

**BOARD OF HEALTH AGENDA**  
**December 14, 2022, 5:15 PM**  
**Eau Claire County Courthouse-Ground Level-Room 302**

**Board of Health 2020-2024 Goals:**  
*Maintain Health Department's fiscal stability*  
*Support and advocate for public health priorities*  
*Review new and changing community/Health Dept priorities*  
*Ongoing Board of Health improvements*  
**Health Department Mission:**  
*Keeping people in all Eau Claire City/County communities safe and healthy*  
**Health Department Vision:**  
*ECCCHD will be a leader in assuring healthy people in healthy communities*

**Location:**Eau Claire County Courthouse-Ground Level-Room 302

**Public Access Link:**

<https://eauclairecounty.webex.com/eauclairecounty/onstage/g.php?MTID=edfa2366faf1956408618497711973b38>

**Dial In:** +1-415-655-0001

**Access Code:** 2591 072 1066

**Event Password:** 1234

\*Mute personal devices upon entry

*For those wishing to make public comment regarding an agenda item, you must e-mail Gina Holt at [gina.holt@co.eau-claire.wi.us](mailto:gina.holt@co.eau-claire.wi.us) at least 90 minutes prior to the start of the meeting. Your email will be shared with the Board of Health. If you also wish to speak regarding your email you will be called on during the public comment session.*

1. Call to Order. Welcome Guests. Order of the Agenda. Request to pull items from Consent Agenda - 2 minutes
2. Public Comment-*The Board of Health and Eau Claire City-County Health Department welcome you. Statements pertinent to agenda items may be made by attendees during the public comment section. We do ask that statements are limited to three minutes per person. Written comments may also be provided. -5 minutes*
3. RECAP: Reflection Evaluation of COVID-19 Activities and Performance Presentation-15
4. Consent Agenda (Action Required-approved for full content)-5 minutes
  - a. Approval of minutes from October 26, 2022 meeting-enclosed
  - b. Approval of minutes from November 19, 2022 meeting-enclosed
  - c. Approval of Grant/Contract related budget adjustments-enclosed
  - d. Approval of Donation/Stipends-enclosed
5. Business Item (Action Required)- 30 minutes
  - a. Approval of 2023-2025 Health Department Strategic Plan-enclosed
  - b. Approval of 2023 Budget-enclosed
  - c. Election of Board of Health President & Vice President -verbal

6. Other information items from staff for the Board-*5 minutes*
  - a. Health Department Report-enclosed
    - Correspondence/Media – (October and November)-
    - Service Recognition  
Elizabeth Giese, Health Officer, 10 years  
Elizabeth Paulson, Environmental Health Specialist, 10 years
7. Board member informational items-*5 minutes*
  - a. Public Health Policy/Advocacy-enclosed
    - WPHA/WALHDAB Legislative Priorities-Standing Committee Updates: verbal
  - b. Standing Committee Updates: verbal
    - City Council: [City Council Agendas | City of Eau Claire, Wisconsin \(eauclairewi.gov\)](http://eauclairewi.gov)
    - County Board: [2022 Meeting Agendas & Minutes | Eau Claire County \(eau-claire.wi.us\)](http://eau-claire.wi.us)
    - Ground Water Advisory Committee: [Groundwater Advisory | Eau Claire County \(eau-claire.wi.us\)](http://eau-claire.wi.us)
    - ARPA Funding: [ARPA Committee | Eau Claire County \(eau-claire.wi.us\)](http://eau-claire.wi.us)
  - c. Review and finalize draft of 2023 Board of Health calendar-enclosed
8. Requests from Board members for future agenda items to be given consideration – *1 minute*
9. Closed session –Motion to adjourn into closed session pursuant to Wisconsin Statutes 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility. To wit: Performance evaluation of Health Department Director, an employee over whom the Board of Health has supervisory control. *40 minutes*
10. Reconvene in Open Session
11. Approve Directors Compensation
12. Next business meeting – January 26, 2022, 5:15 p.m.
13. Adjourn



