



Allentown

435 Hamilton Street
Allentown, Pa. 18101

Minutes - Final

City Council

Wednesday, September 2, 2020

6:15 PM

Council Chambers

Committee of the Whole

The meeting will be livestreamed. The link to the meeting can be found on the city website with the agenda and legislation at <https://www.allentownpa.gov>. Council will receive comments on the legislation prior to the meeting and will consider all comments from city residents. Comments can be registered using the ecomment provision on each agenda. These comments are public and will appear on the agenda and website. All comments must include your name and address, including your city, and they can also be emailed to Michael.Hanlon@AllentownPa.gov by 2:00 PM on the date of the meeting. Comments received from city residents by that deadline will be forwarded to the Mayor and Council members prior to the meeting and will also be noted at the appropriate period of the meeting. These timely received comments will also be posted on the City's webpage as a supporting document to the meeting. Any comments received on the meeting day, after the 2:00 pm deadline, will be forwarded to the Mayor and Council as soon as practicable.

Roll Call

Present: 7 - Candida Affa, Cynthia Mota, Daryl Hendricks, Julio Guridy, Ed Zucal, Ce-Ce Gerlach, and Joshua Siegel

15-3742

Bill 57 Committee of the Whole, this evening
Amending the 2020 General Fund budget to accommodate the reorganization of positions – providing upgrades to 16 existing positions and adds 4 new positions (per the attachments) within the Bureau of Health in order to meet the requirements of the COVID-19 related grants the City is receiving and to operate more efficiently while taking on these additional responsibilities. The City will be receiving a total of Five Million (\$5,000,000) Dollars in grants funds over the next three (3) years to support these changes.

Attachments: [Bill 57 Health Covid Reorganization](#)
[Health Reorg Bill summary](#)
[HEALTH BUREAU COVID REORG](#)
[Grant Specifications](#)
[Health Reorg 2020 Answers to Questions](#)
[Ordinance #15635](#)

Mr. Julio Guridy stated that Council had a meeting last week and there was more information to gather. That has already been gathered for the job descriptions.

Mayor Ray O'Connell stated that they started the conversation last week and will continue the conversation tonight.

Mr. Leonard Lightner stated that when they brought this to Council. This is strictly about business. There is a two year old that is in the hospital that has an elevated blood level of 64. These are the stories that you all might not hear all the time. Things that they are dealing with and the Health Bureau staff is dealing with. The two year old is hanging on because of the situation they have within the city about Lead in the homes. The Health Bureau may not be able to get to every kid that is out there. They had over the last couple of years many cases. There is a list of kids and homes that are waiting. The Health Bureau needs the staffing and the support. They are setting themselves up to be better providers. They want to meet the needs that the citizens are asking for. Each department has different needs. Right now, during this pandemic, the Health Bureau has been nonstop dealing with Covid and other issues that the community is facing. How people's health effect the day to day lives, homes, jobs, and education. We cannot afford to skimp on providing the services that the citizens need in the city. The state has given y are asking for the last 10 years as long as he has known Vicky and the staff members there always did what they could on what they have. The state is giving the health Bureau \$4 million to structure themselves and set themselves up for the future. They are asking Council to think about it and help them structure the city for the future. He stated that he and Vicky have talk and he trusts Vicky and her staff. They structured it and skimped and did everything they could to not add additional staff to the city where other places are. When we talk about the importance of health in the state where the city is ranked. They need to changed that to be better ranked for the state.

Ms. Vicky Kistler stated that when she was told getting the money from five different grant sources, she could not fathom what to do with it and looked at other health departments to see what they were going to do with it. They re building capacity by adding positions. She stated that she had different goals and is not sure that her goals will match Council's goals or not. Her goals are different than theirs because the city's population is different from their. Her goals were to make sure that they enhanced their staff by adding Spanish speakers because when Covid hit, they could not adequately service the number of Spanish speakers that they could not had. If it was not for begging the Allentown Volunteer Reserve Corp. to assist from time to time and then asking other city employees who they were fortunate were not busy in their roles to help them. The Health Bureau would not have

