

KINGSTON BOARD OF HEALTH  
MEETING MINUTES  
April 4<sup>th</sup> 2022

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Present: Chairman Joe Casna, Dennis Randall, Janet Wade, Bill Kavol, Heidi Whipple, Leanne McGuinness, Arthur Boyle, Gloria Mitchell

5:04 p.m. Kingston Board of Health Meeting was called to order by Chairman, Joe Casna.

### **BILLS**

#### **ACCEPTANCE OF MINUTES**

- March 7<sup>th</sup> 2022

**Motion to accept minutes from March 7<sup>th</sup> 2022: Dennis Randall**

**Second: Bill Kavol**

**5-0-0**

#### **CONSULTANT'S REPORT**

- Perc test- 6 out of 9 calls were completed.
- Attending 2 meetings with Tina Calisto-Betti (HR), Gloria Mitchell (Assistant TA) and Adam Hatch (Deputy Chief) for recommendation coming forward tonight.
- Nottingham Drive solution with the chicken and the horses to keep up to minimum standards. Keeping gate closed, moving manure off site, and they have a fence that meets minimum standards. No offense order given. Building department, may need to be involved regarding number of horses.
- **Joe Casna:** Tobacco checks. Arthur Boyle will get in touch with the agent because there has not been a meeting in several months. Bob Collett is doing the compliance checks.
- **Joe Casna:** Septic Betterment; **Elise Desmond-** Sean from old colony planning will replenish funds, because there are 4 applications pending.
- **Joe Casna:** Jean M. Landis-Naumann about any follow up in regards to the recycling proposal (Arthur stated no response).
- **Heidi Whipple:** Asked about Larry DeMar (Marion Dr. dust issue)- **Arthur-** Connected with Larry last Thursday about dust at landfill. We have addressed the problem, permitted use, and will have to investigate the dust. **Joe** explained West End Drilling will attempt to come in for preventive measures.

#### **NURSES REPORT – LEANNE MCGUINNESS**

- 11 positive cases.
- Influenza and Lyme Tick Borne Illness over the weekend.
- Vaccine for the upcoming clinics on Thursday April 14<sup>th</sup> 2022 5-8pm.
- Planning vaccine clinics during April vacation.
- Today's clinic Janet and I helped to vaccinate 125 while giving out test kits. Residents were very happy and shared their gratitude.

- Sam Wong from DPH emailed to let us know we were eligible for more test kits because we had over 200 vaccines on hand to distribute at vaccine clinics for a positive incentive.
- 3552 Vaccinated from Kingston Board of Health.
- COA huge success.
- Carol Beck is communicating about positive COVID cases in the schools which have been very minimal.
- **Dennis Randall** – Out of 3552 vaccinated individuals, how many Kingston residents does this number represent? (Please get demographical status for the next meeting) **Leanne**- Silver Lake is high maybe 78 or 79 percent.
- **Heidi Whipple**: Questioned- are we starting young kids yet? **Leanne**- we plan on it when the approval comes in from FDA because the KIS has a set up along with Kingston clinics having the volunteers. We will do whatever the DPH recommends us to do.
- **Heidi Whipple**: Questioned- waste water levels are creeping up. **Leanne**- ran variant of concern report which indicated the new Stealth Omicron variant is in Kingston.

#### HEALTHY KINGSTON – JANET WADE

- Filmed last week with Matt Penella from Conservation, community member Pine DuBois, and Jean M. Landis-Naumann from Recycling Committee- discussion was about water runoff, planting, ticks, plastic bags, airing now, Pilgrim Nuclear Power Plant discussion. They will be coming back next month. It is airing now.

#### DISCUSSIONS

- **Joe Casna**- Addressed the large public health excellence grant (PHE) that Kingston is the Host Community. Janet and Joe put together a meeting with all the representatives of the 5 towns last Tuesday in Room 200. Includes Wareham, Plympton, Kingston, Plymouth, and Carver which will include one town one vote, committee is formed and Janet will serve for Kingston with Joe as the alternate until we have a Health Agent that is comfortable in their role.