## Fact Sheet – 12/14/2022 Board of Health Meeting

### Agenda Item 3.a

#### RECAP: Reflective Evaluation of COVID-19 Activities and Performance

Staff completed a process to evaluate the public health response to the COVID-19 pandemic in Eau Claire County. This process is named the *Reflective Evaluation of COVID-19 Activities and Performance* or RECAP. The RECAP report includes a summary and detailed timeline of events, high-level data on the magnitude of response (such as quantifying disease investigation, communications, testing, and other activities), provides detailed lessons learned for each of the major pandemic phases, and incorporates feedback from numerous community partners related to their experiences as part of COVID-19 response activities as well. While COVID response has continued throughout 2022, RECAP covers the specific timeframe of December 2019 to February 2022.

Data was collected from a wide variety of response partners for this report. Partner feedback was specifically collected regarding (1) relationships throughout the response, and (2) communication between the Health Department, specific groups, and the public. Methods for qualitative data collection included 25 key informant interviews, facilitated discussions with partner groups (i.e. Board of Health, Community Health Equity Workgroup), and electronic surveys sent to area vaccinators, healthcare partners, all Health Department staff, City and County staff engaged in incident command, and community partners (shelters, schools, law enforcement, local media, and others). Several hotwashes of specific Incident Command branches or groups were also conducted and are included in the report. Most partners were asked the following questions:

- How has our partnership been successful throughout the pandemic?
- What didn't work well?
- In a future public health emergency, what would a successful partnership look like to you?
- As we shift our focus to community recovery, how can we work together best?
- Is there anything else you would like us to know?

Some partners were asked additional questions related to their unique involvement in the pandemic response.

Some information collected from this report as it relates to future emergency response will be used in collaboration with the county-wide Public Health Emergency Preparedness Committee to update the PHEP.

The full report is available at

<https://www.eauclairewi.gov/home/showdocument?id=40891&t=638060285578071218>.

An executive summary is included which highlights the key findings that will be used for the strategic plan and quality improvement purposes moving forward.

*Prepared by Audrey Boerner, COVID-19 Unit and Environmental Sciences Division*

# **Eau Claire Reflective Evaluation of COVID-19 Activities and Performance**

## **Executive Summary**

### **December, 2022**

The Eau Claire City-County Health Department Reflective Evaluation of COVID-19 Activities and Performance (RECAP) was initiated in Spring 2022, approximately two years after the start of the COVID-19 pandemic and emergency response efforts. The purpose of this report is to document the timeline of significant events, local pandemic response activities, and evaluate staff and partner feedback on (1) relationships throughout the response, and (2) communication between the Health Department, specific groups, and the public. While COVID response has continued throughout 2022, RECAP covers the specific timeframe of December 2019 to February 2022.

The full report includes:

- A timeline of significant events from December 2019 to February 2022
- An overview of the magnitude of the local response, utilizing quantitative data to describe major activities within the categories of disease mitigation, communication, testing, and vaccination
- Key lessons learned during the pandemic response with qualitative descriptions of what was happening at various time periods, some of the key partners engaged, challenges faced, and lessons learned
- Results from several hotwashes conducted of different branches and teams within the Incident Command System

Numerous partners at staff and leadership levels in the Eau Claire pandemic response were contacted for the development of this report. The intentions of gathering partner feedback were fourfold: (1) learn about the experiences of community partners during the pandemic, (2) document lessons learned, (3) strengthen Health Department strategies and plans to prepare for future emergencies, and (4) hear partner perspectives on how the Health Department can work collaboratively to move toward community recovery. Many important lessons were gathered and will be utilized as we move forward. Key lessons learned include:

- **Structure of the Incident Command System (ICS)**  
The Incident Command System structure initiated in early 2020 was a highly effective vehicle for engaging a community-wide response. Lessons were learned regarding how to best utilize, and in some cases modify, this structure to benefit the community in future crises. Typically, respondents felt that the structure encouraged coordinated participation of many groups and led to the development and use of helpful communication procedures. Improvements were suggested including modifications to some of the internal structures (such as adapting for prolonged incidents), streamlining documentation, strategic staffing, and more comprehensive training/onboarding.
- **Public Health Emergency Preparedness (PHEP) Plan Updates, Utilization, and Training**  
The existing PHEP Plan (a document required to be in place in all local health departments) was consulted during the COVID response, though parts were found impractical and/or lacking in the detail needed to operationalize some aspects. The PHEP plan needs to be more adaptable, operational, accessible to all who are or may be involved, and staff need ongoing training to strengthen capacity prior to any future emergencies.

