

**JEFFERSON COUNTY
BOARD OF COUNTY COMMISSIONERS**

AGENDA REQUEST

TO: Board of County Commissioners
Mark McCauley, County Administrator

FROM: Apple Martine, Public Health Director
Veronica Shaw, Deputy Director

DATE: March 27, 2023

SUBJECT: WORKSHOP re: Jefferson County Public Health 2023 Workplan

STATEMENT OF ISSUE:

At the request of the County Administrator and County Commissioners, the Public Health Department will provide a brief on its 2023 Workplan.

ANALYSIS:

Jefferson County Public Health will benefit from the opportunity to share its goals, milestones, and design for work occurring, and to be completed in, this 2023 calendar year. Receiving feedback from the Board of County Commissioners, the County Administrator, and the public will be value added to our workplan and departmental success.

FISCAL IMPACT:

None

RECOMMENDATION:

Public Health appreciates the opportunity to share its Workplan for 2023 at the Board of County Commissioners meeting on March 20, 2023.

REVIEWED BY:


Mark McCauley, County Administrator

Date

3/15/23

2023 Workplan

Presentation to the BOCC 3/27/23



Our Focus

■ Emergency to Emergence

- **Crisis** Mode:
 - Frontline response to COVID-19
 - All staff on deck
 - Change to services
 - Intensified public engagement
- **Reset** Mode:
 - Staff succession & recruitment
 - Management team
 - Funding Strategies & Sustainability
 - Communications
- **Steady State** Mode:
 - Back to basics with more efficiency
 - Enhanced bandwidth with full staffing
 - Nurture existing partnerships
 - Manage input and output

Our Staff

Public Health's workforce has changed dramatically over the course of the COVID-19 Pandemic.

Total Current Employees – 63

From 2020 to 2023...

- Management changes – 5 of 7
- New hires – 48
- Retirements – 11
- Telecommuting – 10