**Motion to have Janet Wade serve as a designee with Joe Casna being the alternate. – Dennis Randall**

**Second: Bill Kavol**

**5-0-0**

Committee was able to delegate Linda Riordan (experienced in finances) as the grant coordinator as Janet referred her. Michael Hugo attended the meeting as well. **Janet**- suggested committee rotate committee chair every year. **Dennis**- committee “should come up with self-governance” and should not have hierarchy or rigidity with maximum transparency with committee chair rotating. **Joe**- set up next meeting and Janet will report back to the board. **Janet**- wants to make sure potential health agents understand their roles and responsibilities regarding grant being in their job description.

- **Janet Wade** - Discussed town meeting and having a survey at the town meeting to understand their health, water, and public health concerns to see what Kingston needs from grant. **Leanne McGuinness** – survey monkey? **Dennis Randall**- Kingston Reporter?
- **Joe Casna** - Emergency measures for homeless waiting on Mark Douglass – he is waiting on info himself.

- **Leanne McGuinness** - BOH Website updated, more modern and user friendly, current info, resources, monthly topics to be added. Mental health information, monthly themes for the page.

**Gloria Michell** - Hiring Committee met and received multiple resumes and chose to interview 3 applicants but only are bringing 2 to the board for interview. Ask same questions for both candidates and Arthur agreed. **Joe Casna** - Is the job posting still up and would you reconsider anyone if these 2 are not chosen. **Dennis Randall** - Consensus Gloria, Adam, and Tina (did not weigh in) **Gloria**- feels only 2 are worth being brought forward. **Joe**- was money or distance discussed? **Gloria**- yes 1<sup>st</sup> candidate commute is a concern to town and employee, needs to live closer and maybe Kathy LaNatra can help with housing if she is selected. **Joe**- 2<sup>nd</sup> candidate? **Gloria**- very impressed with the young gentleman, just needs certificates. **Joe**- will we be able to negotiate with experienced member? **Gloria**- Yea Joe- Where was everything advertised? **Gloria**- I do not know but I can help investigate it. **Gloria**- We did notify the 3<sup>rd</sup> candidate they were not bringing back. **Gloria**- 1<sup>st</sup> candidate is here.

**Dennis Randall** - Take a 5-minute recess

### **FIRST INTERVIEW OF HEALTH AGENT- Wendy Hansbury**

**Lives in Rockport with 23 years of public health experience and enjoys the purpose of public health, have septic in my life, private wells as a pet project due to Massachusetts doing a poor job with it, has 2 children, and worked as a legal admin.**

### QUESTIONS FOR CANDIDATE

- **Heidi Whipple** - Why Kingston? **Candidate Response**- political answer wonderful small town and the real reason was the program on website healthy Kingston. So many wonderful things in Topsfield (worked for 3 years) but really so many things not so attractive things.
- **Janet Wade**- Why a lateral move? **Candidate Response**- recently received credentials and looking to go for masters so lateral would help achieve that, if went to a big town would deter that.
- **Bill Kavol** - Why should we hire you? **Candidate Response**- Excellent at my job, confident, capable, diplomat, have worked in a small town, cooperative attitude, good at my job.
- **Janet Wade** -Asked about question from cover letter about “allowing me to help allows with concerns?” what does that mean? **Candidate Response**- Community members must deal with septic process with is emotional drama and water/ beaver dams.
- **Dennis Randall** – Public health has become political. How do you deal with misinformation? **Candidate Response**- that’s broad- what venue am I meeting them in? **Dennis** - As a health agent. What if someone doesn’t believe in science? **Candidate Response**- Health Agent has the boards best interests. I do not have an opinion, so I would approach with factual data. There are benign ways to get correct info from Health Agent- website and attending meetings.
- **Heidi**-What is your experience with a PHN? **Candidate Response**- Yes VNA contract or part time PHN did clinics and MAVEN. Part of tri-town (8 schools) group during COVID and then hired Pandemic Response Nurse.
- **Janet**- What is your administrative style? **Candidate Response**- Cooperative includes honestly and being direct. If that doesn’t work, I am more direct prefer not to but will.
- **Bill**- Night calls, will you be able to get here. **Candidate Response**- Yes, it is my job.