- **Technology**

Access to appropriate technology proved essential during the COVID emergency response, particularly because public health guidance warranted limited or no in-person gatherings. Technology that aids in collaboration and communication should be accessible and up-to-date, data management systems should be robust and safeguarded, and staff should be well-trained in the use of these tools.

- **Communication**

Frequent, bi-directional, and broadly accessible communication was crucial between internal staff, command staff, elected officials, community organizations, businesses, state agencies, regional partners, and the public. Public communication channels included Health Department media briefings, situation reports, social media, handouts, fliers, direct emails to key partner groups, press releases, media interviews, and a dedicated website. Respondents expressed appreciation for the immense effort undertaken to communicate frequently and as effectively as possible. In general, partners indicated that the variety of ways that information was shared helped to build trust and was positive for partners and the community. Partners also shared a desire for the Health Department to develop communication strategies that better reach diverse populations. Communication must be accessible and more timely, particularly with respect to those whose primary language is not English and those with limited access to mainstream media outlets.

- **Relationships built or challenged that should continue to be advanced**

Robust, trusting partnerships throughout the community were essential to the COVID response. Throughout the response, some new relationships were developed, some existing relationships were strained, and some existing relationships were strengthened. The full report highlights a myriad of relationships that were crucial to the overall response. Much of the report is dedicated to these incredible partnerships and all the lessons learned through two years of shared challenges and collaboration. A partnership table in the report appendix goes into further detail on many partnerships and relationships. The Health Department must continue to focus on relationships and be present in the community as a helper, educator, planner, supporter, and partner to community organizations, businesses, and schools.

The results of multiple additional “hotwash” efforts are being presented to key leadership in Eau Claire to determine next steps in emergency preparedness and community response including the Eau Claire City-County Health Department Board of Health and the Eau Claire Public Health Emergency Preparedness Committee. Additionally, these results will be utilized in discussions with regional stakeholders in the Western WI Public Health Emergency Readiness Coalition and the statewide PHEP Committee.

*The full report may be accessed at:*

*<https://www.eauclairewi.gov/home/showdocument?id=40891&t=638060285578071218>*

**October 26, 2022 Board of Health Meeting  
County Courthouse, Room G-302**

The Board of Health convened in open session at 5:15 pm  
The meeting was called to order by Merrey Price

**Board Members Present  
Quorum is reached**

True Vue  
Emily Berge (5:26pm)  
Merrey Price  
Terry Miskulin  
Mark Kaeding  
Kim Cronk

**Board Members Absent:**

Don Bodeau  
Jennifer Eddy

**Staff Members Present:**

Lieske Giese  
Marisa Stanley  
Hannah Artz  
Gina Holt (recorder)

**Order of Agenda Request to pull items from Consent Agenda**

- No requests

**Public Comment:**

- No public comment received

**Consent Agenda**

- a. Approval of minutes from September 28, 2022 meeting
- b. Approval of Grant/Contract Related Budget Adjustments

***Motion to approve Consent Agenda:*** Terry Miskulin

***2nd Motion:*** Mark Kaeding

***Motion Carried: Yes (unanimous vote)***

**Business Item**

- a. Receive Quarterly Financial Update
  - Financials are right where we would expect to be at this time of year.
  - The department continues to focus on spending out grants appropriately.

***Motion to receive Quarterly Financial Update as presented by Health Department staff:*** Mark Kaeding

***2nd Motion:*** Kim Cronk

***Motion Carried: Yes (unanimous vote)***

- b. Receive 2021 Single Audit Report
  - No concerns were found with the auditors.
  - The audit did not disclose any matters required to be reported.

