

1525 Blue Spruce Drive, Fort Collins, CO 80524, 970-498-6700, www.larimer.gov/health
Director Tom Gonzales, MPH

Board of Health

Christy Bush, MHS, President
Heather Weir, MPH, RD, Vice President
Bernard Birnbaum, MD
Brian Delgrosso
Ethnie Treick, MJ

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

MINUTES

LARIMER COUNTY BOARD OF HEALTH MEETING

November 20, 2025

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

Board of Health Members: Christy Bush, MHS, President
Heather Weir, MPH, RD, Vice President
Brian DelGrosso
Ethnie Treick, MJ

Excused: Dr. Bernard Birnbaum, MD

Executive Secretary: Tom Gonzales, MPH, Public Health Director

Liaison: Commissioner John Kefalas

Staff: Andrea Clement-Johnson, MS, Deputy Public Health Director
John Voss, Accounting and Business Operations Manager
Kori Wilford, MPH, Communications and Technology Manager
Bob McDonald, Environmental Health Services Director
Talia Hirsch, Strategic Planning, Health Equity & Partnerships Program Supervisor
Matt Bauer, Communicable Disease & EPR Program Manager
Dr. Paul Mayer, MD, Medical Officer
Keila Flores-Burgos, Water Quality and Solid Waste Supervisor
Frank Haug, Assistant County Attorney III
Erin Miller, Administrative Specialist II
Kathleen Uchitel, Environmental Health Specialist I
Heather Gilmore, Executive Assistant (Recorder)

Call to Order - The President called the regular BoH meeting to order at 6:00 PM.



Public Comment - No Public Comment was made.

Approval of October 16, 2025 Minutes

- **Action** – Heather Weir moved to approve the minutes as written. Brian DelGrosso seconded the motion. ***Motion was unanimously approved.***

Financial Report

- Introduction of John Voss, Accounting and Business Operations Manager, to provide a financial report update, specifically noting a surplus and budget amendments made since March, mostly due to grants and minor adjustments. He explained the budget cycle and the expected surplus, emphasizing that there are no concerns about revenue or expenses.

NEW BUSINESS

- **Public Hearing and Resolution for the Adoption of the Aquatic Health Regulations**
 - Introduction of Bob McDonald, Environmental Health Services Director, and Keila Flores-Burgos, Water Quality and Solid Waste Supervisor, to provide a presentation of the draft Aquatic Health Regulations.
 - Bob McDonald provided context on the Model Aquatic Health Code (MAHC), developed by the Centers for Disease Control and Prevention (CDC), and its aim to reduce recreational water-related injuries and diseases.
 - Keila Flores-Burgos explained the rationale behind transition to the MAHC, including outdated state regulations and the need for updated standards. She discussed specific areas of change, such as disinfection and water quality standards, and the importance of aligning with best practices in the industry. She outlined the compliance agreement process for addressing imminent health hazards and the potential for variances to accommodate unique facility needs.
 - The implementation timeline is as follows:
 - May: Stakeholder meeting and feedback
 - June-August: Feedback implementation, meetings with stakeholders
 - October: Present draft regulations to Board of Health and calendar the public hearing for November.
 - November: Board of Health public hearing
 - January 1, 2026: Effective Date
 - Public Comment:
 - Gina Michelle, a City of Fort Collins resident and business owner operating a therapy pool, expressed her support for the new regulations. She noted that



she initially faced challenges when starting her private business due to a lack of information. Gina Michelle believes the updated regulations will be beneficial for addressing niche needs, streamlining processes, and providing new pool operators with necessary information.

- Another comment came from an unspecified Larimer County resident inquiring if the new regulations will apply to private homeowners' associations (HOA). Bob McDonald clarified that the regulation will not be applied to HOA pools at this time, and that the department would conduct another stakeholder process if the effort moved in that direction.
 - BoH Member Discussion:
 - The BoH Members inquired if there would be an impact on private facilities and discussed the importance of updating regulations to keep up with technology and best practices. Clarification was provided that these regulations do not apply to private facilities, so there would be no impact. The BoH emphasized the importance of stakeholder engagement and the regulations being grounded in scientific research.
 - **Action** – Brian DelGrosso moved to approve Resolution 11202025A: Adoption of Aquatic Health (Public Pool) Regulations as written. Heather Weir seconded the motion. ***Motion was unanimously approved.***
- **Request for 2026 Environmental Health Fee Schedule Hearing**
 - **Action** – Ethnie Treick moved to approve Resolution 11202025B: A Request for Hearing Environmental Health Services Fee Schedule as written. Brian DelGrosso seconded the motion. ***Motion was unanimously approved.***
 - **Impact of Federal Government Shutdown**
 - Tom Gonzales, Public Health Director, discussed the impact of the federal government shutdown on the public health system. He emphasized how communication had declined with the CDC and other federal health agencies. The government shutdown also disrupted the Women, Infants, and Children (WIC) program, impacting access to essential nutrition for vulnerable populations, including infants and children. He emphasized the critical need for effective local preparedness strategies and community outreach initiatives to mitigate such impacts.
 - Introduction of Andrea Clement-Johnson, Deputy Public Health Director, who explained the measures taken to ensure continuity of WIC services during the shutdown. She emphasized the importance of maintaining food security for WIC participants and families with young children, and described efforts to support local food banks and pantries that serve this population. As part of a food security assessment focused on formula and baby food, the department contacted



