

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

August 21, 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: Ms. Heather Weir, MPH, RD, Vice President
Dr. Bernard Birnbaum, MD
Mr. Brian DelGrosso
Ms. Ethnie Treick, MJ

Excused: Ms. Christy Bush, MHS, President

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

Staff: Ms. Andrea Clement-Johnson, MS, Deputy Public Health Director
Mr. John Voss, Accounting and Business Operations Manager
Ms. Kori Wilford, MPH, Communications and Technology Manager
Dr. Jared Olson, PhD, Senior Population Epidemiologist
Dr. Paul Mayer, MD, Medical Officer
Mr. Frank Haug, Assistant County Attorney III
Ms. Emily Humphrey, Service Area Director for Community Justice Alternatives
Ms. Kimberly Baker, MLIS, Health in All Policies Coordinator
Ms. Keila Flores-Burgos, Water Quality and Solid Waste Supervisor
Ms. Nicole Aguilar, Supervisor Environmental Health Specialist
Ms. Heather Gilmore, Recorder

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

- Board member introductions and welcoming of new board member, Ethnie Treick.

Public Comment - No Public Comment was made.

Approval of June 26, 2025 Minutes

- **Action** – Dr. Birnbaum moved to approve the minutes as written. Mr. DelGrosso seconded the motion. ***Motion was unanimously approved.***

NEW BUSINESS

- **2026 Budget Review and Approval**

- The statutory requirement for the Board of Health to submit a budget to the County Commissioner is on or before September 1 of each year.
- The budget process involved two full meetings and significant scrutiny from the leadership meeting.
- Strategic Plan and Achievements in 2025
 - Overview of the strategic plan was provided, focusing on public health emergencies, investing in our people, being health strategists, and improving internal processes.
 - The 2025 budget included a media campaign on the West Nile Virus, hiring of a Culture and Engagement Specialists, and hosting a Community Health Improvement Plan (CHIP) partner summit.
- 2026 Budget Details and Challenges
 - A detailed breakdown of the 2026 budget was provided, highlighting revenue down by \$110,00 and expenses up by \$119,000.
 - The net deficit is projected to be \$316,000, but this could be reduced to \$160,000 if the Commissioners approve the two indirect cost waivers for MCH and WIC.
 - The budget includes a significant decline in intergovernmental grants due to reduced funding from federal and state sources, COVID grants in particular.
 - The budget also includes increases in license and permit fees, property tax allocations, and charges for services due to system improvements and increased demand.
- Personnel and Operating Costs
 - The increase in personnel costs is due to the compensation increases proposed by the Commissioners, and pay grade changes for 25 existing positions.
 - The current year's budget includes savings from vacancies and the open Environmental Health Director position, which allowed us to reallocate a vacant position.
 - Operating costs are down by \$290,000 due to one-time costs for air quality monitoring, pass-through from CDPHE to CALPHO, and electrification of commercial landscape equipment.



- The budget also includes investments in personnel, including performance bonuses, professional training, and community engagement activities.
- Revenue and Expense Comparisons
 - The slides show a comparison of revenue and expenses for 2026 and 2025, highlighting the decline in intergovernmental grants and increases in license and permit fees.
 - The budget includes investments in strategic initiatives, including professional training, community engagement, and strategic planning.
 - The budget has a fund balance of \$4.5 million, which is expected to grow to \$4.7 million by the end of the year.
- Looking Forward to 2027
 - There will likely be some potential challenges for 2027, including the expiration of the CDC Infrastructure Grant and the expiration of COVID support and prevention dollars.. The budget will need to be strategic and thoughtful to address these potential funding gaps.
- **Action** – Mr. DelGrosso moved to approve the resolution to adopt the 2026 budget as written. Dr. Birnbaum seconded the motion. ***Motion was unanimously approved.***
- **Be Awkward...Ask. Campaign**
 - Introduction of Emily Humphrey, Service Area Director for Community Justice Alternatives, and Dr. Jared Olson, Senior Population Epidemiologist, to discuss public health planning and partnership.
 - The formation of the Juvenile Gun Safety Coalition was created in 2019 to address the issue of juvenile gun violence. The coalition includes representatives from law enforcement, schools, and community organizations, and focuses on responsible gun ownership and safe storage.
 - Healthy Kids Colorado Survey data indicated that 1 in 4 youth responded that they have access to a loaded gun without parents permission.
 - The coalition has produced a public service announcement called “Be Awkward...Ask.” to educate parents and children about gun safety. This announcement will go live on 8/26 during the Administrative Matters meeting. A second public service announcement is in the works, which will be focused on adolescents. Plays public service announcement video for Board of Health.

