments to Board Committee Terms of Reference (Report No. 02-23)

Emily Williams, in the capacity of Chief Executive Officer introduced the report on amendments to terms of reference for board committees. It was noted there are proposed changes to the membership of the standing committees due to vacancies within provincially appointed members, along with the reporting calendar for the Performance Appraisal Committee. The amendments must be moved by the Board before Committee appointments can occur.

It was moved by **M. Smibert, seconded by A. DeViet**, *that the Board of Health:*

- 1) *Approve the Terms of Reference for the Finance & Facilities Committee as amended in Appendix A;*
- 2) *Approve the Terms of Reference for the Governance Committee as amended in Appendix B; and,*
- 3) *Approve the Terms of Reference for the MOH and CEO Performance Appraisal Committee as amended in Appendix C.*

Carried

Appointment of 2023 Board of Health Committees (Report No. 03-23)

Chair Reid noted that Board policy G-290 requires that the Board determine at the first meeting of each year whether it wishes to establish Standing Committees or have all matters dealt with directly by the Board.

Chair Reid reviewed the terms of reference for the Finance and Facilities Committee. It was noted that the Chair and Vice-Chair of the Board of Health sit on the Finance & Facilities Committee automatically. This fulfils the requirements for a City Representative and a Provincial Representative.

Chair Reid invited interest for members of the Finance and Facilities Committee for 2023.

Mike McGuire and Selomon Menghsha declared interest in being on the committee.

Chair Reid inquired if there was one more member interested in being on the Finance and Facilities Committee. No further interest was declared. Chair Reid noted that more membership could be explored as Committee meetings are held.

Chair Reid invited further interested members to be on the committee. Hearing none, it was moved by **T. Kasi, seconded by S. Franke**, *that Matt Reid, Mike Steele, Mike McGuire and Selomon Menghsha be appointed to the Finance & Facilities Committee for 2023.*

Carried

Thus, the membership of Finance & Facilities Committee for 2023 consists as follows:

- 1) Matt Reid (Chair, City Appointee)
- 2) Mike Steele (Vice-Chair, Provincial Appointee)
- 3) Selomon Menghsha (Provincial Appointee)
- 4) Mike McGuire (County Appointee)

Chair Reid reviewed the terms of reference for the Governance Committee. It was noted that the Chair and Vice-Chair of the Board of Health sit on the Governance Committee automatically. This fulfils the requirements for a City Appointee and a Provincial Appointee.

Chair Reid invited interest for members of the Governance Committee for 2023.

Michelle Smibert, Aina DeViet, and Tino Kasi declared interest in being on the committee.

Chair Reid invited further interested members to be on the committee. Hearing none, it was moved by **S. Franke, seconded by P. Cuddy**, *that Matt Reid, Michael Steele, Michelle Smibert, Aina DeViet and Tino Kasi be appointed to the Governance Committee for 2023.*

Carried

Thus, the membership of the Governance Committee for 2023 consists as follows:

- 1) Matt Reid (Chair, City Appointee)
- 2) Mike Steele (Vice-Chair, Provincial Appointee)
- 3) Michelle Smibert (County Appointee)
- 4) Aina DeViet (County Appointee)
- 5) Tino Kasi (Provincial Appointee)

Chair Reid invited additional interest for the Performance Appraisal Committee. It was noted that automatically, all members of the Governance Committee are on this Committee. Any other interested Board Members are welcome to declare interest.

No further interest was declared for membership on the Performance Appraisal Committee.

It was moved by **M. Smibert, seconded by S. Franke**, *that members of the Governance Committee consisting of Matt Reid, Mike Steele, Michelle Smibert, Aina DeViet and Tino Kasi be appointed to the Performance Appraisal Committee for 2023.*

Carried

DISCLOSURE OF CONFLICT OF INTEREST

Chair Reid inquired if there were any disclosures of conflicts of interest. None were declared.

APPROVAL OF AGENDA

It was moved by **S. Franke, seconded by P. Cuddy**, *that the AGENDA for the January 19, 2023 Board of Health meeting be approved.*

Carried

APPROVAL OF MINUTES

It was moved by **T. Kasi, seconded by S. Franke**, *that the MINUTES of the December 15, 2022 Board of Health meeting be approved.*

Carried

It was moved by **A. DeViet, seconded by P. Cuddy**, *that the MINUTES of the November 10, 2022 Governance Committee meeting be received.*

Carried

NEW BUSINESS

2021 Annual Report and Attestation (Report No. 04-23)

Dr. Alexander Summers, Medical Officer of Health introduced the 2021 Annual Report and Attestation.

Dr. Summers noted that this was an update regarding one of the Health Unit's critical reporting items to the Ministry of Health. Every year, the Health Unit is required to submit an Annual Service Plan, to describe to the Ministry how the Health Unit is going to deliver programs and services, by describing the work and providing associated financial information. Every quarter, the Health Unit submits a Standard Activity Report to the Ministry, outlining program activities and financial performance. At the end of the year, an Annual Report and Attestation is submitted for the Board of Health to attest that the activities outlined in the Ontario Public Health Standards have been achieved.

It was noted that annual service plans and annual reports have been deferred in recent years, along with some public health programming, due to the pandemic. As a result, there were components of the Ontario Public Health Standards that the Health Unit did not complete, noting that many public health units did also not complete all components. The Ministry of Health is aware of this and anticipated that all components would not have been completed.

Emily Williams, Chief Executive Officer noted that the financial component was not included with this report, as the Ministry of Health template has not been provided to public health units at this time. The information that would be in the report has been reviewed and approved by the Board of Health previously via the approved audited financial statements for the year 2021.

It was moved by **P. Cuddy, seconded by M. Smibert**, *that the Board of Health approve the 2021 Annual Report and Attestation as noted in Report No. 04-23 re: "2021 Annual Report and Attestation."*

Carried

Compliance with the Immunization of Student Pupils Act in Middlesex-London (Report No. 05-23)

Mary Lou Albanese, Director, Environmental Health and Infectious Disease introduced the report on compliance with the *Immunization of Student Pupils Act* in the Middlesex-London region. Primary and secondary school students are required to be vaccinated for nine (9) different illnesses from junior kindergarten to grade 12 under the *Immunization of Student Pupils Act*. If guardians of students choose, an exemption can be provided to the Health Unit, noting that if this exemption is not received, a suspension from school may occur. Due to the pandemic, there has been a decrease in students able to get their vaccinations, impacting vaccination rates. To address this gap, the Vaccine Preventable Disease team sent notifications to families to provide information on catch up clinics, noting vaccinations that the pupil required and information on submitting exemptions. It was noted that the Health Unit's first round of suspension occurred on January 18. M. Albanese introduced Tracey Gordon, Manager, Vaccine Preventable Disease to provide more information.

T. Gordon noted that the compliance process began in March 2022, with over 41,000 letters being sent to pupils in the region with overdue vaccinations, with a student catchment area of approximately 80,000. Throughout the summer, catch up clinics were held and there were opportunities for submission of records and exemptions. Screening of all students in all grades has not been completed in approximately ten (10) years. There are going to be 6 rounds of suspensions, with the first occurring January 18. Before suspensions began, the Health Unit provided support to guardians and healthcare providers by having staff available to answer questions and opening over 1400 vaccination appointments at various locations. As of January 19, 500 students were on the suspension list.

Board Member Skylar Franke inquired when the region would be able to be back to regular pupil vaccination rates. T. Gordon noted that June was the ideal time to get to the regular rate. M. Albanese noted

that there are rounds of suspension dates each month until June, and dividing students into cohorts, it will be easier to provide support and stabilize vaccination rates. Dr. Alexander Summers, Medical Officer of Health, noted that there is a difference between compliance rates and vaccination coverage rates. Legislative compliance will support the Health Unit in determining vaccination coverage rates.

T. Gordon and Dr. Summers noted that the Health Unit is creating supportive ways to enforce legislation while supporting guardians and students. Higher risk schools and communities are receiving support to guide through the process. It was noted that data from other public health units on vaccination compliance in students was not available at this time.

Board Member Aina DeViet inquired if there would be a report to the Board in the summer regarding the follow-up to this work. Dr. Summers noted that this information can come as an update to the Board in the summer.