community partners to identify any unmet needs. Many partners indicated that monetary donations were most helpful, while a few such as those in Wellington and at La Familia preferred direct donations of purchased items. Through this assessment, the team was able to coordinate funds and resources to provide formula and baby food donations and to develop a quick-reference guide for formula substitutions to share with consumers and partner organizations. This effort will continue through the end of the year, to align with the holiday season. In local preparedness, staff developed a quick-reference guide for formula substitutions to help consumers and partner organizations safely navigate supply disruptions or changes in availability. The team also shared outreach materials to support families experiencing food insecurity and to connect residents with locations and organizations already identified by the Department of Human Resources as resource providers.

- The BoH discussed the importance of being prepared for future shutdowns and the need for ongoing collaboration with community partners.

- **Public Health Director Performance Evaluation Process**

- Christy Bush, President, provided an update on the annual Public Health Director performance evaluation process. The BoH should have received an email containing instructions and necessary links. The submission deadline is December 8th. As part of this process, Director Gonzales will also complete a self-assessment, and feedback will be solicited from his direct reports. An Executive Session will be planned during the December meeting to review the evaluation results, discuss recommendations, and determine any adjustments to Director Gonzales' compensation.

UPDATES

- **Director's Update**

- Tom Gonzales, Public Health Director, guided the BoH through the Director's Update in the meeting packet, emphasizing the following key activities:
 - Introduction of Matt Bauer, Communicable Disease & EPR Program Manager, to discuss the Integrated Preparedness Planning Workshop (IPPW), highlighting the collaboration with emergency management partners and the identification of key threats and capabilities. He explained the workshop's focus on developing a five-year training and exercise schedule. The importance of addressing emerging needs, such as cybersecurity, and the need for ongoing adaptation and improvement is emphasized.
 - Introduction of Andrea Clement-Johnson, Deputy Public Health Director, who provided an update on the expanded back-to-school immunization efforts.



Between August 8 and November 8, the department held 17 off-site clinics, including 11 focused on back-to-school vaccinations, administering 282 vaccines to 152 people and doubling clinics, patients served, and vaccines delivered compared to 2024. The largest event provided 65 vaccines to 29 patients in under three hours. All off-site work was completed while regular clinics remained open, contributing to an exceptional October in which 689 vaccines were administered, more than double the usual monthly average. Offering services in both community locations and our onsite clinics increased access, reduced barriers, and supported greater health equity across the populations we serve.

- Director Gonzales, recognized Jo Buckley, Community Health Improvement Plan Coordinator, efforts with The Matthew's House in providing 125 Thanksgiving meals to families in need, highlighting the power of social connections and community collaboration. This partnership aims to combat food insecurity and increase social isolation.

- **Board Member Updates**

- Brian DelGrosso will be unavailable to attend the January 2026 meeting, and Christy Bush will be unavailable to attend the February 2026 meeting.

- **Commissioner Liaison to the Board of Health Update**

- Commissioner Kefalas shared updates on the county ballot measures, noting the transportation initiative's failure and the childcare ballot measure's success. The childcare measure will raise approximately \$28 million annually, which will be managed by the Early Childhood Council.
 - The county budget will be certified on December 11, with a \$3.4 million budget reduction achieved.
 - Commissioner Kefalas discussed the challenges with SNAP benefits, including the federal government's notification and the community's response.
 - Commissioner Kefalas mentioned the Family Housing Network's Longest Night Memorial, where names of homeless individuals who have died in part due to their homelessness were read aloud.
 - The updated Colorado Housing Access Survey revealed that one in five people in Colorado experience loneliness. He suggested that the survey results could be discussed at the December meeting, with potential relevance to public health in Larimer County.

Adjourn Meeting

The President moved to adjourn the meeting.

The meeting adjourned at 7:40 PM.

