



Board Summary Report

File #: 24-690

Agenda Date: 12/10/2024

Agenda #: 5.p.

To: Board of County Commissioners

Through: Ron Carl, County Attorney

Prepared By:
Jennifer Ludwig, Public Health Director

Presenter: Jennifer Ludwig, Public Health Director

Subject:
Resolution to authorize the Chair to execute a severance and release agreement with Mindell Johnson.

Purpose and Request:
Adoption of a resolution authorizing the Chair of the Board of County Commissioners to execute a severance and release agreement with an employee of the Arapahoe County Department of Public Health; Mindell Johnson.

Background and Discussion: Due to the changing landscape for service provision and the loss of grant-based program funding, it was determined that a re-organization would be required for the sexual health nursing program. Public Health informed the BOCC on September 30, 2024, and changes were communicated to the sexual health team in October. The nurse practitioner (NP) positions were reduced from 4 FTE to 3 FTE, resulting in the elimination of 1 NP position. Mindell Johnson chose not to reapply for a position resulting in a severance agreement and end of employment on November 4, 2024.

Fiscal Impact: The fiscal impact would include payment of 2 weeks of the employee's salary.

Alternatives: The BOCC could elect to not authorize the execution of the Separation and Release Agreement.

Alignment with Strategic Plan:

- Be fiscally sustainable
- Provide essential and mandated service
- Be community focused

Concurrence: Public Health worked with HR and the Attorney's Office on the restructure and severance agreements.