It was moved by **S. Franke, seconded by A. DeViet**, *that the Board of Health receive Report No. 05-23 re: Compliance with the Immunization of Student Pupils Act in Middlesex-London for information.*

Carried

Canada Life Benefits – Renewal Rates (Report No. 06-23)

Emily Williams, Chief Executive Officer introduced David Jansseune, Assistant Director, Finance to present the report on the Canada Life Benefits renewal. D. Jansseune noted that there is a 7.2% increase in premiums, which is an increase of approximately \$116,000. The drivers for increases are life insurance and dental insurance – with a 16% increase in dental claims.

Board Member Mike Steele and Chair Reid inquired if the Health Unit has evaluated other potential insurance providers. E. Williams noted that the Health Unit uses AON Consultants to act as a broker for insurance providers for the Health Unit. The Health Unit is currently reviewing their relationship with AON and will determine if the Health Unit will do an open market search for insurance providers. D. Jansseune noted that the Health Unit has been with Canada Life since 2018, and rates are currently comparable to the negotiated rates from 2018.

It was moved by **M. Steele, seconded by M. Smibert**, *that the Board of Health approve the renewal of the group insurance rates administered by Canada Life as described in Report No. 06-23 re: “Canada Life Benefits – Renewal Rates”.*

Carried

Current Public Health Issues (Verbal)

Dr. Alexander Summers, Medical Officer of Health provided a verbal update on current public health issues within the region.

Dr. Summers’ update included the following:

- Overview of the Respiratory Season
 - o The impact of the respiratory season is generally waning. Specifically, the significant influenza wave from the fall is now over.
 - o Respiratory season has been impacting children and older populations.
 - o The region appears to have baseline immunity for COVID-19 and influenza.
 - o Respiratory season continues to concern healthcare organizations due to the potential strain on the system.
 - o Vaccination is cornerstone of response to the current respiratory season.
- Health and Homelessness
 - o In the City of London, the MLHU has been participating in the “Health and Homelessness” summits with various community partners. The MLHU has been engaged

in this as at the leadership tables, acting as a health strategist and facilitator. Currently, there are no provincial initiatives for this work, and it is noted that the opioid epidemic is a critical dependency and is very evident in the region.

- There are discussions of an emergent RSV (Respiratory syncytial virus) vaccination.

It was moved by **T. Kasi, seconded by P. Cuddy**, *that the Board of Health receive the verbal report re: Current Public Health Issues for information.*

Carried

Medical Officer of Health Activity Report for November and December (Report No. 07-23)

Dr. Alexander Summers, Medical Officer of Health, presented the Medical Officer of Health activity report for November and December. There was no discussion on this report.

It was moved by **M. Smibert, seconded by M. Steele**, *that the Board of Health receive Report No. 07-23 re: "Medical Officer of Health Activity Report for November and December" for information*

Carried

Chief Executive Officer Activity Report for December (Report No. 08-23)

Emily Williams, Chief Executive Officer, presented the Chief Executive Officer activity report for December. There was no discussion on this report.

It was moved by **S. Franke, seconded by T. Kasi**, *that the Board of Health receive Report No. 08-23 re: "Chief Executive Officer Activity Report for December" for information.*

Carried

CORRESPONDENCE

It was moved by **A. DeViet, seconded by T. Kasi**, *that the Board of Health receive item a) for information.*

Carried

OTHER BUSINESS

The next meeting of the Middlesex-London Board of Health is a special meeting of the Board on Tuesday, January 24, 2023 at 6 p.m. The next regular meeting of the Board of Health is on Thursday, February 16, 2023 at 7 p.m.

CONFIDENTIAL

At **7:58 p.m.**, it was moved by **M. Smibert, seconded by P. Cuddy**, *that the Board of Health will move in-camera to consider matters regarding labour relations or employee negotiations, an identifiable individual, including Board employees, litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board and to approve previous confidential Board of Health minutes.*

Carried

At **8:41 p.m.**, it was moved by **T. Kasi, seconded by S. Franke**, *that the Board of Health return to public session from closed session.*

Carried

ADJOURNMENT

At **8:42 p.m.**, it was moved by **T. Kasi**, seconded by **S. Franke**, *that the meeting be adjourned.*

Carried

MATT REID
Chair

EMILY WILLIAMS
Secretary

DRAFT



PUBLIC SESSION – MINUTES (SPECIAL)
MIDDLESEX-LONDON BOARD OF HEALTH

Thursday, January 24, 2023, 6:00 p.m.
MLHU Board Room – Citi Plaza
355 Wellington St. London, ON, N6A 3L7

MEMBERS PRESENT: Matt Reid (Chair) – attended virtually
Michael Steele (Vice-Chair)
Selomon Menghsha
Skylar Franke – attended virtually
Michelle Smibert
Mike McGuire

REGRETS: Peter Cuddy
Aina DeViet
Tino Kasi

OTHERS PRESENT: Stephanie Egelton, Executive Assistant to the Board of Health (recorder)
Emily Williams, Chief Executive Officer
Dr. Alexander Summers, Medical Officer of Health
Maureen MacCormick, Director, Healthy Living
Mary Lou Albanese, Director, Environmental Health and Infectious Disease
Jennifer Proulx, Acting Director, Healthy Start
Sarah Maaten, Acting Director, Office of the Medical Officer of Health
David Jansseune, Assistant Director, Finance
Alex Tysl, Online Communications Coordinator
Parthiv Panchal, Information Technology, End User Support Analyst (exited at 6:27 p.m.)

Chair Matt Reid called the meeting to order at **6 p.m.**

DISCLOSURE OF CONFLICT OF INTEREST

Chair Reid inquired if there were any disclosures of conflicts of interest. None were declared.

APPROVAL OF AGENDA

It was moved by **M. Smibert**, seconded by **M. McGuire**, that the **AGENDA** for the January 24, 2023 Special Meeting of the Board of Health be approved.

Carried

CONFIDENTIAL

At **6:01 p.m.**, it was moved by **M. Smibert, seconded by M. Steele**, *that the Board of Health will move in-camera for the purpose of educating or training the members of the Middlesex-London Board of Health and where no member discusses, or otherwise deals with any matter in a way that materially advances the business or decision-making of the council, local board or committee.*

Carried

At **7:47 p.m.**, it was moved by **M. McGuire, seconded by S. Franke**, *that the Board of Health return to public session from closed session.*

Carried

ADJOURNMENT

At **7:47 p.m.**, it was moved by **M. Steele, seconded by S. Menghsha**, *that the meeting be adjourned.*

Carried

MATT REID
Chair

EMILY WILLIAMS
Secretary



PUBLIC SESSION – MINUTES
MIDDLESEX-LONDON BOARD OF HEALTH
FINANCE AND FACILITIES COMMITTEE

Thursday, February 2, 2023, 9:00 a.m.
Microsoft Teams

MEMBERS PRESENT: Mike Steele (Chair)
Matt Reid
Selomon Menghsha – arrived at 9:05
Mike McGuire

OTHERS PRESENT: Stephanie Egelton, Executive Assistant to the Board of Health (recorder)
Emily Williams, Chief Executive Officer
Dr. Alexander Summers, Medical Officer of Health
Dave Jansseune, Assistant Director, Finance
Carolynne Gabriel, Executive Assistant to the Medical Officer of Health
Mary Lou Albanese, Director, Environmental Health and Infectious Disease

At **9:02 a.m.**, Secretary and Treasurer Emily Williams called the meeting to order.

MEETING PROCEDURES

Election of 2023 Finance and Facilities Committee Chair

Secretary and Treasurer Emily Williams opened the floor to nominations for Chair of the Finance & Facilities Committee for 2023.

It was moved by **M. McGuire, seconded by M. Reid**, *that Mike Steele be nominated for Chair of the Finance & Facilities Committee for 2023.*

Carried

Mike Steele accepted the nomination.

E. Williams called three times for further nominations. None were forthcoming.

It was moved by **M. Reid, seconded by M. McGuire**, *that Mike Steele be acclaimed as Chair of the Finance & Facilities Committee for 2023.*

Carried

DISCLOSURES OF CONFLICT OF INTEREST

Chair Mike Steele inquired if there were any disclosures of conflict of interest. None were declared.

APPROVAL OF AGENDA

It was moved by **M. Reid, seconded by M. McGuire**, *that the AGENDA for the February 2, 2023 Finance & Facilities Committee meeting be approved.*

Carried

APPROVAL OF MINUTES

It was moved by **M. McGuire, seconded by M. Reid**, that the *MINUTES* of the November 3, 2022 Finance & Facilities Committee meeting be approved.

