

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

February 19, 2026

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: Heather Weir, MPH, RD, Vice President
Ethnie Treick
Dr. Bernard Birnbaum, MD
Brian DelGrosso

Excused: Christy Bush, MHS, President

Executive Secretary: Tom Gonzales, MPH, Public Health Director

Staff: Andrea Clement-Johnson, MS, Deputy Public Health Director
John Voss, Accounting and Business Operations Manager
Kori Solt, MPH, Communications and Technology Manager
Bob McDonald, Environmental Health Services Director
Talia Hirsch, Strategic Planning, Health Equity & Partnerships Program Manager
Matt Bauer, Communicable Disease & EPR Program Manager
Dr. Paul Mayer, MD, Medical Officer
Kimberly Baker, MLIS, Health in All Policies Coordinator
Dr. Jared Olson, PhD, Senior Population Epidemiologist
Susanne Murray, Senior Public Health Nurse
Heather Gilmore, Executive Assistant (Recorder)

Call to Order - The Vice President called the regular BoH meeting to order at 6:01 PM.

Public Comment - No Public Comment was made.



Approval of January 15, 2026 Minutes

Action – Brian DelGrosso moved to approve the minutes as written. Ethnie Treick seconded the motion. ***Motion was unanimously approved.***

Financial Report

Introduction of John Voss, Accounting and Business Operations Manager, to provide a financial report update.

- Mr. Voss reviewed the final month of fiscal year 2025, noting several complications tied to state budget challenges. Overall revenues came in 1.5% below budget, largely due to unspent grants, such as the ELC grant, which were intended to remain available in the event of another COVID-19 surge. These grant funds cannot be used to stockpile supplies, as that is not an allowable expense. Intergovernmental revenue was also \$362,000 below projections. On a positive note, charges for services exceeded budget expectations by \$136,000.
- A question was raised regarding restrictions on stockpiling supplies with remaining grant funds. The Director explained that the ELC grant is limited to COVID-19 response activities and PPE for outbreak response in long-term care facilities, childcare centers, and other high-risk settings, and does not allow purchases beyond those needs.
- A question was also raised about how PPE stockpiles are structured and how expiration dates are managed. Matt Bauer, Communicable Disease & EPR Program Manager, explained that most PPE has a five-year shelf life, and because much of the current supply was received during the COVID-19 pandemic, a large portion will expire within the next two to three years.
- Mr. Voss reported that expenditures were \$668,000 (5.2%) under budget. Personnel expenses, which made up 81% of the budget, were 3.9% under, while non-personnel expenses were 10% under budget, a smaller variance than in prior years. The fund balance increased to \$5.1 million, equal to about five months of operating expenses.

NEW BUSINESS

Proclamation Recognizing the Service of Suzanne Murray

Introduction of Matt Bauer, Communicable Disease & EPR Program Manager, to introduce and recognize Suzanne Murray, Senior Public Health Nurse, for her 35 years of dedicated service to the Larimer County Department of Health and Environment.

- Former colleagues shared reflections on their time working alongside Ms. Murray and expressed deep appreciation for her lasting contributions to public health in Larimer County. Ms. Murray was widely recognized for her leadership and commitment in communicable



disease control, tuberculosis programming, community outreach, and many other areas that have had a meaningful impact on the community.

Action – Dr. Bernard Birnbaum moved to approve the Proclamation recognizing the service of Suzanne Murray as written. Ethnie Treick seconded the motion. **Motion was unanimously approved.**

Brief recess for photo. The meeting was called back to order by the Vice President at 6:47 PM.

Fund Balance Policy

Introduction of John Voss, Accounting and Business Operations Manager, to provide a presentation on the draft Fund Balance Policy.

- The policy establishes guidance for the appropriate management and use of the fund balance, including provisions that allow it to support operating expenses over a three-year period. It also permits the use of fund balance reserves for emergency situations and strategic initiatives.
- The recommended minimum level for the fund balance is 25% of annual operating expenditures, which is equivalent to approximately three months of operating costs.
- If the fund balance exceeds the 25% level, the Public Health Director may identify potential strategic uses for the excess funds. Any proposed use of funds above the minimum level will be reviewed, discussed, and considered by the BOH.
- The fund balance may be pooled and invested by the County Treasurer alongside other county department funds to maximize investment opportunities and returns.
- Discussion occurred regarding the fund balance exceeding the 25% minimum. The Director noted staff will present a proposed budget in August and that maintaining a contingency fund may be prudent given projected financial challenges in 2027.
- The Director shared that 25 second-floor workstations are outdated. Staff are discussing modernization with Facilities, estimated at \$300,000, with a proposal expected to come before the BoH at a future meeting.