been able to deliver the services in Spanish that they needed to. One of her goals is to increase the Health Bureau's Spanish speaking capacity in staff. The second goal is to decrease the General Fund. As Covid hit, what was looming in every conversation of the city's Business Continuity Group was how the city was going to financial make ends meet. The plan she devised is a reduction in the General Fund that she can possibly put forth to this grant while doing what they are asking her to do. Pennsylvania has been 47th out of 50 states in public health infrastructure. For her 27 years with the city, she has advocated on the state and local level that they change that. They have handed the city's money and said, here, change that. It is at a time when we are in the middle of a nightmare, but also in the middle of a local government budget nightmare. It isn't prudent for us to add the 30 positions to address domains. Philadelphia got 90 million dollars on April 24 to build their infrastructure. We have \$4.6 million. We don't have much of a different positivity rate then what Philadelphia had and at one point, we exceeded that. We had more positivity per capita than they did with a miniscule amount of staff. In the beginning, we did not do contract tracing. We couldn't. We were getting hundreds of cases a day. We built capacity and pulled everyone off their regular job, except the core group who had to keep treating TB patients and STD patients, dealing with lead poison children and as you saw with some of the emails that she sent them. Taking babies that needed open heart surgery to shop. That had to be done. They could not stop doing that in the middle of all of this. Now, they are in a different place with hundreds of people that are doing contract tracing and a zillion businesses asking what they will do when it is cold. A ton of school districts, colleges, parents and teaching asking how to do this. She stated that they are trying to meet that demand. She stated that she cannot tell them how lucky she has been. She felt that she was leading an army through a dark tunnel. She doesn't know how to do this either. She has not had a pandemic before either. Thirty five individuals jumped in that tunnel with her and said we can do this and they have been doing it. Now, there regular work is back and they have 12 categorical grants that are not Covid. They don't want to give that money back. They have to be creative on how to spend that grant money and leverage this money. That is why technology is pivotal. They can fund that. The onset of technology will reduce certain people's workloads enough to add to that workload in a different way and enough of us to divert work so that the positions that are being upgraded are going to be literally dumped upon. They are going to get second full-time jobs. In order to do that, we need to elevate their grade to the union contract or according to the fact if we are going to change the grade for a manager then they are going to get the five percent increase that the city's AIM Regulations dictates. She stated that although she submitted a more reasonable plan, it does not coincide with the AIM. To coincide with the AIM that dictates the number of someone getting \$3,000. People would say why are you upgrading so many positions because the

grant deliverables dictates that fact that they need to address all these different domains. This isn't to get us through Covid. This is to prepare us to whatever comes in the future. Keep in mind, we are handling Covid. What if we get flu on top of Covid. What if we got, God forbid a natural disaster or a manmade issue that adds to public health on top of it. That is what this is to prepare us to do. This is a futuristic plan. She stated that she knows what they are thinking. What will happen in 2 1/2 years. She doesn't know what will happen in 2 1/2 years. God forbid, they have another Covid 20 or new communicable disease. Lord, knows we have had them all the way long. We had measles that we lived through. We had Sars. We had Mers. We monitored 19 patients for Ebola that came from Ebola latent countries. In 2 1/2 years she can't imagine this money goes away, but if it does go away or becomes reduced, we will be at the point of the burden of the General Fund. The same place that they are today, except for the salary increases that would have happened according to union contracts with the exception of \$60,000 - \$75,000 which is the total cost of the revamping. If that is the case, she cannot imagine they cannot secure other grants to help offset that. She is hoping in 2 1/2 years they will have a much bigger and much broader public health system in Pennsylvania. There are nine areas starting their own health department or expanding their health department. She is hoping this pandemic will bring Pennsylvania to where it needs to be. She hates to see them be Allentown stay behind where it needs to be. She is more than open to any specific questions.

Mr. Julio Guridy stated that he asked a lot of questions the last time and needed to be clear. He asked what is the total staff.

Ms. Vicky Kistler stated 36.5 FTE.

Mr. Julio Guridy compared to the cities Allentown size. The closest one would be Erie and we are a different population then Reading and Bethlehem. Our health department compared to other health department were not at the right status then we should be.