Carried

NEW BUSINESS

2023 Reporting Calendar and Terms of Reference (Report No. 01-23FFC)

Emily Williams, Chief Executive Officer presented the 2023 reporting calendar and terms of reference for the Finance and Facilities Committee. It was noted that there were proposed changes of the meeting cadence to align with quarterly reporting timelines.

E. Williams suggested to shift the meeting dates to the second Thursday of each month to further assist with reporting logistics. The Committee noted no concerns with the schedule change.

It was moved by **M. Reid, seconded by M. McGuire**, that the Finance & Facilities Committee recommend to the Board of Health to:

- 1) Approve the 2023 Finance and Facilities Committee Reporting Calendar to include the timing change of meetings to the second Thursday of the meeting month; and
- 2) Approve the Finance and Facilities Committee Terms of Reference as amended.

Carried

Q4 Financial Update, Financial Borrowing and Factual Certificate Update (02-23FFC)

Emily Williams, Chief Executive Officer introduced Dave Jansseune, Assistant Director, Finance to present the Q4 Financial Update, Financial Borrowing and Factual Certificate Update.

Shared Funded Programs

- Surplus of \$2.1 million
- MLHU has \$32.3 million in funding with \$30.2 million in expenses.
- COVID-19 has resulted in a deficit of \$2.1 million, with \$17.9 million in funding and \$20.0 million in expenses.

100% Funded Programs

- School Focused Nurses Initiative: funding of \$1.6 million and expenditures totaling \$1.1 million.
- Seniors Dental Program: funding of \$2.2 million and expenditures totaling \$1.8 million.
- Nurses Retention Incentive: funding of \$1.2 million and expenditures totaling \$1.1 million.
- CLIF – City of London Funding for Cannabis Legalization: funding of \$416,000 and expenditures totaling \$294,000. It is noted that the City of London approved carryover of these funds into 2023.
- Strathroy Capital for Seniors' Dental project is actively underway with \$1 million available for funding.

Shared Funding – Variances

- Grants, user fees, and incomes are showing favourability of \$1,127,000 due to Nurses Retention Incentive.
- Salaries and wages are showing favourability of \$1,386,000 due to vacancies at the MLHU.
- Overtime hours are showing unfavourability of \$128,000.
- Benefits are showing favourability of \$749,000.
- General Expenses are showing favourability of \$572,000 which includes:
 - o Professional Services at \$186,000;

- Program Supplies at \$257,000;
- Travel at \$181,000;
- Equipment at \$100,000;
- Transfer to reserves at \$361,000 unfavourability (which includes the previous transfers to the Employment Costs and Technology & Infrastructure reserves);
- Other costs at \$209,000.

Forecast

- Shared Funding Programs had forecasted a surplus of \$2.3 million with an actual of \$2.1 million.
- COVID-19 & School Focused Nursing forecasted expenditures at \$22.1 million of actual at \$21.1 million.
- This demonstrates highly accurate forecasting for the 2022 budget year.

Cashflow

- There is a potential for GIC investments to diversify cashflow and offset interest rate expenses.
- The bank balance as of December 31 was \$4.2 million (positive).
- For borrowing, the fixed loan is at \$3.05 million with \$2.8 million owing and the variable loan is at \$1.15 million with \$1.035 million owing.
- In reserves, there is \$287,000 in the Employment Cost Reserve and \$250,000 in the Technology & Infrastructure Reserve.
- COVID-19 funding for Q4 was \$3.4 million.
- Strathroy Capital (Seniors' Dental) funding for Q4 was \$939,000.

D. Jansseune noted that MLHU is continuing with year-end closing with minimal entries, preparing for the audit in March and April, preparing financial statements and the Ministry of Health Annual Reconciliation Report. It was added that any changes to numbers would be reported to the Board of Health.

Committee Member Matt Reid inquired if the Ministry of Health will be providing funding in a monthly or quarterly cadence. D. Jansseune noted that this information was not known at this time. E. Williams added that in the event of delayed funding, like last year, the line of credit can be used.

E. Williams added that the budget will be coming to FFC and the Board of Health in March.

Chair Steele inquired on the reserve amount contributions for 2022. D. Jansseune clarified that it resets on January 1 – meaning that the Health Unit is in compliance with contributions.

It was moved by **M. McGuire, seconded by M. Reid**, *that the Finance & Facilities Committee make a recommendation to the Board of Health to receive Report No. 02-23FFC re: 2022 Q4 Financial Update, Financial Borrowing and Factual Certificate for information.*

Carried

OTHER BUSINESS

The next meeting of the Finance and Facilities Committee will be held on Thursday, March 9, 2023 at 9 a.m.

ADJOURNMENT

At **9:29 a.m.**, it was moved by M. Reid, seconded by M. McGuire, *that the meeting be adjourned.*

Carried

MICHAEL STEELE
Chair

EMILY WILLIAMS
Secretary

DRAFT



MIDDLESEX-LONDON HEALTH UNIT

REPORT NO. 10-23

TO: Chair and Members of the Board of Health

FROM: Emily Williams, Chief Executive Officer
Dr. Alexander Summers, Medical Officer of Health

DATE: 2023 February 16

FINANCE AND FACILITIES COMMITTEE MEETING – February 2, 2023

The Finance and Facilities Committee (FFC) met at 9 a.m. on Thursday, February 2, 2023.

Reports	Recommendations for Information and Board of Health Consideration
Election of 2023 Finance and Facilities Committee Chair	It was moved by M. Reid, seconded by M. McGuire , that <i>Mike Steele be acclaimed as Chair of the Finance & Facilities Committee for 2023.</i> <p style="text-align: right;">Carried</p>
2023 Reporting Calendar and Terms of Reference (Report No. 01-23FFC)	It was moved by M. Reid, seconded by M. McGuire , that the <i>Finance & Facilities Committee recommend to the Board of Health to:</i> <i>1) Approve the 2023 Finance and Facilities Committee Reporting Calendar to include the timing change of meetings to the second Thursday of the meeting month; and</i> <i>2) Approve the Finance and Facilities Committee Terms of Reference as amended.</i> <p style="text-align: right;">Carried</p>
Q4 Financial Update, Financial Borrowing and Factual Certificate Update (Report No. 02-23FFC)	It was moved by M. McGuire, seconded by M. Reid , that the <i>Finance & Facilities Committee make a recommendation to the Board of Health to receive Report No. 02-23FFC re: “2022 Q4 Financial Update, Financial Borrowing and Factual Certificate” for information.</i> <p style="text-align: right;">Carried</p>

This report was prepared by the Chief Executive Officer.

Emily Williams, BScN, RN, MBA, CHE
Chief Executive Officer

Alexander Summers, MD, MPH, CCFP, FRCPC
Medical Officer of Health



TO: Chair and Members of the Board of Health

FROM: Emily Williams, Chief Executive Officer
Dr. Alexander Summers, Medical Officer of Health

DATE: 2023 February 16

PUBLIC SECTOR SALARY DISCLOSURE ACT 2022 RECORD OF EMPLOYEES' SALARIES AND BENEFITS

Recommendation

It is recommended that the Board of Health receive Report No. 11-23 re: Public Sector Salary Disclosure Act – 2022 Record of Employees' Salaries and Benefits for information.

Key Points

- The *Public Sector Salary Disclosure Act of 1996* requires the Health Unit to disclose names, positions, salaries and taxable benefits of employees who were paid \$100,000 or more in 2022.
- [Appendix A](#) contains the information that is required to be submitted to the Minister of Finance by the 5th business day of March (this year will be on or before March 7, 2023).

Background

The *Public Sector Salary Disclosure Act, 1996* (the Act) makes Ontario's public sector more transparent and accountable to taxpayers. The Act requires organizations that receive public funding from the Province of Ontario to disclose annually the names, positions, salaries and total taxable benefits of employees paid \$100,000 or more in a calendar year.

The Act applies to organizations such as the Government of Ontario, Crown Agencies, Municipalities, Hospitals, Boards of Public Health, School Boards, Universities, Colleges, Hydro One, Ontario Power Generation, and other public sector employers who receive a significant level of funding from the provincial government.

Compliance

The main requirement for organizations covered by the Act is to make their disclosure available to the public by March 31st each year. Organizations covered by the Act are also required to send their disclosure to their funding ministry or ministries by the fifth business day of March.

Attached as [Appendix A](#) is the record of employees' 2022 salaries and benefits for the Middlesex-London Health Unit which will be forwarded to the Minister of Finance on or before March 7, 2023.

This report was prepared by the Finance Team, Healthy Organization Division.

