



**Board of Health
Minutes
April 7, 2026**

<u>Present</u>	<u>Absent</u>	
X		Dan Lynch, Buffalo County Commissioner
X		Sue Hunter – Buffalo County Citizen
X		Bill Stewart – Dawson County Commissioner
	X	Nicole Thorell –Dawson County Citizen
X		Scot Grams – Franklin County Supervisor
X		Renee Grams – Franklin County Citizen
X		Glenn Hofman – Gosper County Supervisor
X		Daren Hatch – Gosper County Citizen
X		George Scott – Harlan County Supervisor
X		Yvonne Tolle – Harlan County Citizen
	X	Heath Hofstetter – Kearney County Commissioner
X		Rick Streeter – Phelps County Commissioner
X		Cody Krull – Kearney County Citizen
X		Kayla Knauss DO – Physician
X		Dr. Jessica Robb – Veterinarian
	X	Melissa Hall PAC – Midlevel Practitioner
X		Melissa De La Torre- Minority Health Representative

Also, present: TRPHD representatives: Jeremy Eschliman – Health Director; Katie Mulligan – Chief Operating Officer; Andrea Shoemaker – Executive Assistant; Jesse Valenti – Finance Section Manager; Jacki Haley – Clinical Section Manager; Haleigh Eschliman – Home Visitation Supervisor; Ashley Green – Environmental Health Supervisor; Tana Fye- Legal Counsel.

CALL MEETING TO ORDER.

The Board of Health (BOH) meeting was called to order at 6:02 PM by Sue Hunter, Board President, as an IN-Person meeting in accordance with the Nebraska Open Meetings Act. As such, virtual participation (voting) is not allowed by board members. The virtual option (Zoom) is available for public participation.

Meeting notices: Hunter acknowledged the Nebraska Open Meeting Law was posted in the room with booklets available. Hunter noted the meeting notice publication has occurred in newspapers of record within each county of the district, in addition to an agenda being continually current and available at the TRPHD office and on the TRPHD website.

Roll call completed by Shoemaker; 14 members present (Lynch, Hunter, Stewart, S. Grams, R. Grams, Hoffman, Hatch, Scott, Tolle, Krull, Streeter, Knauss, Robb, De La Torre).



APPROVAL OF AGENDA. Motion by Krull, seconded by S. Grams, to approve the agenda as presented. **Roll call vote, 14 ayes, 0 nays, Motion carried.**

Introductions | Acknowledgements

J. Eschliman, Health Director, informed the Board that Melissa Hall, PA-C, has submitted her resignation and expressed appreciation for her dedicated service. He introduced Kirsty Webster, Administrative Assistant, and Kaitlyn McMahon, Family Support Specialist, noting that both are new members of the team. J. Eschliman also introduced John Lillyman of Wilkins Architecture and Design. J. Eschliman reported that an advertisement was being placed in the Holdrege newspaper, the Phelps County Citizen, soliciting applications for the Phelps County Public Citizen board position.

Additionally, J. Eschliman reviewed the contracts included in the Board packet, highlighting the cancellation of the existing IT contract and the establishment of a new agreement with a new IT provider, effective at the start of the upcoming fiscal year.

Approval of Minutes from the regular meeting on February 3, 2026. J. Eschliman notes an error in the minutes: Melissa Hall was listed on the clinical committee instead of Renee Grams. Motion made by Stewart, seconded by Streeter to approve the February 3, 2026, minutes as presented. **Roll call vote, 13 ayes, 0 nays, 1 abstain (Knauss). Motion carried.**

MATERIAL AVAILABLE ELECTRONICALLY BEFORE THE MEETING & AVAILABLE AT THE MEETING

- Finance
 - BOH Financials January/February 2026
 - 2.24.26 Finance Committee Meeting Minutes
 - 3.26.26 Finance Committee Meeting Minutes
 - 3.26.26 Finance Committee Agenda
 - Contracts
- Policy
 - 3.26.26 Policy Committee Meeting Minutes
 - 108.2 Procurement
 - 212.2 Salary Classification
 - 214.1 Cash Management
 - 309.3 Job Abandonment
 - 310.4 Employee Performance Evaluation
 - 319.3 Time Tracking
 - 322.6 Hybrid and Flextime Work Schedule
 - 325.5 Employee Recruitment Selection and Hiring
 - 333.3 Employee Termination
 - 343.2 Return to Work
- Health Director Eval



- 2025 Conference Presentation Awards
- 2025-2026 Health Director Annual goals
- 2025-2026 Health Director Annual summary of performance
- 2026 All employee engagement
- 2026-2027 Health Director Goals
- Personnel Committee Agenda
- Personnel Committee Minutes
- Dr. Alicia Lyons Board of Health Application
- Melissa Hall PAC BOH Resignation
- February 3, 2026, BOH Minutes
- BOH Meeting Agenda April 7, 2026
- April 2026 TRPHD Board of Health Presentation

DIRECTOR'S REPORT

Rural Health Transformation Program - J. Eschliman, Health Director, presented an overview of the Rural Health Transformation initiative, highlighting a significant \$218 million multi-year federal investment, with Nebraska well-positioned due to CMS-approved funding and local flexibility. The initiative includes seven focus areas and 25 objectives, with TRPHD serving in a regional leadership role by aligning partners across health systems and communities to advance community health workers, chronic disease management, and oral health efforts. It was noted that funds are locally controlled and must be data-driven, needs-based, and outcome-focused, with a 7.5% administrative cap requiring careful budgeting and execution. Key opportunities include funding for community health workers, chronic disease programming, and oral health initiatives. While challenges such as unclear timelines, inconsistent guidance, and short turnaround expectations remain, the Health Director emphasized a deliberate approach focused on strengthening partnerships, supporting aligned applications, avoiding duplication, and building sustainable systems. This initiative was identified as a high-impact opportunity to bring resources into the district, enhance regional coordination, and support long-term health system capacity.