***Motion to receive 2021 Single Audit Report as presented by Health Department staff:*** Kim Cronk

***2nd Motion:*** Terry Miskulin

***Motion Carried: Yes (unanimous vote)***

- c. Approval of Nurse Family Partnership grant funding
- This will provide client support supplies to enrolled families as well as purchasing necessary technology.
  - Things like pre-paid grocery and diapers, wipes, and infant formula will be purchased for enrolled families if needed.

***Motion to receive approve Nurse Family Partnership grant funding as presented by Health Department staff:*** Kim Cronk

***2nd Motion:*** Mark Kaeding

***Motion Carried: Yes (unanimous vote)***

- d. Approval of 2023 Fee Schedule Update-enclosed
- This as fixing errors that were found in the list of fees approved by the BOH in August 2023.

***Motion to approve 2023 Fee Schedule Update as presented by Health Department staff:***  
Terry Miskulin

***2nd Motion:*** Mark Kaeding

***Motion Carried: Yes (unanimous vote)***

- e. Approval of Laboratory Instrument (ICP-MS) Purchase-enclosed
- The current instrument that the lab has been using requires repairs that would be expected to be a minimum of \$5,000.
  - We would like to expedite this purchase and are seeking contingent authorization to purchase and install the new instrument. The allocation of health department ARPA funds would be used only if the department's County ARPA proposal is unsuccessful.
  - There is no date on which the County will be letting recipients know of how much or if they will be awarded the ARPA funding, but we will be monitoring and will inform Board of Health of outcomes.

***Motion to approve Laboratory Instrument (ICP-MS) purchase as presented by Health Department staff:*** Terry Miskulin

***2nd Motion:*** Emily Berge

***Motion Carried: Yes (unanimous vote)***

#### **Other policy and informational items from staff for the Board**

- a. Director/Health Officer Report
- Correspondence/Media
  - COVID update has been moved into the monthly report as apposed to being a separate agenda item.
  - Discussion of the housing survey and the importance of affordable housing and keeping people in their homes by providing resources to fix repairs.
  - Tristin Faust, 5-year service recognition-staff talk about how much of an important part of the Health Department and the laboratory Tristin is.
- b. 2023 Budget Update
- The final 2023 budget will be brought to the board in December for approval.
  - Discussion on the budget process for both the City and County.

- c. Eau Claire Healthy Communities Update
  - Meeting in person again, which has been wonderful.
- d. Workforce Development Update
  - This is a cross divisional team who is primarily focusing on updating the workforce development plan.
- e. Strategic Plan Update
  - The update of the current strategic plan shows that we are wrapping up planned activities with this strategic plan.
  - We continue to have cross divisional strategic planning meetings and seek input via surveys and all staff meetings to get input for next strategic plan.
  - At the November work session board members will provide input on the draft of the new strategic plan.
- f. Update/review running list of Health Department Priorities
  - List was reviewed and discussed

**Board member informational items**

- a. November Strategic Plan Work Session -overview and discussion  
Board members will review and provide feedback on the draft of the new strategic plan. Board members are encouraged to consider ways to link their priorities to the plan.
- b. Standing Committee Updates-
  - i. City Council: [City Council Agendas | City of Eau Claire, Wisconsin \(eauclairewi.gov\)](http://eauclairewi.gov)
    - City Budget and hybrid meetings were discussed.
  - ii. County Board: [2022 Meeting Agendas & Minutes | Eau Claire County \(eau-claire.wi.us\)](http://eau-claire.wi.us)
    - County Budget and amendments were discussed.
  - iii. Ground Water Advisory Committee: [Groundwater Advisory | Eau Claire County \(eau-claire.wi.us\)](http://eau-claire.wi.us)- meeting scheduled next week
- c. Board of Health Advocacy/Policy
  - iv. WPHA/WALHDAB document was reviewed.

**Requests from Board members for future agenda items to be given consideration**

- a. None made

Next scheduled BOH meeting is November 98, 2022 at 5:15 p.m.  
Merrey Price adjourned the meeting at 6:30 p.m.