Handwritten signature of Emily Williams in black ink.

Emily Williams, BScN, RN, MBA, CHE
Chief Executive Officer

Handwritten signature of Alexander T. Summers in black ink.

Alexander Summers, MD, MPH, CCFP, FRCPC
Medical Officer of Health

Public Sector Salary Disclosure Act - 2022 Record of Employee's Salaries and Taxable Benefits

Last Name	First Name	Position Title	Salary	Taxable Benefit
Aitchison	Aaron	Manager	128,239.53	1,390.20
Albanese	Mary Lou	Director	135,419.51	2,020.47
Baglieri	Jessica	Manager	119,546.60	726.88
Banninga	Jordan	Manager	136,107.49	1,912.56
BeauSoleil Arneaud	Jillian	Public Health Inspector	101,016.06	440.28
Bennie	Brianna	Public Health Nurse	118,483.06	-
Bos	Cynthia	Manager	135,602.66	1,900.44
Bowen	Katherine	Public Health Nurse	102,748.38	442.40
Boyd	Melissa	Human Resources Partner	102,876.15	1,760.10
Brittan	Rhonda	Program Manager	127,580.41	913.14
Brogno	Lisa	Public Health Nurse	101,057.41	1,455.64
Brubacher	Cassandra	Manager	100,361.11	675.28
Bryan	Gerald	Public Health Nurse	102,826.44	444.17
Clark	Brooke	Community Health Nursing Specialist	100,927.04	1,408.80
Cramp	Anita	Manager	116,517.46	913.14
Cropley	Alexandria	Manager	103,580.48	440.28
Daboud	Christian	Manager	100,806.81	806.10
Dhinsa	Shaya	Program Manager	127,375.73	1,868.02
Eastman	Jennifer	Public Health Nurse	107,725.19	312.37
Flaherty	Brendan	Manager	124,046.73	1,900.74
Gordon	Tracey	Program Manager	161,749.14	1,082.64
Goverde	Julie	Program Manager	112,871.63	421.20
Harvey	Amanda	Manager	103,239.33	783.67
Hattie-Butler	Sheila	Public Health Nurse	104,510.99	421.20
Hubbell	Elizabeth	Public Health Nurse	122,405.65	444.52
Jansseune	David	Assistant Director	141,471.03	984.72
Jutzi	Darrell	Program Manager	122,387.64	922.34
Korpikoski	Anne-Maria	Public Health Inspector	113,458.98	434.98
Kosmack	Donna	Program Manager	137,908.04	1,896.14
Leffley	Alanna	Epidemiologist	111,265.01	-
Locker	Alison	Manager	127,798.94	1,756.80
Lokko *	Heather	Director	173,169.10	4,675.51
Maaten	Sarah	Director	121,551.16	820.65
MacCormick	Maureen	Director	154,285.55	2,127.36
MacDaniel	Tara	Public Health Nurse	122,862.38	1,422.92
Manning	Ronda	Program Manager	130,514.69	1,893.84
Marinko	Lillian	Manager	108,847.01	644.60
McKee	Stephanie	Manager	128,304.20	1,366.88
Melling	Meagan	Manager	116,198.35	442.40
Morris	Kelly	Public Health Nurse	118,238.33	440.28
Nguyen	Valerie	Manager	109,739.78	723.19
Paget	Jody	Manager	110,721.86	1,785.74
Pavletic	David	Program Manager	115,477.75	1,924.26
Powell	Andrew	Program Manager	108,276.57	857.88
Powell	Leanne	Public Health Nurse	100,102.56	614.02
Proulx	Jennifer	Director	127,968.42	1,953.30
Ramer	Kendra	Manager	111,164.89	1,044.60
Resendes	Isabel	Program Manager	136,323.01	1,246.26
Salgado	Fatima	Public Health Nurse	118,844.42	442.40
Sirithar	Shanteena	Public Health Inspector	104,113.25	444.52
Stirling	Deanna	Public Health Nurse	100,256.19	441.34
Stobo	Linda	Program Manager	125,772.06	917.74

Public Sector Salary Disclosure Act - 2022 Record of Employee's Salaries and Taxable Benefits

Last Name	First Name	Position Title	Salary	Taxable Benefit
Strathopolous	Dimitra	Manager	108,241.21	-
Summers	Alexander	Medical Officer of Health	328,010.06	2,816.60
Thompson	Melissa	Manager	151,907.81	505.95
Wall	Katherine	Human Resources Partner	103,165.19	1,765.71
Webb	Sarah	Manager	112,409.93	1,704.11
Williams	Emily	Chief Executive Officer	208,087.15	2,011.20

* Secondment from Middlesex London Health Unit to London Health Sciences Centre, effective October 2022.



TO: Chair and Members of the Board of Health

FROM: Dr. Alexander Summers, Medical Officer of Health
Emily Williams, Chief Executive Officer

DATE: 2023 February 16

REPRESENTATION ON THE FOOD POLICY COUNCIL

Recommendation

It is recommended that the Board of Health:

- 1) Appoint a Board of Health representative to the Middlesex-London Food Policy Council as a voting member for a two (2) year term or direct the Medical Officer of Health to appoint a senior staff member to the Middlesex-London Food Policy Council as a voting member for a two (2) year term; and*
- 2) Receive Report No. 12-23 re: Board of Health Representation on the Food Policy Council for information.*

Key Points

- The Middlesex-London Food Policy Council (MLFPC) has been operational since 2016 and has made steady progress toward the development of a sustainable local food system. The MLFPC membership includes a voting member appointed by the Board of Health; this is currently vacant.
- An MLHU Registered Dietitian is a non-voting executive member of the MLFPC and provides coordination, administrative support and engages in program planning and implementation where MLFPC activities align with the MLHU's food systems program.
- The MLFPC has updated the Middlesex London Community Food Assessment (MLCFA) in 2022, the report will be available early in 2023 and will guide the priorities of the MLFPC work.

Background

A sustainable food system is defined as a system that delivers food and nutrition security for all in such a way that the “economic, social and environmental bases to generate food security and nutrition for future generations are not compromised”(3, 4). A sustainable local food system is essential for a resilient and healthy community. Food systems are complex, non-linear, systems that “embrace all the elements (environment, people, inputs, processes, infrastructure, institutions, markets and trade) and activities that relate to the production, processing, distribution and marketing, preparation and consumption of food. The Middlesex London Food Policy council has been operational since 2016 and is making steady progress toward providing food systems leadership. The MLFPC identifies challenges in local food systems and plays a role in sustainable food systems through policy, innovation, network building and education and outreach opportunities. Public health is integral to the development of a sustainable local food system and community food security where citizens are empowered through policies and programs to participate in strengthening their food environment (5). Momentum for a more sustainable local food system in Middlesex-London has been growing since 2011, as outlined in [Report No. 052-15](#) and [Report No. 043-16](#).

MLFPC Membership

The MLFPC has a diverse membership representing many parts of the food system, including production, distribution, consumption, waste and more. As outlined in the MLFPC's Terms of Reference (attached as [Appendix A](#)), the MLFPC is comprised of a combination of elected and appointed members. Members must endorse the mission, goals, and values of the Council. The Terms of Reference indicate that the Middlesex-London Board of Health can appoint a representative to a voting position. This appointment to the MLFPC is for a two (2) year term. The appointed representative does not commit program resources or funding but provides a public health lens to support the council's policy, research, and action group activities.

The MLHU also provides coordination through a non-voting executive member in the form of a 0.25 FTE Registered Dietitian. The coordinator acts as a consistent point of contact for MLFPC to facilitate collaboration and dialogue with the city and county staff, food systems stakeholders and community members. The Registered Dietitian also provides briefings and tools to assist in the orientation and work of the voting representative.

MLFPC Strategic Plan

The MLFPC has developed a strategic plan for 2022-2024. The strategic priorities are to: Become a trusted voice regarding our food system, create purposeful impact on our food system, and build council engagement and capacity. These priorities align with the Health Unit's mission to promote and protect community health, the Ontario Public Health' Environments and Climate Change Guideline; the City of London Climate Emergency Action Plan; Public Health Ontario's Evidence Brief on Sustainable Food Systems; and Agriculture Canada's food policy for Canada.

The MLFPC received funding from the City of London Community recovery network in 2021, and with these funds have completed or are in the implementation stages of several projects including: hosting an Agri food panel (June 2022) and a food literacy event (November 2022), Updating the Middlesex London Community Food assessment (available early 2023), conducting an environmental scan of municipal food systems, policies and practices (expected completion May 2023), and Exploring the framework, and steps for creation of a regional agri-food network (expected July 2023).

