

1525 Blue Spruce Drive, Fort Collins, CO 80524, 970-498-6700
Director Tom Gonzales, MPH

Board of Health

Christy Bush, MHS, President
Brian Delgrosso, Vice President
Bernard Birnbaum, MD
Tony J. Van Goor, MD, MMM
Heather Weir, MPH, RD

Mission:

Working to provide everyone in Larimer County the opportunity for a healthy life.

Vision:

Larimer County is a thriving, health-aware community where everyone has access to healthy choices and a healthy environment

www.larimer.gov/health

DRAFT MINUTES

LARIMER COUNTY BOARD OF HEALTH MEETING

February 20, 2025

The Larimer County Board of Health (BoH) convened their regular meeting at 6:00 p.m, in-person, at 1525 Blue Spruce Rd, Fort Collins, CO, 80524 and virtually through the Zoom platform.

Board of Health Members: Ms Christy Bush, MHS, President
Mr Brian DelGrosso, Vice President
Dr Tony J. Van Goor, MD (virtual)
Dr Bernard Birnbaum, MD
Ms Heather Weir, MPH, RD

Executive Secretary: Mr Tom Gonzales, MPH, Public Health Director

Staff: Commissioner John Kefalas
Ms Andrea Clement-Johnson, MS, Deputy Public Health Director
Dr Paul Mayer, MD, Medical Officer
Mr John Voss, Accounting and Business Operations Manager
Ms Kori Wilford, MPH, Communications and Technology Manager
Mr Matt Bauer, Communicable Disease and Emergency Preparedness and Response Manager (virtual)
Ms Talia Hirsch, Strategic Planning, Health Equity and Partnership Programs Supervisor
Ms Bron MacGregor, Executive Assistant (Recorder)
Ms Kimberly Baker, Health in All Policies Coordinator

Call to Order - The President called the regular BoH meeting to order at 6:05 p.m.

Public Comment - No Public Comment was made.

Approval of January 16, 2025 Minutes

Action - Ms Weir moved to approve the minutes as written. Dr Birnbaum seconded the motion.

Motion was unanimously approved.

Financial Report

Discussion points:

- The year-end financial report was presented by the Accounting and Business Operations Manager, showing a positive ending fund balance and healthy reserves.
- Personnel vacancies and the time it took to fill some of those positions resulted in lower expenses.
- The property tax revenue cap resulted in the County needing to find cost savings exceeding \$6 million in the coming years. The County's property tax support to Health and Environment may result in no increases or decline.
- Revenue growth has been a focus of strategic planning.
- Concerns were raised about the programs that rely on federal funding, especially in light of the fact that 14.8% of the budget (excluding Medicaid) is recurring federal funding. Additionally, there are concerns about future funding in 2026/2027.
- LCDHE has made a concerted effort to build up its fund balance, ensuring the department can navigate periods of funding uncertainty.

NEW BUSINESS

2024 Annual Staff Survey

Discussion points:

- The results of the 2024 annual staff survey were presented to the BoH by the Deputy Public Health Director.
- Favorability and participation scores continue to be high. Lower scores in some areas, including stewardship of public resources, may be partially attributed to inefficiencies in data enterprise systems, with certain aspects being addressed through continuous quality and process improvements.



- There was discussion around ensuring staff feel comfortable raising concerns at every level.
- Staff comments identified internal and community communication, team collaboration, and meeting community needs as key areas of strength.
- Staff comments on areas for improvement focused on compensation and benefits and recent county leave policy changes. There was discussion about how compensation is assessed and changes to FMLA policies in the county.
- The BoH acknowledged the significant strides made in Equity and Inclusion over the past year and discussed future directions. A BoH member noted that recognizing the need for ongoing work is an achievement in itself.
- The Director commended the Leadership and Management teams for their excellent work in listening to and ensuring that staff feel supported.