**November 9, 2022 Board of Health Meeting  
County Courthouse, Room G-302**

The Board of Health convened in open session at 5:17 pm  
The meeting was called to order by Merey Price

**Board Members Present**

**Quorum is reached**

Don Bodeau  
Mark Kaeding  
Merey Price  
True Vue  
Terry Miskulin  
Emily Berge

**Board Members Absent:**

Jennifer Eddy  
Kim Cronk

**Staff Members Present:**

Lieske Giese  
Emily Dejka  
Cortney Sperber  
Marisa Stanley  
Gina Holt (recorder)

**Order of Agenda Request to pull items from Consent Agenda**

- None requested

**Public Comment:**

- None made

**Intro and overview of Work Session**

Our goal is to discuss overall health department and walk through the draft strategic plan.

**Facilitated discussion -Health Department Scope of Work and Priorities**

- Our Board of Health goal is not to rewrite existing priorities, but to remind us of top-level priorities that are going on in the department.
- The board of health goals and priorities will additionally need to be looked at in 2023.
- The Health Department follows State Statutory Administrative Rule requirements, Ordinance requirements, PHAB accreditation requirements.
- Funding, workforce, and legal authority continue to be important places to focus on at the National, State, and local levels.
- More than half of Health Officers in Wisconsin have turned over since the pandemic. In our region this level is even higher. Health department staff turnover throughout the state is also a concern.
- Funding at both the local and federal level continue to be an issue.
- We have a lot of strength in our ability to have a strong operational frame with the way that our Health Department is structured.

**Health Department 2023 Strategic Plan Draft Discussion**

- This is a three-year Strategic Plan starting in January 2023.
- We have a cross divisional team who have been meeting monthly as well as soliciting feedback at all staff meetings as well as attending SOAR (strengths, opportunities, aspirations, and results) sessions that the State facilitated.

- Draft Mission Statement: Building a healthier community for all through prevention-focused programs and partnerships. Discussed process to arrive at draft.
- Draft Vision Statement: A community where everyone can live a healthier life.
- Draft Guiding Principles: There were seven principals in the previous strategic plan, the group paired that down to five.
  - **Collaboration:** We seek and value the diversity and contributions of our partners and community to improve health.
  - **Equity:** We strive to ensure that access, resources, and opportunities are provided for all to succeed and grow.
  - **Integrity:** We act with the highest standards of public health practice in our work.
  - **Prevention:** We work proactively to build resilience against negative health outcomes.
  - **Quality:** We use data and evidence to provide programs and services that meet the needs of our community.
- Draft Strategic Goals: there were an overwhelming number of goals and strategies in the previous plan, and we really wanted to make this attainable in three years.
  - **Themes:** Data, workforce development, finances, partnerships/collaboration
  - **Goal #1:** Engage the community and expand relationships in collaborative efforts to improve health.
  - **Goal #2:** Strengthen our workforce and operations strategies to support quality programs and partnerships.

**Board member discussion and questions:**

- How easy are the goals to measure? We are working on creating measurable and action-based strategies.
- Board members express that they appreciate the simpler and more operational format of the new plan.
- The drafted plan is clear and concise and meshes with priorities.
- Components of these goals have been mentioned and discussed at nearly every board meeting. Makes sense that these are in the draft.
- The goals capture exactly what we need to be looking at.
- The goals set the stage for the work that we do.
- Staff retention and workforce development is such an important part to focus on. The increased staff flexibility is a great change and opportunity.
- What were staff priorities? Staff shared that they are happy with: Being a city/county health department, programing, leadership, a supportive board of health. Things to work on: Community support, thinking outside the box for programs and services.
- Data and outcome data will be part of the goals. Program evaluation and understanding the impact of services.
- Community Health data is readily available, and we also know that we need to continue to work on making it more accessible.
- It is suggested using language that is gender neutral throughout the strategic plan.
- Topics such as recruitment and retention are important for goals. Are their opportunities for staff development, etc.
- Planning around flexible and sustainable funding.

- Collaborative efforts with the community and working with non-profits throughout the community.
- If everything is a priority than nothing is the priority. Staff are hoping to limit strategies to ten or under.

**Board members are asked opinions on the format of the strategic plan as well as reporting and tracking output.**

- One page summary would be great.
- Keeping the mission and vision on the top of the agenda is a good idea.
- Perhaps the core tasks, the things that we must do that are not strategic planning goals should be mentioned. Something stating this is what we do, and therefore the need for funding.