Next Steps

It is recommended that the Board of Health appoint a member representative to the Middlesex-London Food Policy Council as a voting member or direct the Medical Officer of Health to appoint a senior staff member to the Middlesex-London Food Policy Council as a voting member for a two (2) year term. The Health Unit provides an important public health perspective for planning and decision-making and helps maintain the MLFPC as a community organization anchored in health, with a commitment to food system sustainability.

References are noted in [Appendix B](#).

This report was prepared by the Community Health Promotion Team, Healthy Living Division.



Alexander Summers, MD, MPH, CCFP, FRCPC
Medical Officer of Health



Emily Williams, BScN, RN, MBA, CHE
Chief Executive Officer

Middlesex London Initial Food Policy Council

Terms of Reference

June 27, 2017

Vision

The Middlesex London community sustains a healthy, safe, equitable and ecologically responsible local food system, that nourishes all residents and is economically viable.

Mission

The Middlesex London Food Policy Council will:

- Be a forum for discussing local food issues.
- Empower citizens to be involved in food system decisions.
- Foster coordination between sectors in the food system.
- Create, evaluate and influence policy.
- Support programs and services that address local needs.

Goal

To facilitate and support a safe, healthy and accessible local food system that is socially, economically, and environmentally sustainable.

Activities

Advocate – Identify policy changes which support goals and advocate for their implementation.

Communicate – Engage with the community on relevant and timely issues through the sharing of information and involvement in action groups.

Coordinate – Identify and prioritize emerging issues, opportunities and needs in the Middlesex London food system and support the creation and implementation of initiatives.

Educate – Provide evidence-based research and the most current knowledge on local food systems issues.

Evaluate – Establish benchmarks and targets for achievement of mission/goals and monitor and report on progress of implementation.

Leverage – Align and seek community resources to support the mission and goals of the Food Policy Council.

Research - To facilitate, or conduct research on emerging local food system priorities where information gaps exist.

Network – Build new partnerships and facilitate networking between existing and emerging food system stakeholders in Middlesex London.

Values

Members of the Middlesex London Food Policy Council are committed to achieving the following in our community:

- *Accountability*- Accountable to citizens of Middlesex London.
- *Community and Partnership* – Inclusivity, sharing responsibility, and working together will improve the food system and benefit all.
- *Diversity* – Our communities celebrate the culture and diversity of food
- *Equity* – All people have equitable access to healthy, local and culturally appropriate food.
- *Health and Well Being* - All citizens have opportunities for optimal physical and mental health.
- *Respect* – The perspectives and contributions of everyone in the food system - including those farming, processing, distributing, cooking, and eating food are respected and valued.
- *Sustainability* – There is a reliable, secure, economically viable, ecologically and socially responsible food system and a sustained commitment to a local Food Policy Council.
- *Transparency* – People have a right to know what's in their food, where and how it is produced and what is being discussed within the Food Policy Council.

Membership

The Middlesex London Food Policy Council has a maximum of 20 members who represent both the county, city and partnering Indigenous Nations. Members must live or work in London or Middlesex County. Membership reflects diverse interests from across the entire food system, ideally with representation from each of the following sectors:

- Agriculture (2 positions- urban, rural; small and large farm)
- City of London Council*
- City of London Municipal Staff (e.g., Planning, Social Services)*
- Economic Development/Community Futures
- Education

- Food Distribution and Logistics
- Food Processing
- Food Retail
- Food Security
- Food Service/Institutional Food/Food Procurement
- General Community Member (2) one county, one city); (Priority given to populations not represented by other member positions e.g., older adults, youth, newcomers)
- Indigenous Communities
- Middlesex County Council*
- Middlesex County Municipal Staff (e.g., Planning, Social Services)*
- Middlesex-London Board of Health*
- OMAFRA (Provincial Agricultural Group)*
- Research
- Energy, Environment, Water and Waste

*Member to be appointed by representative organization

The Council's membership should reflect Middlesex London's diverse population, including, but not limited to, race, rural/urban residency, gender, and socioeconomic status.

Members must endorse the mission, goals, and values of the Council and have skills or experience in at least one area of food system issues. Members are expected to participate in a least one Action Group.

Governance Model

The Middlesex London Food Policy Council will operate using the model below, incorporating three levels of involvement.

Level 1: Food Policy Council Member

- Includes key community decision-makers

Roles and Responsibilities:

- Set direction on food system change,
- Take positions on food issues and advocate for change,
- Develop strategies for bringing about food system change,
- Writing and advising on policy,
- Provide leadership (i.e. attending events, speaking on behalf of the Council, etc.),
- Discuss food issues,
- Leverage relationships,

- Determine the process for the formation of the action groups and topics utilizing the results of the Community Food Assessment as a starting point,
- Oversees governance and structure overall (planning, Terms of Reference, accountability, adherence to regulations, etc.),
- Determine where to apply for funding as needed.

Level 2: Action Group Participant

- Includes individuals from the FPC and those identified by the members of the FPC as participants.
- Participants in Action Groups are those who want to “do” and “implement” food projects, Community Food Assessment priorities, grass root initiatives (community participation)

Roles and Responsibilities:

- Education
- Action
- Quick wins
- Facilitation
- Document & Report to Council

Level 3: General Public

- Includes individuals who want to stay informed

Roles and Responsibilities:

- Help to inform direction
- Attend public events and meetings

Executive Committee*

The executive committee will be composed of a Chair, Vice chair, Treasurer and Secretary and is responsible for presenting Governance recommendations to Council which will be voted upon prior to adoption.

Meetings will be scheduled as warranted and may be held in person, conference call or using electronic communication methods adopting the approved Decision Making standards.

*Refer to Appendix A for Executive Committee Role Descriptions.

Action Groups:

Topic specific Action Groups will be composed of participants and at least one Council member. Each Action Group will have one Food Policy Council member to liaise with the Council and report on progress the Action Group is making in key areas. Action Groups will correspond to identified priority areas of the Food Policy Council and will be struck as needed by the Council to implement planned activities in key areas.

Term

Members will be appointed for two-year terms, and the possibility of one term of renewal, with half of the members' term expiring in odd-numbered years, and the other half expiring in even-numbered years, to ensure consistency.

Executive Committee will be voted upon by Council members annually. Executive willing to stand for additional year may be considered.

Attendance

Missing two meetings a year without prior discussion with Chair is deemed equivalent to a resignation. The Executive will appoint new interim members during the term as needed.

Decision Making

Consensus is the preferred method of decision-making. When consensus is not reached, a vote will be taken, as long as quorum is met (50% + 1).

Quorum is defined as 50% of the current membership and 50+1 is required for day-to-day decisions.

Two /thirds agreement of Council members are required for major* decisions.

Major decisions may be deemed to be treated as such if motion receives 50 + 1; and will subsequently require 2/3 agreement.

*Major defined as public policy or advocacy positions or decisions deemed by Council vote to be treated as such.

Meeting Frequency

The Food Policy Council will meet up to 8 times per year. Dates and times to be agreed upon by Council members. Meetings will alternate between City and County locations. The Annual Meeting will be open to the public.

Staff Resources

Coordinator

A Middlesex-London Health Unit (MLHU) Registered Dietitian, knowledgeable in community food systems will provide coordination support to the Food Policy

Council. MLHU offers a 0.25 FTE for this position. The dietitian will attend all full Food Policy Council meetings, but will not have voting rights.

Coordinator responsibility includes:

- act as a consistent point of contact for MLFPC and Action groups to facilitate collaboration and dialogue with city and county staff, food system stakeholders and community members
- coordinate with Chair on meeting requirements and Annual Report
- provide evidence support for decisions upon Council request
- monitor emerging food system issues and the broad political and policy environment and how it impacts health
- share relevant information with MLFPC members and Action groups

Trustee

The London Food Bank, acting in the capacity of Trustee (e.g. financial manager) will also provide support to the Food Policy Council as an ex-officio member. They will attend and participate at meetings and assist in the administration of the council but will not have voting rights.

Resource allocation and responsibilities are to be re-visited within 1 year of FPC formation.

Review and Approval of Terms of Reference

The Terms of Reference shall be reviewed at a minimum annually and approved by the Food Policy Council.

DEFINITIONS/GLOSSARY

Council refers to all Food Policy Council members.