Ms. Vicky Kistler stated the Erie city does not have a health department. Erie County has a health department with 268,000 people. They have a proposal to add 30 positions to their 29 - 30 positions. They will end up with 60 something positions to handle 268,000 people. The city is proposing that they get to 40.5. The four positions are medical assistants. They are three medical assistants and one work flow coordinator. They are the four positions to be added. The reason they chose the positions for upgrade and reclassifications, they are disease specific to investigations or if their work is to support business survival or if their work is going to be directly connected to the data or the work around the data that is needed to

support we are moving as a city in the right direction.

Mr. Joseph McMahon stated that you can't make a direct correlation. The county health department has different responsibilities than the city. There is sewage enforcement.

Mr. Julio Guridy stated that he understands that and that is why he emphasized Erie County because the county has different responsibilities. He would be more emphatic to think about the city of Reading which is a city department rather than a county department.

Ms. Vicky Kistler stated that they do not have a health department.

Mr. Julio Guridy asked about Bethlehem. Did they consolidate the department.

Ms. Vicky Kistler stated that Bethlehem does. There are 10 county municipal health departments in the state of Pennsylvania. There are Wilkes Barre, York City, Allentown, Bethlehem, Bucks County, Montgomery County, Chester County, Erie County.

Mr. Julio Guridy stated that the issue is they as a city needs to provide the best health services that they can to the citizens. They were one of the cities that was actually higher than other cities. Not as much as Bucks County or Philadelphia. We were higher than the city of Bethlehem. Is this grant related directly to Covid 19?

Ms. Vicky Kistler stated correct, but the money is not Covid specific. It is for infrastructure development. The things that are covered are things like: data analysis, building the infrastructure for citizens communications. All reportable conditions. There are 65 of them in the state of Pennsylvania. Contract Tracing isn't only Covid, it is for partners of TB, STDs, all communicable diseases that are airborne and droplet spread. We could look at if we needed to build a laboratory capacity. She did not put that in the report because they are laboratory rich. They have labs. However, they have a component to be able to purchase test so that under-insured and under-served populations can't get a test, they can help provide that type of testing. Disease containment, public education, campaigns, and diversifying how they deliver those things. In other words, automatic scheduling systems. Setting up a portal so that citizens can get their own test results versus waiting for somebody to call them. Those types of things are covered in this. This grant is falling under Public Health Emergency Preparedness. It is not a Covid specific grant.

Mr. Leonard Lightner stated that they are trying to set it up for the future. If

you look at the domains that they are asking of us. They are talking about incident management, counter measures and mitigation, bio-surveillance. These are the things that they are trying to set us up that they are prepared for the future. These pandemics are happening and we know that we have to structure the health department to be prepared to deal with the incidents.

Mr. Julio Guridy stated that he would entertain other comments.

Mr. Ed Zucal asked Ms. Kistler about their conversation on July 21, it was his understanding that it was only going to involve three nurses being removed from the union so they can obtain vacation time rather than having to wait a year and three other individuals to be put in the union. Now, there are 16 people being upgraded. Mr. Lightner stated that you are trying to increase the man power to handle all the workload the will be coming down the road. He stated that you are not increasing the manpower. You are just giving raises here. Instead of upgrading the 16 positions, why don't you hire seven more people. He stated that he is asking Ms. Kistler.

Mr. Leonard Lightner stated that you mentioned my name.

Ms. Vicky Kistler stated to Mr. Zucal when they spoke, she apologize if she misled him in any way, but she thought that she went through each of those communicable disease investigators becoming a bilingual investigator or becoming statisticians and billing additional positions into the General Fund. She presented the information to Mike and hopes the Mike Hanlon had forwarded the positions of this plan. She did not believe that the administration or Council were supportive to adding additional positions. The question she was faced when she spoke to other Councilmembers was what happens in 2 1/2 years to all of those positions. She really thought that the preference was not to add positions because in 2 1/2 years the funding is too unstable and she would have needed to eliminate them. She whittled this down to as few positions as possible being added. The reason why those position are being upgraded is because work is being removed from those 16 people having an adjustment to their workload. That adjustment to their workload and that shift of work are going to these four new people as well as be addressed by technology to be able to handle the domain work that was given. She apologized if it was not clear and will do her best next time to ensure that she also send them in writing what they are discussing on the phone, but from the very beginning she stated that she know that they needed to adjust those positions.