We are committed

We are resilient

We foster collaboration

We strive for balance

We support one another

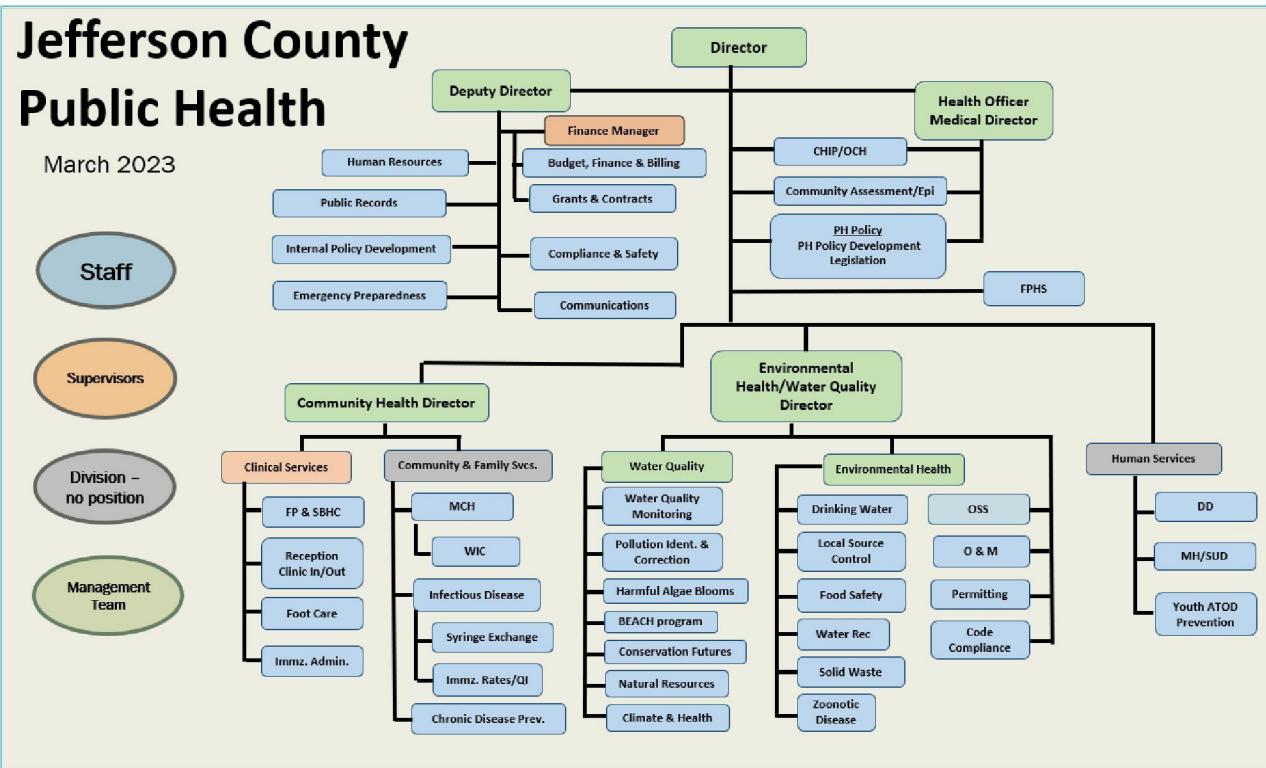
We value diversity



Our Organizational Structure

Jefferson County Public Health

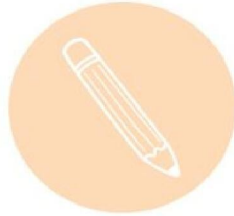
March 2023



- 130 program codes
- FPHS funding is expanding our capacity & resiliency
- New grants are being sought
- Funding is being delivered directly to communities
- Return to in-person services
- Professional growth



Our Division & Program Goals



■ Administrative

- Support ongoing growth of Communications Team
- Reconvene Building Safety Committee
- Fine tune internal support and mechanisms for Human Resources



■ Fiscal

- Fill Finance Manager position
- Pursue additional Munis modules
- Reestablish quarterly fiscal updates to Management and Teams



■ Community Health

- Contract & budget tracking by program; engage staff in process
- Allocating FPHS Life Course funding for 7/1/24 through 6/30/25
- Team focused strategic planning; FHS, SRH, CD

Our Division & Program Goals, *continued...*



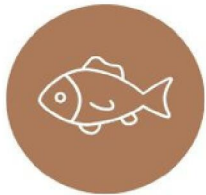
■ **Environmental Health**

- Refine FPHS work
- Energov
- Implementing LLR from the septic standpoint



■ **Water Quality**

- Identify and correct pollution in the Chimacum watershed
- Foundational monitoring throughout eastern Jefferson County
- Keep shellfish beds, lakes, and beaches open for recreation



■ **Natural Resources**

- Successful 21-23 NPC MRC projects and distribution of 23-25 RFP
- Complete Conservation Futures funding round and pending acquisitions
- Progress on Dosewallips and Hoh floodplain conceptual and preliminary designs

Our Division & Program Goals, *continued...*



■ Human Services

- Creating a School to Work Transition Program in every high school
- Co-occurring services/Community Inclusion/Supported Employment/all individuals
- New ACAC Grants to promote awareness & acceptance of people w/disabilities
- New 1/10th of 1% online database to enhance transparency and community engagement



■ Community Health Improvement

- Complete CHA/CHIP strategic plan
- Continue/Activate COVID resiliency CHIP work (ie: YAB)
- Hire and onboard epidemiologist

Our Workforce Wellbeing Commitment

- Regular performance reviews
- Reflective Supervision
- Inclusive Work culture
- Collaborative decision-making approach
- Training and professional development opportunities
- Flexible work schedule options; telecommuting
- Celebrating good news, kudos, and special occasions
- Biannual offsite staff parties
- Wellness Committee
- PERC
- Active lifestyle encouraged at work
- Sharing pride in JCPH



Our Social Justice Commitment

- Looking inward
 - Centering anti-oppression in our work
 - Learning about allyship
 - Prioritizing accessibility in language, action, and format
 - Supporting changes in workplace culture that acknowledge and value Diversity, Equity, Inclusion, and Accessibility (DEIA)
- Extending outward
 - Refining our equity lens for serving diverse community needs better
 - Building an inclusive environment where all are welcome to engage our services
 - Evolving our strategies to build trust
 - Innovating communication channels for more equitable access



Our Outreach & Communications Efforts

- Presence at community events



- Hosting community events



- Media & Messaging



Our Next Steps

- ☐ Staffing at full capacity
- ☐ Planning for FPHS 2024-2025
- ☐ Raising visibility
- ☐ Refining the public's interface with our online content & services
- ☐ Strengthening regional connections & collaborations
- ☐ Advancing LEAN projects
- ☐ Supporting staff to work at the top of their licensure and capabilities

Questions?



Thank you