The Food System is an interconnected network of practices, processes and places that cover all aspects of food. The six components of the food system are: Food Production, Food Processing, Food Distribution, Food Access, Food Consumption, Food Education and Waste Management (Food Policy Council, City of Vancouver).

A sustainable food system is one that provides healthy food to meet current food needs while maintaining healthy ecosystems that can also provide food for generations to come with minimal negative impact to the environment. A sustainable food system is economically viable and also encourages local production and distribution infrastructures that makes nutritious food available, accessible, and affordable to all. Further, it is humane and just, protecting farmers and other workers, consumers, and communities (American Public Health Association).

Local food economy is the economic activity surrounding the activities of the local food system. The local food system includes all people, activities and resources needed to feed the people in a given area. This includes everything needed to grow, process, package, distribute, consume and dispose of food (Middlesex-London Community Food Assessment).

Community Food Assessment is a participatory and collaborative process engaged in by members of a community who are interested in exploring their community's food system strengths and issues (Middlesex-London Community Food Assessment).

Food Policy Councils connect diverse people from the food, farming and community sector to develop innovative policies and projects that support a health-focused food system. Food Policy Councils are a forum for action across the food system and serve as a coordinated approach to food policy issues (Food Policy Council, City of Toronto).

***Food Sovereignty** is the right of peoples to healthy and culturally appropriate food produced through ecologically sound and sustainable methods, and their right to define their own food and agriculture systems (International Forum for Food Sovereignty, Declaration of the Forum for Food Sovereignty).

Approved by Middlesex-London Food Policy Council on the ____ day of _____, 2017.

X

Paul van der Werf, Chair
Middlesex-London Food Policy Council

X

Silke Nebel, Vice Chair
Middlesex-London Food Policy Council

APPENDIX A - Middlesex London Food Policy Council

Committee Responsibilities

Executive

Chair

The Chair is a member of the Middlesex-London Food Policy Council (MLFPC) who has been elected by MLFPC by a vote of the members on the Council. The Chair has an in-depth knowledge of the Middlesex County and City of London food system, its related policies and has the communication skills to speak on behalf of MLFPC.

The duties of the Chair include:

- Attend and chair Executive meeting
- Attend and chair Nomination sub committee
- Preview and Review meeting agendas
- Liaise with MLFPC support staff and delegate responsibilities
- Guide goal setting and program planning amongst MLFPC members
- Facilitate communications among MLFPC members
- Act as the spokesperson for MLFPC

Vice Chair

MLFPC will elect the Vice Chair by a vote of the members on the Council. The Vice Chair will have an in-depth knowledge of the food system and related policy in Middlesex County and the City of London and have the communication skills to speak on behalf of the Council when necessary.

The duties of the Vice Chair include:

- Perform the duties of the Chair or Secretary in their absence
- Attend and chair Governance sub committee
- Assist the Chair or Secretary in their MLFPC duties whenever possible
- Act as spokesperson for MLFPC as required

Treasurer

The Treasurer will be elected to MLFPC by a vote of members on the Council. The Treasurer will have knowledge of the food system in Middlesex County and the City of London and will have skills and competencies in accounting and financial management.

The duties of the Treasurer include:

- Keep updated records on the accounts payable and receivable
- Present summary report on finances to the MLFPC at each meeting
- Regularly identify all financial risks
- Attend and chair Finance sub committee

Secretary

The Secretary will be elected to MLFPC by a vote of the members on the Council. The Secretary will have knowledge of the food system in Middlesex County and the City of London and will have administrative support skills and capacities.

The duties of the Secretary include:

- Taking meeting minutes and distributing these minutes to approved members of MLFPC in a timely fashion
- Attend and chair Communications sub committee
- Corresponding with MLFPC members
- Invite and liaise with guests and speakers as directed by MLFPC
- Assisting with general coordination and communications on behalf of MLFPC
- Providing support to both MLFPC and the executive committee as required

Sub Committees

The Executive Committee may request Council members participate on Communication, Governance, Finance and Nomination committees as warranted.

Council members will fill positions, with external parties only engaged through approval by Council. Meetings will be scheduled as warranted and may be held in person, conference call or using electronic communication methods adopting the approved Decision Making standards.

May 24, 2017

APPENDIX B - Middlesex London Food Policy Council

Operating Principles

Action Groups

- Standard reporting template(s) implemented to provide consistent documentation used for annual reporting
- Project Lead responsible for own meeting management and documentation of project charter via standard template
- Copies of reports to be shared with Staff Resource Coordinator for retention, communication and transparency purposes
- Group member(s) will provide updates at Council meetings
- Members of the community will be invited to participate

Annual Report

- will be presented to public at the Annual General Meeting and should include at a minimum:
 - summary of policy changes impacted by the MLFPC
 - summary of all Action Group results
 - nomination report
 - financial report (including funding resources)
 - communications/outreach to community report

Membership

- Those seeking membership on the council will be vetted by the Executive Committee to ensure membership continues to reflect Middlesex London's diverse population, skills or experience as identified in the Membership section of the Terms of Reference
- Annual Appointments to Food Policy Council will be voted upon by current Council members prior to the Annual Meeting
- Members deemed to have resigned during the term will be appointed as new interim members as needed by the Executive Committee

Solicitation

- As a point of clarification, this will be referenced as people/organizations that are "soliciting" time/involvement on the MLFPC council or seeking time on meeting agendas
- All inquiries will be directed to Staff Resource Coordinator as first point of contact
- Executive Committee will review all requests and respond as deemed appropriate

May 24, 2017

References

- (1) Burlingame B, Dernini S; Food and Agriculture Organization of the United Nations (FAO). *Sustainable diets and biodiversity: directions and solutions for policy, research and action*. Rome: FAO; 2012. Available from: <http://www.fao.org/3/a-i3004e.pdf>
- (2) Carlsson L, Seed B, Yeudall F. (2020). The Role of Dietitians in Sustainable Food Systems and Sustainable Diets. Dietitians of Canada. <https://www.dietitians.ca/Advocacy/Toolkits-and-Resources>
- (3) High Level Panel of Experts on Food Security and Nutrition (September 2017). *Nutrition and Food Systems*. https://www.fao.org/fileadmin/user_upload/hlpe/hlpe_documents/HLPE_Reports/HLPE-Report-12_EN.pdf
- (4) International Confederation of Dietetic Associations (2023). Food systems. *Glossary* <https://icdasustainability.org/resources/glossary/>
- (5) Ministry of Health and Long Term Care. (2018). *Health Environments and Climate Change Guideline*. Ontario Public Health Standards. Healthy Environments and Climate Change Guideline 2018. https://www.publichealthontario.ca/-/media/Documents/E/2020/eb-sustainable-food-systems.pdf?rev=dd0395b07f0e4a4eab3e98fbb79cd549&sc_lang=en
- Nguyen, H. (2014). *Developing Sustainable Food Value Chains, Guiding Principles*. Food and Agriculture Organization of the United Nations. <https://www.fao.org/3/i3953e/i3953e.pdf>
- (6) Ontario Agency for Health Protection and Promotion (Public Health Ontario). (2020). *Evidence of community-level interventions to promote sustainable food systems*. <https://www.publichealthontario.ca/-/media/documents/e/2020/eb-sustainable-food-systems.pdf?la=en>
- (7) Ontario Agency for Health Protection and Promotion (Public Health Ontario). (2021). *The environmental Impacts of Sustainable Dietary Patterns*. https://www.publichealthontario.ca/-/media/Documents/E/2021/evidence-brief-environmental-impacts-dietary-patterns.pdf?rev=291723e412474a9185ad8251b237ac02&sc_lang=en



TO: Chair and Members of the Board of Health

FROM: Dr. Alexander Summers, Medical Officer of Health

DATE: 2023 February 16

MEDICAL OFFICER OF HEALTH ACTIVITY REPORT FOR JANUARY

Recommendation

It is recommended that the Board of Health receive Report No. 13-23, re: Medical Officer of Health Activity Report for January for information.

The following report highlights activities of the Medical Officer of Health for the period of January 5, 2022 – February 1, 2023.

The Medical Officer of Health provides oversight of all public health programs at the Middlesex-London Health Unit, and co-chairs the Senior Leadership Team. The Medical Officer of Health participates in a wide range of external and internal meetings, along with liaising with community partners and municipal and provincial stakeholders.

The Medical Officer of Health, along with other team members, continues to host a weekly Middlesex-London Health Unit (MLHU) Staff Town Hall.