Tana Fye, FGH Law Group, legal counsel, provided an update, noting that after consultation with the Board President and Health Director regarding a recently raised situation, it was determined that an emergency meeting of the Board would be necessary. She reviewed the applicable bylaws and guided the Board on the process for proceeding.

Review of proposed office layouts and design concepts - The Board welcomed the architect John Lillyman, who provided an update on the progress of the proposed office layouts and design concepts. J. Eschliman and Lillyman reviewed options for growth and expansion, outlining a phased approach to address immediate, mid-term, and long-term space needs. Following the discussion, the Board expressed support for the proposed direction and indicated its intent to proceed with soliciting bids based on the recommended layout.



Chief Operating Officer Report – Katie Mulligan, Chief Operating Officer, presented a summary of strategic planning feedback from the March 25 session, noting generally positive engagement and that the process is progressing effectively. She identified opportunities for improvement, including enhancing pre-meeting communication, increasing interactive elements, and addressing logistical considerations such as space and environment to better support participation. Mulligan also reviewed key problem statements focused on aligning infrastructure across staffing, fiscal, and physical systems; improving functional spaces and workflow; expanding clinical services to address gaps and ensure continuity of care; and strengthening organizational capacity through updated communication training and improved feedback processes. She further noted that a new Workforce Development Plan is in development and is anticipated to be presented to the Board of Health for review in June.

January and February 2026 Financial Reports- Jesse Valenti, Finance Section Manager, provided a financial overview highlighting fiscal year 2025–2026 expenses, noting total expenditures of \$279,881 in January and \$202,757 in February, with five expense categories exceeding the 67% break-even budget threshold. A February 2026 trend analysis was also reviewed, including key financial ratios. The current ratio of 1.06 indicates the organization’s ability to meet short-term obligations, while a debt-to-equity ratio of 0.65 reflects a conservative financial structure with manageable debt levels. Additionally, an equity ratio of 0.58 demonstrates a strong level of financial stability and reduced vulnerability to economic fluctuations. Revenue summaries were also provided, with \$510,000 reported in January and \$122,687 in February. Motion made by Hatch, seconded by Lynch, to approve the January and February 2026 financial reports. **Roll call vote, 14 ayes, 0 nays, Motion carried.**

Rick Streeter exited the Board Meeting at 6:42 PM

Recommendation to approve the modifications to the following policies: 108.2 Procurement, 212.2 Salary Classification, 214.1 Cash Management, 309.3 Job Abandonment, 310.4 Employee Performance Evaluation, 319.3 Time Tracking, 322.6 Hybrid and Flextime Work Schedule, 325.5 Employee Recruitment Selection and Hiring, 333.3 Employee Termination, 343.2 Return Work. Mulligan reviewed the policies and outlined the proposed revisions, explaining that language throughout has been refined to improve clarity and ensure consistency in how processes are understood and applied. She highlighted specific changes within the policies for the Board’s consideration. Motion made by Streeter, seconded by Knauss to approve the modifications to 108.2 Procurement, 212.2 Salary Classification, 214.1 Cash Management, 309.3 Job Abandonment, 310.4 Employee Performance Evaluation, 319.3 Time Tracking, 322.6 Hybrid and Flextime Work Schedule, 325.5 Employee Recruitment Selection and Hiring, 333.3 Employee Termination, 343.2 Return Work. **Roll call vote, 13 ayes, 0 nays, Motion carried.**

Rick Streeter entered the Board Meeting at 6:58 PM



Closed Session for Health Director Evaluation.

Motion to ENTER closed session RE: Health Director Evaluation. Motion made by Stewart, seconded by Streeter, to enter closed session to review Health Direct Evaluation. **Roll call vote, 14 ayes, 0 nays, Motion carried.**

The board entered a closed session at 7:09 PM.

Motion to EXIT closed session RE: Health Director Evaluation. Motion made by Streeter, seconded by Stewart, to exit the closed session. **Roll call vote, 14 ayes, 0 nays. Motion carried.**

The board exited the closed session at 7:28 PM

Motion to approve a 5% pay raise for the Health Director, Jeremy Eschliman. Motion made by Lynch, seconded by Robb, to approve a 5% pay raise for Health Director, Jeremy Eschliman. **Roll call vote, 14 ayes, 0 nays. Motion carried.**

Public Comment. The board accepted public comments.

Adjournment: Motion made by Krull and seconded by Streeter to adjourn. The Two Rivers Public Health Department Board of Health meeting was called to adjournment by consensus at 7:35 PM by Hunter.

NEXT BOARD MEETING: June 2, 2026.

Respectfully submitted,

A handwritten signature in black ink that reads "Nicole Thorell".

Nicole Thorell
Secretary (AS/JE)