**Requests from Board members for future agenda items to be given consideration**

None made

Next scheduled BOH meeting is December 14, 2022 at 5:15 p.m.  
Meroy Price adjourned the meeting at 6:55p.m.

DRAFT

---

**Fact Sheet – 12/14/2022 Board of Health Meeting**

**Agenda Item 4.c**

**Grant/Contract Related Budget Adjustments**

Attached are grant/contract related budget adjustments which impact the 2022 budget.

Budget Implication: Decrease in 2022 budget for \$111,500.

Staff recommendation: Approve budget adjustment as indicated.

Name	Funding Source	Description	Contract Start	Contract End	Contract Amount	In Adopted Budget	Increase (Decrease) in Budget
Title X Reproductive Health	Dept of Health and Human Services (DHHS)	Budget amount was based on previous year's contract. 2022-23 contract was reduced by almost 50% (\$229,000) based on reduced grant funding received by state. An additional amount (\$187,809) was requested and approved when no cost extension carry over funds became available. It is anticipated that funding will continue to be less than it has been in previous years and we will be adjusting our budgeted amounts accordingly. We are exploring options to make up any differences to keep services at existing levels.	04/01/22	03/31/23	\$416,809	\$558,100	(\$141,300)
Public Health Emergency Preparedness (PHEP)	Dept of Health and Human Services (DHHS) Centers for Disease Control and Prevention (CDC)	Budgeted amount estimated based on previous years' contract. No significant changes in activities.	07/01/22	06/30/23	\$53,463	\$52,500	\$1,000
Western Wisconsin Public Health Readiness Consortium (WWPHRC)	Dept of Health and Human Services (DHHS) Centers for Disease Control and Prevention (CDC)	Increase in contract amount due to new counties joining WWPHRC. Additional funding will be used to purchase supplies and materials, and indirect expenses.	07/01/22	06/30/23	\$225,869	\$196,600	\$29,300
Fit Families SNAP	US Department of Agriculture	Budgeted amount estimated based on previous years' contract. No significant changes in activities.	10/01/22	09/30/23	\$16,960	\$17,500	(\$500)
			<b>Total</b>		<b>\$713,101</b>	<b>\$824,700</b>	<b>-\$111,500</b>

**Fact Sheet – 12/14/2022 Board of Health Meeting**

**Agenda Item 4.d**

**Donation/Stipend Received**

The Eau Claire City-County Health Department has been offered the following donation/stipend:

Agency	Description	Amount
Marshfield Clinic Health System	The donation will be used to support the Eau Claire Healthy Communities Chronic Disease Prevention Winter Readiness Challenge. Chronic Disease Action Team will be developing a bingo board targeted at keeping older adults physically active in the winter, as well as promoting other ways to stay healthy overall. The bingo board will be distributed at several places like Winter Farmers’ Market, Senior Centers, libraries, etc. Participants will get an entry for returning a bingo board with one bingo, and multiple entries for a blackout board. Prizes will include things such as: walking cleats, walking poles, socks.	\$349
Health Care Education and Training (HCET)	The family planning clinic received a stipend to participate in the Get Yourself Tested (GYT) campaign. This campaign is to increase public information on the importance of sexually transmitted infection risk awareness and testing, and to provide confidential, convenient, discreet, low-cost tests and treatment. This support is used to off-set costs related to planning, development, implementation, and management of GYT services.	\$2,000

**Budget Implications:** Donation/stipends in the amount of \$2,349.

**Staff Recommendation:** Accept donation/stipends.



---

**Informational Sheet –12/14/22 Board of Health Meeting**

**Agenda Item 5.a**

**Strategic Plan**

The current 2017-2021 Eau Claire City- County Health Department Strategic Plan will end this month after being extended a sixth year through the end of 2022 . Since the summer of 2022, a Strategic Planning Cross Divisional team including supervisors and representatives from all divisions and members has been working to complete the new 2022-2025 Strategic Plan. Attached is the completed 2023-2025 Strategic Plan for the Health Department.