Mr. Ed Zucal stated that back in May did the department not hire six individuals for Covid tracing.

Ms. Vicky Kistler stated that they hired five for Covid tracing. Three

individuals remained with us. Two are no longer with us. They are part-time Contract Tracers only. That is all they can do.

Mr. Ed Zucal asked what is that remaining money being used for of those that are left.

Ms. Vicky Kistler stated that one left just two days ago and the other one just left this week. We are not at this point filling those positions until we see where we stand with this.

Mr. Ed Zucal asked if there were any type of pay studies done to use this kind of money for the Health Department.

Ms. Vicky Kistler stated in these 16 positions. She stated that she believes the city's job study was done last year. She stated that she does not have the Pay Study involved in this plan to you at all other than when it was submitted. It was reviewed by HR to make sure that it was in alignment if the Pay Study would be implemented.

Mr. Leonard Lightner stated that they are utilizing the current pay scale that they have. Again, when you talk about that Pay Study, they are not looking at the Pay Study as far as making sure that if you are asking about that old Pay Study. What they did do is work with HR to make sure that things were in alignment.

Ms. Vicky Kistler stated that she needs to reassure Mr. Zucal that this is not an effort to increase salaries for no good reason. She stated that she knows that it may feel that way. She stated that she does not have another way to spend the money. She has two options: hire a lot of people or change the jobs of a number of people. Many of these positions are union positions. She stated that she can't give them extra duties without increasing their pay. The other part is that these managers are working seven days a week. Well in excess of 8 hours a day for months and now she is going to add these domains to their job responsibilities. It is only fair that they receive some compensation. If you look at what the compensation is. It is like a \$3,000 and she is not saying that it is not a lot of money, but say that with the amount of money they are giving them, she does not know how to utilize this money, unless she invests in these people.

Mr. Daryl Hendricks stated that he respects what Vicky is telling them. He stated that here is a question better directed toward Mr. Lightner. On top of this now, say that there is a person and they are at \$57,000. We are going to give them a three percent increase under this. Will this now also obligate them then and he does not know the status of the budget is. If we

are looking and agree to a three percent increase for next year for salaries that this person will in essence get another three percent increase. This will affect those positions.

Mayor Ray O'Connell stated that it depends on what unit they are in, either union or non-bargaining.

Mr. Daryl Hendricks asked what unit are they in at this time. He asked what are they slated to receive next year.

Ms. Vicky Kistler stated that the only union they have in the Health Bureau is SEIU.

Mayor Ray O'Connell stated that their contract is up at the end of this year.

Ms. Vicky Kistler stated that they don't have a contract.

Mr. Daryl Hendricks stated that could be a possibility.

Mr. Leonard Lightner stated that could be a discussion they have when it comes to that time. Do we give them that raise or do we not.

Mr. Daryl Hendricks stated that is important.

Mr. Leonard Lightner stated that they are open to that.

Mr. Daryl Hendricks stated that they have to be totally transparent with the public in knowing that this could end up. He is not saying that they don't deserve it. All employees have done a heck of a job throughout this pandemic.

Mr. Leonard Lightner stated that they understand that and is inline with what Council is thinking. He stated that they are not afraid to have that conversation with them if it comes down to that. If it is SEIU, then we have to make sure that we follow that.

Mr. Daryl Hendricks stated that they certainly know the importance of that and try to hold the line especially with the difficulties that we are facing.

Mayor Ray O'Connell stated that they can make the determination as they go forward.