- **Dennis-** We need an air of calmness will you bring that? And what do you bring for that?  
**Candidate Response-** Patience. Tolerance, be transparent and kind **Dennis-** Education about it?  
**Candidate Response-** yes, I agree we need to educate them
- **Heidi-** In your current role what has been your largest conflict and how did you handled it?  
**Candidate Response-** Current issue with a department head preventing me to get my tasks and job done so I resolved it with HR.
- **Janet-** We have PHE Grant, and are the lead have you overseen any grants. **Candidate Response-** Yes, I am the lead on the tri county PHE grant and lead liaison. We just hired environmental specialist. **Joe-** It would be your job responsibilities as well.
- **Joe-** Resume is speaks for itself but distance is a huge concern. What is your plan to overcome this? **Candidate Response-** I would probably not move until after trial period of 6 months and be looking for up to 9 months. Adamant about moving to Kingston
- **Dennis-** we will support you if you need help.
- **Joe-** Do you see this as a career? **Candidate Response-**PH is my career, I intend to stay.
- **Dennis-** Kingston has a history of worse hires we ever made with people getting hired and leaving, (Janet inputted how well the board, admin, and nurse work together so I do not agree with Dennis we can be good here and this would be wonderful for the right person)
- **Heidi-** How well versed are you on department budgets? **Candidate Response-** Very well on under side and present to select board and committee. Hard with little change but I do. Need to phrase and frame for a warrant or recurrent burden. A lot of experience working with it
- **Joe-** Do you deal with the annual report? **Candidate Response-** Yes
- **Joe-** Compensation will be discussed if you are the candidate.
- **Wendy-** What in three months will let you know you are doing your job? **Committee-** We have an evaluation tool
- **Wendy-** What do you want from a Health Agent? - **Heidi-** Goals are assessed based individually.  
**Janet-** Know about what we do for COIVD, grant, communications.
- **Wendy-** Grant applied for, what did you want to do with funds? **Candidate Response-** Committee met and put those together.
- **Joe-** You will be the department head, Leanne will be here, Arthur and Elsie.
- **Janet-** Public Health Nurse is new and we do not use the VNA anymore
- **Wendy-** What are going to be my biggest challenges/ problems? **Committee-** Getting to know the town.
- **Wendy-** What will make me like working in Kingston? **Heidi-** Movie nights at Grays Beach, it's a wonderful heart and sense of community. **Bill-** 1000 acres of land no one can walk on.  
**Janet-** Major players in town are good to work with conservation land.

#### **DISCUSSION FROM BOARD ABOUT CANDIDATE:**

Joe- Concerns of travel

#### **SECOND INTERVIEW OF HEALTH AGENT- DANIEL THOMPSON**

**From Bridgewater and lives in Weymouth, was Associate Director in Marshfield. Enjoys cars, motorcycles, music, passion for health and fitness.**