**EAU CLAIRE CITY-COUNTY  
HEALTH DEPARTMENT  
2023-2025 STRATEGIC PLAN**





## ●TABLE OF CONTENTS●

Letter from the Health Officer-Director.....	1
Introduction.....	2
Mission, Vision, Guiding Principles.....	3
Goals and Strategies.....	4
Timeline.....	5
Strategic Planning Process.....	6
Link to the Community Health Improvement Plan.....	11
Appendix 1. Health Department Divisions and Programs.....	12
Appendix 2. Levels of Engagement.....	14
Appendix 3. Strategic Planning Committee.....	15
Appendix 4. Environmental Scan Resources.....	16
Appendix 5. SOAR Questions.....	17
Appendix 6. 2022 SOAR Results.....	18

## ●LETTER FROM THE HEALTH OFFICER-DIRECTOR●

Dear Health Department colleagues, Board of Health members, and community partners,

I am pleased to present our Eau Claire City-County Health Department's 2023 – 2025 Strategic Plan. This plan provides a roadmap for the strategic initiatives we need to focus on in the next three years. Our commitment to collaborative and evidence-based action to improve priority health issues continue and are reflected in our day-to-day operational efforts and in this Strategic Plan.

Developing this plan has reinforced our belief in the strength each employee brings to the Eau Claire City-County Health Department and the importance of community partnership and collaboration. Now, more than ever, we could not do the work of public health without the staff, the Board of Health, and the community ALL being committed to improving health. Strong and productive relationships – both internal and external – are critical. I feel fortunate to live in a community, and work in a department, that has the passion and commitment to make this plan actionable.



This strategic plan provides a broad blueprint for the health department and is intended to be a dynamic plan. What is outlined in this plan is only a piece of the work that we do as a Health Department. It is what we have prioritized over the next three years to reach our vision and carry out our mission. This plan was developed with feedback from Health Department staff, community partners and the Board of Health. It is framed by key learning from the pandemic and our recent community health assessment. This strategic plan will continue our commitment to quality improvement, performance measurement, community health improvement planning, and workforce development.

Please connect with us at [echealth@eauclairecounty.gov](mailto:echealth@eauclairecounty.gov) if you have feedback on this plan our work.

Warm regards,

A handwritten signature in black ink, appearing to read "Elizabeth Giese". The signature is fluid and cursive.

Elizabeth (Lieske) Giese, RN, MSPH  
Health Officer-Director  
Eau Claire City-County Health Department

## ●INTRODUCTION●

According to the National Association of County & City Health Officials (NACCHO), “an organizational strategic plan provides a local health department and its stakeholders with a clear picture of where it is headed, what it plans to achieve, the methods by which it will succeed, and the measures to monitor progress.”

The Strategic Plan is not a standalone document, all Health Department work is driven by our Mission, Vision, and Guiding Principles. The visual below demonstrates how various Health Department documents link together and frame our work.