2025 Work Plan Overview

Discussion points:

- An overview of the 2025 Work Plan and strategic planning timeline was presented to the BoH by the Strategic Planning, Health Equity and Partnership Programs Supervisor.
- Staff is currently working on collecting input from staff regarding stakeholders and team priorities.
- Data collected through this process will inform the BoH Work Session and stakeholder analysis which will be completed this summer.
- The BoH requested that additional information regarding national or regional guidelines and best practices for Public Health be presented at the April 2025 BoH work session.
- The BoH expressed appreciation for the comprehensive overview and annual timeline.

Legislative Report

Discussion points:

- The Health in All Policies Coordinator provided an update of the Legislative bills that the Colorado Association of Local Public Health Directors (CALPHO) is following.
- The Joint Budget committee opposed a proposed 5% cut to local public health funding and expressed the importance of local action to respond to public health concerns. This topic will likely be revisited as the FY26 budget discussions continue.
- HB25-1120 - BoH members discussed why an enterprise would need to be created for Septic-System Replacement no- or low-cost loans when there are other possible mechanisms that could address replacing or repairing failing septic systems. CALPHO's recommendation is to monitor the bill, Colorado Counties Inc. (CCI) is opposing the bill, and

Counties & Commissioners Acting Together (CCAT) does not have a registered position on it.

- CALPHO's opposition to SB25-044 Synthetic Opiates Criminal Penalties was questioned by the BoH. The opposition stemmed from the bill's lack of substance use prevention efforts, which is a 2025 CALPHO policy priority.
- A BoH member expressed support for SB25-042, which would require insurance companies to increase access to behavioral health. However, concerns were raised about the lack of standardized treatment and consistency among insurance providers.
- The BoH requested that the monthly report include local policy issues.

UPDATES

Director's Update

The Director guided the BoH to the Director's Update in the packet. He highlighted the following:

- The success of the January 2025 Radon Awareness Campaign and outreach during Radon Action Month.
- A strategic planning session was held to discuss the potential escalation of human cases due to the dynamic situation with Highly Pathogenic Avian Influenza, which has mutated and is now affecting dairy cows.
- The lack of information provided by federal partners, such as the CDC and Department of Agriculture, to local public health organizations is concerning.
- The leadership, management, and supervisors' LEAN training in Quality Improvement was well-received by staff. A brainstorming session followed the training and staff were then incentivized to complete a QI project to earn an Admin Day.
- The One Health Trail Medical Student program.
- The Communicable Disease (CD) Report has been revised and updated. It now provides data driven information on the work being done by the CD team. The BoH requested that the report include updates on preventable diseases, tracking trends and infection control.

Board Member Updates

Dr Van Goor attended the Colorado Emergency Management Conference as the Medical Officer of the Rocky Mountain Medical Reserve Corps and would like to see more attendance by County employees at these meetings. He will be back in Colorado for the CHIP event.

Mr DelGrosso will not be attending the BoH meeting on March 20, 2025.

The President determined that there will be a quorum for the March, 20 2025 BoH meeting so the meeting will go ahead. The Board self-evaluation process will be conducted in March and results discussed at the April 2025 BoH Work Session. She reminded the Board that the election of BoH Officers will take place at the March 2025 meeting.

Commissioner Liaison Update

The Commissioner spoke to navigating the uncertainties and impacts of federal funding, reduced revenues and freezes etc. The Commissioner and the Director attended the Federal delegation roundtable on Tuesday, February 18 2025.

The Commissioner mentioned that there is a group of small mobile home park residents who are dealing with surfacing sewerage issues which he will discuss with the Director.

The Commissioner attended a ride along with Fort Collins Police Services and the Homeless Outreach and Proactive Engagement (HOPE) services, working with those that are experiencing homelessness.

He also attended a positive meeting with the Health District of Northern Colorado and Red Feather Lakes regarding rural healthcare needs.

Adjourn Meeting

The President moved to adjourn the meeting.

The meeting adjourned at 8.05 p.m.