QUESTIONS FOR CANDIDATE

- **Heidi- Why Kingston? Candidate Response-** I live close and like Marshfield with size and location and expectation.
- **Janet- How did your responsibilities vary? Candidate Response-** It was different than normal. I did everything expect septic.
- **BILL- Why should we hire you? Candidate Response-** Highly motivated, deliver on expectations on timely manner and prioritize.
- **Dennis- PH has become political misinformation how do you deal with it? Candidate Response-** With education especially backed by science with COVID or other things. Be open if anyone need to come by.
- **Heidi-What is your opinion with a PHN? Candidate Response-** We have one now and had 3 during COIVD. Very important to have for shots, education where prevention is the primary concern. Doing seminars with other towns, or council on aging.
- **Janet- Is this a lateral move? Candidate Response-** Step Up- Second up in Marshfield. I have the experience needed just a step up because of the bigger decision.
- **Joe- Department head is big step up. Do you keep in touch with old clients? Candidate Response-** NO but I can handle the department head because I was filling in and attending meetings as one. Not a stranger to how the budget, scheduling, or payroll.
- **Bill- Why would we pick you over someone else? Candidate Response-** Still striving in my career and working to get my masters in public health after I complete my bachelors, I'm reliable and flexible.
- **Dennis- We need an air of calmness will you bring that? And what do you bring for that? Candidate Response-** increased sense of communication. To make sure everyone I heard especially during COIVD with police fire and I would bring increased amount of communication.
- **Heidi- In your current role what has been your largest conflict and how did you handle it? Candidate Response-** Couple, biggest in Marshfield was food compliance, they fell behind and I learned many places were very behind. Difficulty of shutting done a business in a community was navigating it also legally. COVID clinic was difficult to navigate.
- **Janet- We have PHE Grant, and are the lead have you overseen any grants. Do you have experience? Candidate Response-** Yes, I can work on and we could use a social worker in many towns, nurses, serve safe proctor to do a class, and intermunicipal sharing is great and the grant is great.
- **Bill- Can you do a grant? Candidate Response-** Yes, each one is different.
- **Dennis- Kingston is a wonderful community but have politics, can you handle it? Candidate Response-**Yes, I am no stranger and no issue.
- **Janet- Stay out of politics. Dennis- We are in a realm of unpolitical**
- **Bill- Night work in Marshfield? Candidate Response-** Yes, I have a class on Wednesday.
- **Heidi- How well versed are you on department budgets? Candidate Response-** I understand it but my boss handled it but I can improve on it.
- **Janet- What is administrative style? Candidate Response-** background in management what you give is what you get. Big on communication.
- **Bill- He shaves and**
- **Joe- Past with Market basket and IT skills and being at Marshfield for 1.5 year you are new to this. Do you see this as a career or a job? Candidate Response:** It is a career I worked the vaccine clinic for 5 months, and learned this is what I like and what to do. In school now I am taking class in public health.
- **Joe- If we considered you, we would have to retain Arthur Boyles services. I believe Arthur will be awesome to stick around and I am in for a challenge. Joe-** Concern you will not like the job.

**Candidate Response:** Weekend calls I stayed late because I wanted the experience with pipe bursting or hoarding. Also jumped on things in the community with big events.

- **Bill-** I like all your music and ideas. **Candidate Response-** I understand the job doesn't end at 4 pm every day and I will work late nights and weekends.
- **Joe-** Questions for us? **Candidate Response-** Is there an issue with flexibility on Wednesdays going to class? **Bill-** No issue.
- **Joe-** Don't quit on the field and stay with it no matter what.

**Heidi: Call for 5-minute intermission**

**DISCUSSION FROM BOARD ABOUT CANDIDATE:**

**Heidi-** Extremely gun shy about a young and inexperienced agent after our last experience. **Joe and Janet-** great guy. **Joe-** He was in the right place at the right time for Marshfield. **Janet-** Great kid, great commitment but he is not ready right now. **Dennis-** We have three options. **Janet-** Do not understand why Wendy wants to move down here? **Dennis-** What is so bad up there for the willingness for the long commute? **Joe-** If we entertained Dan, we would need to retain help and salary would need to be adjusted, but would be great in a few years. Wendy, cannot drive more than four hours a day of a commute. **Heidi-** We need to keep looking (Dennis agreed).

**Motion to keep looking for a Health Agent: Dennis Randall**

**Second: Heidi Whipple**

**Vote: 5-0-0**

**Next Meeting – April 20, 2022**

**ADJOURNMENT**

**Motion to adjourn at 8:02 p.m.: Dennis Randall**

**Second: Heidi Whipple**

**Vote: 5-0-0**

Elise Desmond, Administrative Assistant

Kingston Board of Health

Approved: June 6, 2022