

**BOARD OF DIRECTORS
Meeting Minutes
April 29, 2025**

Recordings of this meeting can be found linked [here](#). These meeting minutes show the time of specific agenda items. Fast forward the recording to the item of interest to hear detailed discussion.

The Board of Directors of Grossmont Healthcare District held a special meeting on Tuesday, April 29, 2025, at 8:00 a.m., via teleconference and in person. Members of the public were able to participate by telephone, Zoom, or in-person at the Grossmont Healthcare District Conference Center, located at 9001 Wakarusa Street, La Mesa, California 91942. For the purpose of these minutes, the listed items are reflected in the order set forth on the posted Agenda. In some cases, discussion of items may have taken place out of sequence during the meeting. Any mis-labeled items on the agenda have been corrected in these minutes.

Directors Present: Robert “Bob” Ayres, Board President
 Randy Lenac, Board Vice President
 Virginia Hall, RN, Board Secretary
 Gloria A. Chadwick, RN, Board Treasurer
 Nadia Farjood, Board Member

Staff Present: Aaron Byzak, Interim Chief Executive Officer
 Tom Scaglione, Chief Administrative Officer
 Amy Abrams, Chief Community Health Officer (via Zoom)
 Jeffrey Scott, General Counsel

Guests Present: Barry Jantz, former District CEO
 Melissa Asher, CPS HR Consulting (via Zoom)
 Erich WonSavage, CPS HR Consulting (via Zoom)
 Valerie Phillips, Bob Murray & Associates (via Zoom)
 Sarah Thompson, Blair Search Partners (via Zoom)
 Torrey Albertazzi, Blair Search Partners (via Zoom)
 Trevor Blair, Blair Search Partners (via Zoom)

A. Call to Order

The meeting was called to order at 8:00 a.m. by President Ayres.

B. Pledge of Allegiance

The pledge of allegiance was led by former District Chief Executive Officer, Barry Jantz.

C. Approval of Agenda *(0:05:25)*

Motion was made by Director Hall, seconded by Director Chadwick, and unanimously carried (5-0), to adopt the agenda.

Director Farjood gave her standing objection to Board meetings that are scheduled during workday hours. She expressed her ongoing concern regarding shifting the meeting start time to 6:00 p.m. in order to better accommodate public attendance.

D. Public Comment *(0:06:15)*

There was no public comment.

E. Interviews of Chief Executive Officer Recruitment Firms – President Ayres

1. CPS HR Consulting – 8:00 a.m. *(0:06:38)*

Melissa Asher and Erich WonSavage of CPS HR Consulting introduced themselves, gave an organization background, and a workplan timeline (14-16 weeks). Their workplan includes three phases and each phase was discussed in detail. CPS HR Consulting offers a 1-year guarantee for their services with a 97% success rate. They've recently assisted Galveston County Health District, Desert Healthcare District, Montana Public Health Institute, and the County of Boulder Public Health with CEO/Executive Director recruitment; Southern Nevada Health District, Health Plan of San Joaquin, and Arizona Behavioral Health Corporation with recent Executive positions. CPS HR Consulting's experience is largely in public sector and local government recruiting. They would work closely with the Board and any subcommittee, giving weekly updates. The Directors had the opportunity to ask questions.

(The meeting took a 10-minute recess (1:19:35).)

2. Bob Murray & Associates – 9:00 a.m. *(1:26:28)*

Valerie Phillips of Bob Murray & Associates introduced herself, gave an organization background, explained their workplan timeline (14-16 weeks), and the confidentiality process. Bob Murray & Associates specializes in private sector companies, but they have handled a few special districts. They highlighted a unique approach, which includes aggressive strategies. Weekly updates are given – generally on Fridays. They emphasized their focus on soft skills and emotional intelligence in candidates, and their ability to tailor their search strategy to the

specific needs of clients. They have an extensive social media presence, which provides access to specialized groups and unique industries. Public record/Google searches, backdoor references, and full background checks (including social media) are conducted. Six-month and one-year “check-ins” are facilitated with the permanent hire. They have assisted Desert Healthcare District with recruitment. The Directors had the opportunity to ask questions.

3. Blair Search Partners – 10:00 a.m. **(2:11:11)**

Sarah Thompson, Torrey Albertazzi, and Trevor Blair introduced themselves, gave an organization background, and explained their workplan approach. Blair Search Partners is based out of San Diego and works on a national level. They discussed their approach to ensuring confidentiality and cultural fit during the recruitment process. They emphasized the importance of inventorying relationships and conducting stakeholder meetings to understand the District's vision and culture. They also outlined their communication plan, which includes weekly updates and a formal report at the end of the search process. The agency uses various tools to assess candidates, including resume reviews, phone screens, and personality assessments. They also discussed their process for ensuring salary expectations align with the District's and conducting background checks. They recently hired the President & CEO for the Port of San Diego. While they have no experience with recruiting for special districts, they understand the dynamic of the Board and CEO relationship within a public sector. The agency's goal is to complete the search within 13 weeks, but this timeline may vary depending on the District's needs. They also offer post-hire support and follow-up to ensure the new hire is fulfilling their role effectively. Blair Search Partners offers a 6-month guarantee and gives weekly updates. The Directors had the opportunity to ask questions.

(The meeting took a 10-minute recess (3:20:27).)

4. Public Input, Board Discussion, and Consideration of Appointment of Chief Executive Officer Recruitment Firms **(3:27:27)**

The Board received the opinions of Barry Jantz (former District Chief Executive Officer), Aaron Byzak (Interim Chief Executive Officer), and Counsel Scott, of the three recruiting firms. The chosen recruiting firm to connect with Mr. Jantz and Interim CEO Byzak to gather referrals and contacts for potential candidates. Counsel Scott explained the background as to why Bob Murray & Associates and CPS HR Consulting both represented Desert Healthcare District with its CEO recruitment. The Board prefers the 14-16 week standard CEO recruitment process versus the desired July 1, 2025 start date.

Director Farjood expressed her positive opinion of Blair Search Partners, which included cost and fee structure, local presence, sector specialization, transparent process, past placements, etc. Director Hall expressed her disappointment with Blair Search Partners: while local, none of the three representatives appeared in person at the meeting, vague responses to key questions, not sounding like they knew much about GHD and only a 6-month guarantee.

Motion was made by Director Farjood, seconded by Director Lenac, and carried (4-1), to approve Blair Search Partners as the District Chief Executive Officer recruiting firm. Director Hall was the nay vote.

Discussion surrounding the potential negotiation of a 1-year guarantee with Blair Search Partners.

F. Next Regularly Scheduled Meetings

1. Tuesday, May 6, 2025, 9:00 a.m.
2. Thursday, May 22, 2025, 7:30 a.m. (*Rescheduled from May 15, 2025 at 9:00 a.m.*)

G. Adjournment

There being no further business on **motion duly made, seconded, and unanimously carried, the Board adjourned at 11:42 a.m.**

Respectfully submitted,

Robert "Bob" Ayres, President, Board of Directors

ATTEST:

Virginia Hall, RN, Secretary, Board of Directors