Mr. Leonard Lightner stated that when they are looking at this and making the decision about do we hire the more people or do we keep the people we have. When we look at the current economic conditions of the city and

their are people that are laid off and you are talking Covid still going on until next year. We always want to look at sustainability and we create a workforce that we can keep. When you spend the amount of time and energy and money into training someone and you as former police officers know that if you put all that training into someone and they are gone. Especially, if we are talking about bringing them in for a short period of time, but when we are talking about investing in technology that we want to do with three new software systems. We want to invest in these people and want to make sure we are not bringing in excess. The people that we have, we invest in them, keep them here and then they can provide addition service as things change. For them, they rather take the pay raise and give the people that we have, instead of bringing people in and turn around and let them go in a year or two.

Mr. Daryl Hendricks stated that could be problematic in itself. Additional personnel cost is additional money.

Ms. Vicky Kistler stated that what she is trying to do with many of these positions is to give the upgrade to a position that isn't overtime eligible because when the work far exceed the workday, they are not paying overtime. The alterative to doing some of this will be that they will be paying more in overtime which makes it less cost efficient. She tried to work this out on paper four or five different ways to minimize as much as she can. She stated that she knows there were some questions about the positions that they are putting out of the General Fund and into this. There are three full-time position that are currently General Funded that are moving 100 percent into grant funded. There are also portions of seven other people who are currently General Fund funded who are all moving into this grant. None of those are experiencing wage increases because their duties aren't changing. They are trying to offset that. The other thing is that the majority of these people who are receiving this upgrade, their entire salaries are moving into a grant, not just the upgrade. She stated that she is hoping that this will dramatically impact the Health burden on the General Fund as well as reduce the burden of other departments on the General Fund which in honesty they never done before. She stated that she never seen another department come before Council and say they want to reduce the Health department's budget in the General Fund. She is trying to reduce their budgets as much as she can legally and appropriately.

Mr. Daryl Hendricks stated that he respects that. It is a difficult decision.

Ms. Vicky Kistler stated that it really is and wishes that she can come to them with four different options.

Mr. Daryl Hendricks stated that she anticipates that they very well may get a

continuation of this grant.

Ms. Vicky Kistler stated that they were told that it will be a ongoing commitment to public health and hopefully there will never be a situation where they are caught like this again. She stated that she does not know if Council follows this in the paper. The state is trying to hire 1,000 Contract Tracers. They are trying to recruit 75 nurses because we have been caught in Pennsylvania in a situation that they never want to be caught in again. How much of that will be sustainable. She is praying, but we been nothing but reduced year after year after year. We offset the reduction by categorical grants. If a pandemic does not get Pennsylvania to increase a public health infrastructure, she does not know what is going to. Now, what is happened is that we have been given a gift, but we are asked to build the boat in the middle of a hurricane and this is the best possible option.

Mr. Joseph McMahon asked Ms. Kistler how much more money is the city bringing in more money from the state at this period as compared to historical.

Ms. Vicky Kistler stated that she cannot judge off the top of her head. Between the opioid money that they brought in which they never had before. The Covid money. The \$4.6 million she is talking about is not the \$700,00 that came in months ago. They did not have to allocate it. Then they got \$200,000 and another \$200,000 and now \$4.6 million and now the \$200,000 towards immunizations. it is unprecedented in her 27 years. She stated that she would love to give them the work.

Mr. Joseph McMahon stated that he point in the question is that they just heard how much more is being brought in the city. They have been held back monetarily for years and years. We are talking about \$65,000 additionally out of the city's pockets, but we are bringing a couple of a million dollars extra dollars. The value proposition is, the city is putting \$65,000 into this and the state is putting millions into this and they are modernizing a department in the middle of a pandemic. The worse we had in 102 years. if in fact, it becomes unaffordable in two or three years down the road he can understand reviewing it at that time if the money runs dry. You are putting in three different software packages you heard about automating so you don't have professionals sitting and transferring things by hand. They can look up data very quickly so they can respond to the needs of the citizens. He stated that if it was his business, it would be a no-brainer because the value composition. The Health Bureau still has control, Council still has control, and the Mayor still has control of the budget in two to three years down the road.

Mr. Julio Guridy thanked Mr. McMahon. The grant is bringing a lot more

than we are giving because of the deduction of the General Fund. He asked about the \$65,000 and said is not sure what that is.