Action – Brian DelGrosso moved to approve Resolution 02192026A the Adoption of the Fund Balance Policy as written. Ethnie Treick seconded the motion. **Motion was unanimously approved.**

2025 Annual Staff Survey

Introduction of Andrea Clement-Johnson, Deputy Public Health Director, to provide a presentation on the 2025 annual staff survey.



- This survey data comes from the Annual Employee Survey conducted by Larimer County Human Resources. The questions focus on the County's Guiding Principles and management practices, and we focus on data most relevant and meaningful to LCDHE.
- Our agency had strong participation, with over 80% of staff completing the survey.
- Overall favorability was high, scoring above 87%.
- Survey results include both quantitative and qualitative data, providing meaningful insight into our strengths and areas for improvement.
- Much of the data reinforces key themes from our most recent strategic plan and directly supports the priorities guiding our work. The timing of this year's results makes the information especially valuable, offering clear insights and actionable opportunities for continuous improvement to shape next steps.

2026 Work Plan Overview

Introduction of Talia Hirsch, Strategic Planning, Health Equity & Partnerships Program Manager, to provide a presentation on the 2026 work plan overview.

- Ms. Hirsch presented the 2026 Annual Work Plan, which centers on quality improvement, trust-building, workforce development, resilience, and preparedness. The plan reflects both ongoing efforts and new initiatives led by leadership and cross-functional teams, including management, technology, community engagement, health equity, trauma-informed practices (TIP), emergency preparedness, and policy.
- Key priorities include reviewing performance measures, clarifying the role of LCDHE, and strengthening communication between staff and leadership. The work plan also continues efforts related to health equity, trauma-informed workplace training, and emergency preparedness planning. Overall, the plan is designed to respond to staff feedback and enhance organizational effectiveness.
- Each objective includes defined success measures that will be tracked and reported. Multiple staff members are leading and collaborating on the various initiatives, and an update on progress will be provided to the BoH in October.

UPDATES

Director's Report

Tom Gonzales, the Public Health Director, guided the BoH through the Director's Report in the meeting packet, emphasizing the following key activities:

- The Director reminded everyone about the 2nd annual Community Health Improvement Plan (CHIP) event that is on Tuesday, February 24 from 8AM-10:30AM at The Drake Centre, highlighting that they will be exploring the power of social prescribing.



- The Director shared that beginning in March, the BoH agendas will feature an updated format as Larimer County transitions to a new agenda management system. The new platform will provide improved accessibility and full ADA compliance.
- The Director highlighted the Core Public Health Services Committee, which makes recommendations to the State Board of Health. He noted that Bob McDonald, Environmental Health Services Director, serves as a representative on that committee, ensuring that local public health perspectives are included in their discussions and recommendations.
- Introduction of Dr. Jared Olson, Senior Population Epidemiologist, who provided an overview of population epidemiology and its role in public health. Dr. Olson described the field's focus on community-level health outcomes, including morbidity, mortality, and health behaviors. He highlighted the significant burden of chronic disease and preventable causes of early mortality, and emphasized the impact of social determinants of health. He also noted the importance of population-level strategies, including policy and environmental changes, to improve health outcomes and reduce long-term risks.
- Introduction of Talia Hirsch, Strategic Planning, Health Equity & Partnerships Program Manager, who provided an update on our new chronic disease grant. Ms. Hirsch shared information about a new grant opportunity through CDPHE funded by Proposition EE. The initiative will begin with a six-month planning and assessment phase, followed by a three-year implementation cycle starting in July. Two interns have been hired to support data collection and community engagement. Planned strategies will address the physical environment, physical activity promotion, tobacco prevention, cardiovascular health education, and access to healthy food options.

Board Member Updates

- The Vice President reminded the BoH that the March meeting has been rescheduled to March 26. During that meeting, the BoH will appoint a new President and Vice President and approve the National Public Health Week Proclamation.
- The BoH retreat is scheduled for April 16. The agenda will focus on continuous policy improvement, including training from Colorado Department of Public Health and Environment (CDPHE) and a discussion on regional tobacco policy efforts.
- Members were also reminded of the upcoming BoH vacancy due to the conclusion of Dr. Bernie Birnbaum's term. Information regarding the recruitment process was shared with the group.

Adjourn Meeting

The Vice President moved to adjourn the meeting.

The meeting adjourned at 8:04 PM.