UPDATES

- **Director's Update**

The Director guided the Board through the Director's Update in the meeting packet, emphasizing the following key activities:

- Introduction of Dr. Jared Olson, Senior Population Epidemiologist, to provide an update on the upcoming Veteran's Summit in October. The summit will focus on



providing connection and support for veterans and their families and will be held at Front Range Community College.

- Introduction of Ms. Keila Flores-Burgos, Water Quality and Solid Waste Supervisor, and Ms. Nicole Aguilar, Consumer Protection Programs Supervisor, to provide an update on their graduation from the National Environmental Health Association (NEHA) Environmental Health Leadership Academy. The 12-month long program provided leadership training and mentorship with an environmental health focus. Additionally, the participants completed the Environmental Health Training in Emergency Response Operations at the FEMA Center for Domestic Preparedness and capstone projects aimed at advancing environmental health in our community. The program culminated with attendance at the NEHA Annual Education Conference where they were able to represent Larimer County Department of Health and Environment (LCDHE) at the national level. Each presented their final project poster to the Board of Health.
- Introduction of Ms. Andrea Clement-Johnson, Deputy Public Health Director, to provide an update on the Back-to-School and Community-based vaccine events, as well as an exciting update on a grant from Caring for Colorado.
 - There are 22 events scheduled over the next three months. 14 of the events are at new sites this year, focusing on making vaccines more accessible to children and families. The approach reduces barriers like transportation issues and language challenges, creating a welcoming and trusted environment for vaccinations. The work is particularly timely due to the ongoing threat of measles and vaccine misinformation. The program ensures particular access for children and adults with Medicaid, and those without insurance. Schools are partnering with our immunization team to identify students who need vaccinations, especially in areas with low vaccine uptake.
 - The Sexual and Reproductive Health Program received a \$125,000 grant from Caring for Colorado. The grant will support offsite services like birth control access and screening, building trust and familiarity with the community over the next eighteen months. The program aims to address barriers like transportation and stigma, ensuring people can access necessary care. The grant also includes working with experts in coding and billing for Medicaid processes to improve efficiency and reduce financial barriers for patients.
- Introduction of Ms. Kimberly Baker, Health in All Policies Coordinator, to provide an update on the special session overview to address a budget deficit. There will be an impact from the federal tax code changes on Medicaid, with 900 billion in cuts nationally. The changes will challenge safety net clinics, drastically decreasing access to healthcare. The team is meeting with partners like Human Services to prepare for future changes. There will be a 28.4% increase in health insurance premiums in 2026, affecting 300,000 people in Colorado. Changes to the Affordable



Care Act and administrative costs are contributing to the increase. The session aims to address these increases to prevent people from dropping their health insurance.

- 2024 Annual Report
 - Each Board of Health member received a copy of the 2024 Annual Report, which is a comprehensive document covering various aspects of the organization's work.
- **Board Member Updates**
 - Reminder that the County Commissioners will be joining the BoH for the first hour at the October meeting.
- **Commissioner Liaison Update**
 - None
- **Update regarding recent inquiries on evaluation process for the Public Health Director**
 - The response to the Public Health Director evaluation process inquiries will be handled by Christy Bush, following the standard evaluation process. The Board of Health will conduct its own evaluation of Mr. Gonzales in December, with the 360-evaluation taking place in October or November.

Adjourn Meeting

The Vice President moved to adjourn the meeting.

The meeting adjourned at 7:47 PM.