The Medical Officer of Health also participated in the following meetings:

Client and Community Impact – *These meeting(s) reflect the CEO's representation of the Health Unit in the community:*

January 6 Met to discuss providing a presentation at the alpha Executive Assistant/Administrative Assistant Conference.

January 9 Attended a meeting regarding the City of London Strategic Plan.

Interview with Rebecca Zandbergen (CBC London) regarding current respiratory diseases in the community.

Interview with Bryan Bicknell (CTV London) regarding the XBB1.5 Omicron variant of COVID-19.

Attended monthly Ontario Population Health Index of Databases (OPHID) Advisory Council meeting.

January 10 Presented the Healthcare Provider Outreach webinar.

Attended Ministry of Health COVID-19 Public Health coordination call.

January 11 Interview with Miranda Chant (Blackburn News) regarding the XBB1.5 Omicron variant of COVID-19.

Attended a meeting with the London Middlesex Primary Care Alliance and Middlesex-London Ontario Health Team regarding vaccinations.

January 12 Met with members of the Middlesex-London Ontario Health Team.

Met with the Deputy City Manager, City of London.

January 13 Attended Council of Medical Officers of Health (COMOH) Executive meeting.

January 16 Attended the Southwest Ontario Medical Officers of Health monthly meeting.

Attended the planning meeting for the January 25th Health and Homelessness Summit.

January 17 Attended the City of London State of the City Address.

Interview with Alessio Donnini (CBC London) regarding the 500th COVID-19-related death in London-Middlesex.

January 18 Attended a meeting organized by the City of London, regarding its strategic plan, focused on reconciliation, equity, and inclusion.

Interview with Felipe Brenner (X-FM Fanshawe College) regarding the XBB1.5 Omicron COVID-19 variant.

Met with the City Manager, City of London.

January 19 Interview with Allison Devereaux (CBC London) regarding immunization rates among school-aged children and compliance with the *Immunization of School Pupils Act*.

Interview with Gerry Dewan (CTV News) regarding immunization rates among school-aged children.

January 20 Interview with Marshall Healey (AM 980) regarding compliance with and enforcement of the *Immunization of School Pupils Act*.

January 23 Attended the Nurse-Family Partnership Collaborative in Canada meeting with other organizations participating in the Nurse-Family Partnership.

January 24 Presented the Healthcare Provider Outreach webinar.

Attended Ministry of Health COVID-19 Public Health coordination call.

January 25 Attended the third Health & Homelessness Summit with City of London partners.

January 26 Attended the Middlesex-London Ontario Health Team Coordinating Council meeting.

January 27 Attended a follow up meeting to discuss correspondence with First Nation communities.

Met with the City Manager, City of London.

Met with Dr. James Brooks, Indigenous Services Canada.

- January 30** Attended a meeting to discuss the London Health Sciences Centre Master Plan.
- Interview with Jennifer Basa (CTV London) regarding the World Health Organization announcement on the status of the COVID-19 pandemic.
- January 31** Interview with Devon Peacock (AM 980) regarding the World Health Organization announcement on the status of the COVID-19 pandemic.

Employee Engagement and Learning – *These meeting(s) reflect on how the CEO influences the Health Unit's organizational capacity, climate and culture and the contributions made to enable engaged and empowered staff; thoughtful and responsive leadership and organizational structures that support decision-making, innovation and learning:*

- January 11** Attended the Office of the Medical Officer of Health Management meeting.
- Attended a meeting regarding enforcement of the *Immunization of School Pupils Act*.
- January 13** Met with the recruiter to discuss recruiting for the Associate Medical Officer of Health position, with the CEO.
- January 17** Attended a meeting regarding enforcement of the *Immunization of School Pupils Act*.
- January 18** Attended an update meeting regarding the enforcement of the *Immunization of School Pupils Act*.
- January 19** Attended the monthly surveillance meeting regarding communicable diseases.
- Attended an update meeting regarding the enforcement of the *Immunization of School Pupils Act*.
- January 24** Attended the regular check-in meeting regarding the work on the Provisional Plan.
- Met with the recruiter to discuss recruiting for the Associate Medical Officer of Health position, with the CEO.
- January 27** Attended an update meeting regarding the enforcement of the *Immunization of School Pupils Act*.
- January 30** Participated in the quarterly touch-base meeting with Ontario Nursing Association.
- Attended an Office of the Medical Officer of Health division social.

Personal Development – *These meeting(s) reflect on how the CEO develops their leadership, skills and growth to define their vision and goals for the Health Unit.*

- January 19** Attended the PHO Rounds: A Comprehensive Look at Youth Vaping in Ontario/Canada.

Governance – *This meeting(s) reflect on how the CEO influences the alignment of management methods and systems to ensure appropriate structures and resources are in place to achieve the HU’s mission and vision. This also reflects on the CEO’s responsibility for actions, decision and policies that impact the HUs ability to achieve the requirements as set out under the strategic plan, the Ontario Public Health Organizational Standards (OPHOS), other funder requirements and direction provided by the Board of Health:*

- January 6** Provided an orientation to incoming Middlesex County Board members with the CEO.
- January 9** Met with Board of Health Chair Matt Reid for monthly touch-base.
- January 11** Attended the January Board of Health meeting agenda review and executive meeting.
- January 12** Provided an orientation to incoming City of London Board members with the CEO.
- January 19** Attended the 2023 inaugural Board of Health meeting.
- January 24** Attended the Special Meeting of the Board of Health.

This report was prepared by the Medical Officer of Health.



Alexander Summers, MD, MPH, CCFP, FRCPC
Medical Officer of Health



TO: Chair and Members of the Board of Health
FROM: Emily Williams, Chief Executive Officer
DATE: 2023 February 16

CHIEF EXECUTIVE OFFICER ACTIVITY REPORT FOR JANUARY

Recommendation

It is recommended that the Board of Health receive Report No. 14-23, re: Chief Executive Officer Activity Report for January for information.

The following report highlights activities of the Chief Executive Officer for the period of January 2, 2022 – February 1, 2023.

Standing meetings include weekly Healthy Organization leadership team meetings, SLT (Senior Leadership Team) meetings, MLT (MLHU Leadership Team) meetings, Virtual Staff Town Hall meetings, bi-weekly R3 meetings, and weekly check ins with the Healthy Organization managers and the MOH.

As part of the MLHU on-call leadership system, the CEO provided on-call coverage from December 26 to January 1.

The CEO also attended the following meetings:

Client and Community Impact – *These meeting(s) reflect the CEO's representation of the Health Unit in the community:*

- January 9** The CEO attended a meeting regarding the City of London Strategic Plan.
- January 16** The CEO, with the Medical Officer of Health, Acting Director, Office of the Medical Officer of Health, and Manager, Health Equity, met to discuss correspondence with First Nation communities.

The CEO attended the planning meeting for the January 25th Health and Homelessness Summit.
- January 17** The CEO attended the City of London State of the City Address.
- January 18** The CEO attended a meeting organized by the City of London, regarding its strategic plan, focused on reconciliation, equity, and inclusion.
- January 19** The CEO attended a meeting organized by the City of London to discuss draft strategies for Wellbeing and Safety within the City of London Strategic Plan.
- January 25** The CEO attended the third Health & Homelessness Summit.
- January 27** The CEO attended a follow up meeting to discuss correspondence with First Nation communities.

January 30 The CEO attended a meeting to discuss the London Health Sciences Centre Master Plan.

Employee Engagement and Learning – *These meeting(s) reflect on how the CEO influences the Health Unit's organizational capacity, climate and culture and the contributions made to enable engaged and empowered staff; thoughtful and responsive leadership and organizational structures that support decision-making, innovation and learning:*

January 4 The CEO participated in interviews for the position of Executive Assistant to the Medical Officer of Health.

January 5 The CEO, with the Medical Officer of Health and Acting Director, Office of the Medical Officer of Health met to discuss standardizing job descriptions.

January 9 The CEO met to discuss expanding opportunities for Certified Health Executive training and designation for leaders.

January 11 The CEO met with the Assistant Director, Finance to review and update Policies 4-130 and 4-140 re: Credit Cards and Signing Authority.

The CEO attended several confidential meetings regarding labour relations.

The CEO met with the Director, Environmental Health and Infectious Diseases and the Managers, Program Planning and Evaluation, Information Technology, and Vaccine Preventable Diseases to discuss pricing of a software system.

January 12 The CEO attended the monthly Strathroy Dental Steering Committee meeting.

