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

DRAFT MINUTES

LARIMER COUNTY BOARD OF HEALTH MEETING

October 17, 2024

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 Bernard Birnbaum, MD
Ms Heather Weir, MPH, RD

Excused Absence: Dr Tony J. Van Goor, MD

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

Staff: Commissioner John Kefalas (virtual)
Ms Andrea Clement-Johnson, MS, Deputy Public Health Director
Dr Paul Mayer, MD, Medical Officer
Mr Matt Bauer, Interim Communicable Disease and Emergency Preparedness and Response Manager
Mr John Voss, Accounting and Business Operations Manager
Ms Kori Wilford, MPH, Communications and Technology Manager
Ms Paula Lady, Business Operations Supervisor
Ms Talia Hirsch, Strategic Planning & Health Equity Initiatives Program Manager
Ms Bron MacGregor, Executive Assistant (Recorder)

Ms Olivia Kraus, Senior Administrative Specialist
Ms Olga Fraide, Senior Administrative Specialist
Ms Mary-Lou Hains, Senior Administrative Specialist

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

Public Comment -

- Tara Swartzendruber of Fort Collins.
- Scott Swartzendruber of Fort Collins.
- Bonnie Thompson of Fort Collins.
- Heather Lahdenpera of Fort Collins.
- Pati Thomas of South Fort Collins.

Discussion points:

- The Environmental Protection Agency (EPA) establishes the maximum limit standards, and the Colorado Department of Public Health and Environment (CDPHE) must meet or exceed those standards.
- The recommended concentration of fluoride in drinking water is 0.7mg/l.
- Public drinking water systems cannot exceed the maximum contamination limit of 2.0mg/l or violate 4.0mg/l.
- Each Public drinking water system can determine its fluoride level within CDPHE standards.
- The towns of Estes Park and Berthoud do not add fluoride.
- The City of Fort Collins and Loveland drinking water departments add fluoride, maintaining levels of 0.7mg/l and 0.62mg/l respectively.

Approval of September 19, 2024 Minutes

> ***Action -*** Mr Brian DelGrosso moved to approve the minutes as written. Ms Heather Weir seconded the motion. Dr Birnbaum abstained.
> ***Motion was unanimously approved.***

Financial Report

Discussion points:
- The nine-month report was presented to the Board.
- Revenue is meeting projections.
- Expenses remain below the allocated budget.
- A surplus is expected at the end of September. This is because property taxes are collected in the first half of the year. The current year surplus will shrink significantly over the next 3

months.

NEW BUSINESS

Proclamation for the Retirement of Paula Lady

Discussion points:

- Paula Lady has been with LCDHE since 1989 as an invaluable staff member. Members of the Leadership, multiple staff, and the Board thanked her for her commitment and service.

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

The meeting was briefly recessed for a photograph.

Public Health Director Performance Evaluation Amendment

Discussion points:

- Proposed modifications were made to the Public Health Director Evaluation Framework. The significant change is the removal of the Board's self-evaluation. It is proposed to be moved to the Board By-Laws.

  Action - Ms Weir moved to adopt the revised framework as written. Dr Birnbaum seconded the motion.
  Motion was unanimously approved.

Discuss Amendment to By-Laws

Discussion points:

- The Board self-evaluation tool, as mentioned in the Bylaws, should be updated to incorporate more flexible language that does not specifically name the tool, enabling future enhancements.
- The proposed amendments include the addition of the statement, "The Board self-evaluation tool will be determined by the Board" and the removal of Annex #2 from the bylaws.

Action - Mr DelGrosso moved to ratify the amended bylaws, incorporating the approved language and eliminating Annex #2 Board Self Evaluation. Ms Weir seconded the motion. ***Motion was unanimously approved.***

Strategic Plan Objectives Report

Discussion points:

- The Board was presented with the Strategic Plan's current status and accomplishments.
- Staff attend various emergency drills and exercises to prepare them for real life situations.
- Staff are encouraged to participate in subcommittees to enhance the diversity of each group.
- The Mentorship program evolved into a successful peer-to-peer partnership program and staff has provided great feedback on how to improve it in future years. A more deliberate recruitment approach is needed for a formal Mentorship program to engage managers and supervisors as mentors.
- The implementation of DocTract has been particularly beneficial for the Clinical team.
- The Board appreciates the deliberate approach of evaluating our current QI plan to meet the needs of our staff and ensure that we are creating a culture of QI rather than overburdening staff with excessive QI projects. Structure, format, and prioritization of the next strategic plan will be determined based on lessons learned and feedback from staff and the community.
- Significant achievements have been made in the past five years.
- Long-range goals are beneficial, and flexibility can be discussed annually to accommodate change.
- The vision of the Board's role will be discussed after collaboration with community partners and the Board at the annual work session in 2025.

Public Health Director Goals Report

Discussion points:

The Director provided an update and status on his 2024 goals.

- An equity consultant was utilized to provide an integrated learning experience for all staff. This learning series had three parts and aimed to increase language and understanding around health equity.
- Staff have been informed about the benefits of Trauma Informed Practices (TIP), including increased safety and reduced burnout. The next step is to create more channels for staff to provide feedback.

- The Community Health and Wellness dashboard has seen a significant increase in various metrics on a monthly basis:
  - 237% increase in total pageviews
  - 353% increase in total users (from 65/month to just under 300/month)
  - 896% increase in new users
- The Health Equity Initiatives Coordinator developed a hiring rubric, which serves as a values based hiring tool.

UPDATES

Director's Update

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

- The environmental health intern successfully developed a process for small commercial landscaping companies to apply for an electrical landscaping equipment grant. In the first week of accepting applications, we received 24 applications.
- The epidemiologist has assumed the interim role of Communicable Disease / EPR Manager while we conduct the search for the manager. He was recognized for his contribution.

Board Member Updates

An email will be sent from HR to Board members with the annual survey link to complete the Public Health Director Evaluation.

Adjourn Meeting

The President received a motion to adjourn the meeting.

The meeting adjourned at 7:51 p.m.