Ms. Vicky Kistler stated that the \$65,000 is the amount of those upgrades. Those upgrades that account for the \$65,000 is salaries. The salaries of the \$65,000 is an equivalent of them hiring one extra person. If she followed the plan, and brought on one extra person she would have six hires instead of five hires. However, she does not have the ability to enhance all those other jobs with extra duties as assigned and five people can't handle this grant. What she needs to do is make the work of this grant spread across people so that she doesn't have to hire 17 people or 15 people, but the cost is equivalent to hiring one. The upgrades amounts to her hiring one more person. She stated that she rather invest in the 16, train them three deep. If one person leaves, two more people know what they do. She rather invest in that then bring in a whole bunch of people and if in 2 1/2 years we have to let them go, she loses them all. This way if they have to God forbid let four people go, she still has the other 16 and they are all trained and all are doing this grant work. Her thought was to take that little bit of money across 16 people or hire an extra one. It seemed smarter to go this route. She knows that this is unprecedented and other departments envy being in that position. It is not like they are handing you the money and not expecting deliverables. Those Program Plan books will have a section added on them on the city's website on all the measurable deliverables that the Health Bureau will be held to. It isn't a gift. She hoping that infrastructure that they build, the medical records, the citizen notification system, the data processing part of this. That is not only going to live in the city, but will be used by other departments in the city. That citizens notification system can be used by police, fire, EMS and Public Works. That data analysis system is already being used. We are providing an extra HUB that other departments can use. She does not want to be in a position again where someone says to her how many people of color have been affected by this illness and she says she doesn't know. The state can't tell her because we have shared zip codes. She wants to say that this city block is most affected and that is where the billboard goes or the outreach workers knocks on doors. That will give them the ability. She doesn't have that now.

Mr. Julio Guridy stated that when he first heard about the grant and got a call from Mr. Lightner, he was one of the people that said he doesn't want to hire more people. He stated that he would rather give people a bonus. When the grant is gone, it is gone and not hiring a position because it is going to get them in a more difficult situation. The decision that was made was a very prudent one. Through the years Ms. Kistler has been at the city and she has been here seven years longer than him. He has seen her bring year after year grants to this city that nobody else in the city has done.

He supports this explanation and support the plan as it is presented. He is a little worried on how other employees are going to look at it because of the morale issue. This is an opportunity to not let go. We have been behind with the support that the Health Bureau needs and luckily you always bring money to the city. The department has brought money to the city to support some of the plans that we need and services that we provide.

Ms. Candida Affa thanked Ms. Kistler for the work she has done and her staff. She stated that these are special times. They are the worst of times. She stated that she knows that it is tough on the police and paramedics and everybody. It is incredible the ingenious you came up with the grant to hire with \$65,000 to keep eight people as opposed to hiring one. She asked through all this time since March has it been a lot of overtime for your employees in the Health Department.

Ms. Vicky Kistler stated that the people that have taken the burden since March has been all of the staff in one way or another, but primarily the management staff because they don't have the overtime in the budget. Overtime was not given to the Health Bureau employees. They were given comp time at the reduced rate if they were working beyond their normal hours. She stated that they worked diligently to try to have the least amount of Covid Comp and they had total cooperation from the staff to try to help split the weekends and try to keep the cost as much as a minimum as they could. Keep in mind as they were going through this, they did not have the promise of the \$700,000 to back bill the salaries. There has been no real overtime money until very recently when they got extremely far behind in some of their inspections and some of the daycares. They had a slight bit of overtime, but they tried to keep the overtime to an absolute minimum.

Ms. Candida Affa stated that the Health Bureau saved the money there and she is sure that the paramedics and the police department have done a fabulous job. In the Police Department, she is sure that there is overtime there. As far as the grant, they will get a grant for the Police Department for police officers and within a couple years we are paying for that salary. Anytime we get these grants, and like the Police Department will get a specific grant to hire more police officers and within several years, the taxpayers are paying for the new eight, 10 or 12 officers. By you keeping the eight employees.

Ms. Vicky Kistler stated that there will be 16 and they are adding four new.

Mr. Julio Guridy stated 16 upgrades.