January 13 The CEO, with the Medical Officer of Health, met with the recruiter to discuss recruiting for the Associate Medical Officer of Health position.

January 16 The CEO attended the Employment Systems Review (ESR) Steering Committee meeting.

The CEO attended the Equity Diversity & Inclusion (EDI) Advisory Committee meeting.

January 18 The CEO attended several confidential meetings regarding labour relations.

January 23 The CEO attended a meeting to discuss the manager on-call process and to debrief about the December holiday closure on-call coverage.

The CEO met with legal counsel on a confidential matter.

January 24 The CEO attended the regular check-in meeting regarding the work on the Provisional Plan.

The CEO, with the Medical Officer of Health, met with the recruiter to discuss recruiting for the Associate Medical Officer of Health position.

January 25 The CEO attended a meeting to discuss the Nursing Retention Incentive.

The CEO attended a confidential meeting regarding labour relations.

January 26 The CEO attended a presentation on the Accessibility of Ontarians with Disabilities Act (AODA) Audit results.

The CEO attended a meeting to discuss privacy implications within a vaccine preventable diseases program.

January 30 The CEO, with the Medical Officer of Health and Manager, Human Resources, attended the quarterly touch-base meeting with ONA.

The CEO attended a meeting to discuss the Project Coordinator role and current projects.

Personal Development – *These meeting(s) reflect on how the CEO develops their leadership, skills and growth to define their vision and goals for the Health Unit.*

January 12 As part of the CEO's McCormick Care Board membership, the CEO chaired the McCormick Care Quality Committee meeting.

January 18 As part of the CEO's McCormick Care Board membership, the CEO attended the McCormick Care CEO Performance Sub-Committee meeting.

January 26 As part of the CEO's McCormick Care Board membership, the CEO attended the January McCormick Board of Directors meeting.

Governance – *This meeting(s) reflect on how the CEO influences the alignment of management methods and systems to ensure appropriate structures and resources are in place to achieve the HU's mission and vision. This also reflects on the CEO's responsibility for actions, decision and policies that impact the HUs ability to achieve the requirements as set out under the strategic plan, the Ontario Public Health Organizational Standards (OPHOS), other funder requirements and direction provided by the Board of Health:*

January 6 The CEO, with the Medical Officer of Health and Board of Health Chair, provided an orientation to incoming Middlesex County Board members.

January 9 The CEO met with the Board Chair for a monthly update meeting.

January 11 The CEO attended the January Board of Health meeting agenda review and executive meeting.

January 12 The CEO, with the Medical Officer of Health and Board of Health Chair, provided an orientation to incoming City of London Board members.

January 17 The CEO met with the Board Chair.

January 19 The CEO attended the 2023 inaugural Board of Health meeting.

January 24 The CEO attended the Special Meeting of the Board of Health.

This report was prepared by the Chief Executive Officer.

A handwritten signature in black ink that reads "EWilliams". The signature is written in a cursive, flowing style.

Emily Williams, BScN, RN, MBA, CHE
Chief Executive Officer

Middlesex-London Board of Health External Landscape Review – February 2023

The purpose of this briefing note is to inform MLHU Board of Health members about what is happening in the world of public health and impacts to the work of the MLHU and Board. This includes governance and legislative changes, news from other local public units, external reports on important public health matters, learning opportunities and MLHU events. **Please note that items listed on this correspondence are to inform Board members and are necessarily an endorsement.**

National, Provincial and Local Public Health Advocacy

2023 Provincial Budget Consultations



The Government of Ontario is looking for input on the 2023 Budget using an online survey, written submissions and public hearings. The government's online survey launched on January 11, 2023

Respondents are invited to choose their top two or three priorities from a list of options under each of nine topic areas – it is noted that when you click “other” as an option in the survey, you are given the opportunity to provide more information on priorities. This is an opportunity to highlight public health priorities.

The 2023 Provincial Budget Survey closes on February 11, 2023. [Click here to review the 2023 Budget Survey!](#)

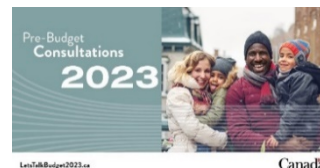
Impact to MLHU Board of Health

The Province of Ontario (Ministry of Health) is a large funder of public health services in the community. It is vital for members of boards of health (especially autonomous boards such as MLHU) to provide their feedback with the future of our funding.

2023 Federal Budget Consultations

The federal government is seeking your ideas about how to help Canadians succeed while building stronger, greener, more competitive, more innovative, and more inclusive Canadian economy.

This is your opportunity to share what is most important to you! What challenges do you see ahead of us? What should the government be focused on? What great ideas do you have? This is an opportunity to highlight public health priorities.



The 2023 Federal Budget Survey closes on February 11, 2023. [Click here to review the 2023 Budget Survey!](#)

Impact to MLHU Board of Health

While the provincial government is a large funder of public health services in the community, MLHU often gets grants and support for important projects from funders such as Health Canada and Public Health Agency of Canada. It is vital for members of boards of health (especially autonomous boards such as MLHU) to provide their feedback with the future of our funding.

Local Public Health News

Burden of Health Conditions Attributable to Smoking and Alcohol by Public Health Unit in Ontario



Public Health Ontario and Ontario Health have released a new report [Burden of Health Conditions Attributable to Smoking and Alcohol by Public Health Unit](#). This report provides estimates of the number of deaths, hospitalizations and emergency department visits caused by smoking and alcohol consumption at the

provincial level, as well as by public health unit.

Impact to MLHU Board of Health

The Board has supported many consultations and initiatives related to smoking and alcohol consumption reduction in the community.

Learning and Networking Opportunities

2023 aIPHa Winter Symposium and Section Meetings



aIPHa is pleased to announce that registration is now open for the online [aIPHa Winter Symposium and Section meetings](#) that are taking place on **Friday, February 24, 2023**.

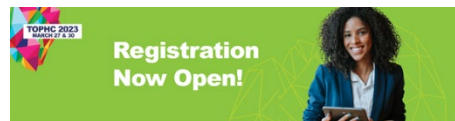
There is also a [Pre-Symposium Workshop being held called Road 2 Mental Readiness \(R2MR\) on February 23, 2023!](#) The workshop was developed in collaboration with the Canadian Armed Forces for public health leaders and is based on a cycle that entails preparation, performance, and recovery. Board Members who have been registered for the symposium are automatically enrolled and this workshop is optional.

Impact to MLHU Board of Health

aIPHa provides many resources, networking and advocacy opportunities for board members in the province. There are also, sessions specific to board members to learn and reflect on their important roles in the community.

Ontario Public Health Convention (TOPHC) 2023

The [Ontario Public Health Convention](#) will be held on **Monday, March 27, 2023** virtually! #TOPHC2023 is created by and for public health professionals and will deliver workshops, presentations, and keynotes focused on the unique experiences, challenges and opportunities in public health today.



The goals of the conference include:

- Describe implementation and impact of evidence-based and evidence-informed strategies, programs, and policies to promote and protect the public's health.
- Identify considerations and approaches for enhancing collaboration and partnerships to address current and emerging public health issues.
- Recognize gaps in and challenges to current public health practice and policy and discuss opportunities and potential solutions to address these gaps.
- Applying new/enhanced skills to questions and concerns facing public health professionals and our clients.

Impact to MLHU Board of Health

TOPHC is a group/conference that is created by public health professionals, and provides board members a background on emergent public health matters. TOPHC is supported by Public Health Ontario and aIPHa, combining public health advocacy and education for board members and future board members.

MLHU Events

The following message was shared with all staff, on the anniversary of first COVID-19 Case in Middlesex-London



On January 31, 2020, Middlesex-London was notified of our first case of COVID-19.

While members of the MLHU staff had been working behind the scenes for several days leading up to January 31st, 2020, the announcement of our region's first case really was a turning point for all of us. It was the moment when the feeling that things were about to change in a big way first started to creep into our conversations and our work.

We will forever be grateful for your efforts and hard work in rising to meet the challenges of our pandemic response and for being committed to seeing things through. As we draw nearer to the anniversary of the declaration of the pandemic, we want to thank you for all that you have done and continue to do. While this experience continues to shape public health, it has also shown the tremendous value that public health professionals add to our communities, and to our quality of life.

Impact to MLHU Board of Health

The COVID-19 pandemic impacted all areas of our lives. It is important to recognize and acknowledge the hard work of those who supported it and recognize that the community supported and assisted MLHU in the work they had to do to keep people safe.