Ms. Candida Affa stated that she thinks it is incredible and supports it 100 percent. She thanked Ms. Kistler for everything she does.

Ms. Vicky Kistler thanked them for acknowledging the grant and wants them to know how important it is to recognize that in the last 10 or 11 years that she has been Health Director that every grant that was brought to Council they have not added a position. Until recently, when they added Scott Grim part-time and added Contract Tracers part-time. Those grants came with extra duties and no additional people.

Ms. Candida Affa stated that is the key too, the Contract Tracing. That is not going to start tomorrow. That is going to continue for a long, long time. It is tedious and long work, long hours and so important to our community and our health.

Ms. Cynthia Mota stated that she would like to support Bill 57. She stated that she believes in Ms. Kistler leadership. Her department has done a great job. She stated that last year, people were going crazy at the school district about immunizations and a lot of people were not able to enroll their children in school. A lot of daycares turning children away because they did not have immunizations. What did the Health Department do, saved the day? They have always done a good job. She stated that Ms. Kistler stepped up to the plate. She stated that she believes in her leadership and we need to be proactive. She stated that they tend to be reactive. The city should be ready for the future.

Mr. Joseph McMahon stated that this is a minor clarification where he might disagree with Ms. Kistler. She could not hire someone for \$65,000 total cost. That would be part of the pay and then you add in all the compensation and you could not get somebody for \$65,000. It is not even a full position.

Mr. Julio Guridy stated that he agrees because you have to pay pension, health benefits that is at least 33 percent.

Ms. CeCe Gerlach stated that she does support this. This will help build the city's capacity as they begin to further enhance their ability to respond to community health needs and the social determinants of health that were mentioned as they begin to recognize that gun violence is a public health issue and not just a public safety issue. As they begin to acknowledge that public safety in itself is not one line of thinking. It also involves mental health, drug and alcohol addiction. This is the perfect ste

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Mr. Joshua Siegel stated that he just wanted to make sure that he commended Mr. Lightner and Ms. Kistler for the work that they do. He

apologized for last week and is taking a back and upset about some of the comments. He stated that they did not deserve the insinuations and their work is beyond reproach. He stated that the city is very fortunate to have them as the Director of the Health Bureau. Your leadership speaks for itself as well as Mr. Lightner's. This is a visionary plan. It is a good direction. He concurred and thinks of the social terms of health there is perhaps not a better investment they can make in terms of the lives we can save. The 10 percent increase in capita spending it on public health and reduce infant mortality by 1.5 percent. Literally, you are saving lives of children by investing in early onset of vaccinations and home visits to make sure that children that are born premature, underweight and that are addicted can survive and thrive. They need to pay attention to future implications because if they are not investing in this we would reap the world wind if Covid decides to reemerge. It likely could, especially if it coincides with influenza. Another thing to take into consideration is the long-term effects of the Lehigh Valley will likely endure. The one thing he is cognizant of is the effects of climate change on our local health. The Lehigh Valley has an F in terms of smog and how that affects respiratory health. Those are the things that they have to consider as they advance through the years. Those are determined to health will be exacerbated. We need the investments now to ensure we have infrastructure on the ground. The data tracking capacity. We are not going to be able to meet the needs of the community both in a bilingual capacity and emerging and lease trends. He stated that he supports this and thinks it is one of the most consequential investments they can make for the future of the city and building institutions and modernize the Health Bureau and making sure we keep pace. It is a tragedy in the state of Pennsylvania that undervalues public health and the more expansive concept of public health that we are starting now to embrace. He stated that he is fully behind this and looks forward to seeing this come to fruition and thank them for their leadership.

Mr. Julio Guridy stated that at the last meeting they did not have the opportunity to move this Bill at all. Do they have an opportunity to move this Bill forward.

Mr. Michael Hanlon stated that it is informational.

Mr. Julio Guridy stated that the last time they did not vote on it either.

Ms. Vicky Kistler stated that it was moved without recommendation.

Mr. Michael Hanlon stated that the Solicitor's office suggested that it is informational. No vote.

ADJOURNED: 7:19 PM