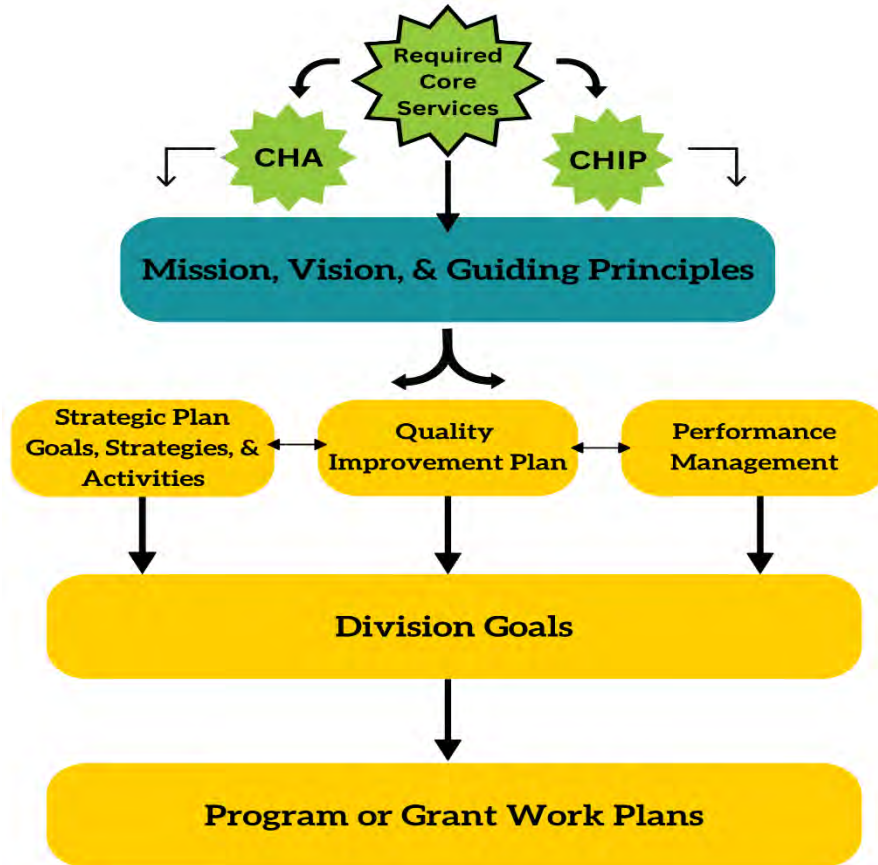


Figure 1. A visual representation of where the Strategic Plan fits in the work of our Health Department  
CHA – Community Health Assessment; CHIP – Community Health Improvement Plan

The Goals and Strategies identified in this plan are intended to be stretch priorities for the Health Department over the next three years in addition to the core programs and services we offer. We believe these priorities will help us achieve our Vision for our community. However, this document does not encompass all the critical work the Health Department does in our broad range of required core services and program efforts (Appendix 1). This ongoing core work is also framed by our Mission and is important for achieving our Vision. The two newly identified Strategic Plan Goals and corresponding Strategies are added to this core work.

# ●MISSION, VISION, & GUIDING PRINCIPLES●

## Mission

**Building a healthier community for all through prevention-focused programs and partnerships.**

## Vision

**A community where everyone can live a healthier life.**

## Guiding Principles

The Health Department's work is guided by five overarching principles:



### **Collaboration**

We seek and value the diversity and contributions of our partners and community to improve health.



### **Equity\***

We strive to ensure that access, resources, and opportunities are provided for all to succeed and grow.



### **Integrity**

We act with the highest standards of public health practice in our work.



### **Prevention**

We work proactively to reduce negative health outcomes and build resilience for when they occur.



### **Quality**

We use data and evidence to provide programs and services that meet the needs of our community.

---

\*Adapted from the definition of Equity from the Office of Research Central at the University of Washington.  
[Office of Research: Diversity, Equity, and Inclusion - UW Research \(washington.edu\)](https://www.washington.edu/research/equity)

## ●GOALS & STRATEGIES●

### Goal #1

**Engage the community and expand relationships in collaborative efforts to improve health**

#### - Strategy 1.1 -

Develop a clear understanding of partnership gaps and opportunities

#### - Strategy 1.2-

Solicit feedback from the community on how the Health Department can better support health outcomes

#### - Strategy 1.3-

Increase community and partner understanding and value of the Health Department

#### - Strategy 1.4 -

Add value to collaborative efforts through sustainable public health policy, systems, and environmental change

### Goal #2

**Strengthen our workforce and operational strategies to support quality programs and partnerships**

#### - Strategy 2.1 -

Understand current and future public health workforce needs

#### - Strategy 2.2 -

Prioritize retention through staff connectedness and professional development

#### - Strategy 2.3 -

Ensure financial sustainability for the Health Department

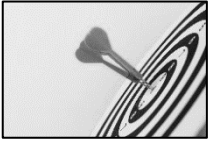
#### - Strategy 2.4 -

Advance data management to appropriately evaluate and improve programs

---

More details about these goals and strategies can be found on pages 8-9.

## ●TIMELINE●



### **FEBRUARY 2022**

First meeting regarding the 2023 - 2025 Strategic Plan

### **MAY 2022**

Strategic planning team selection

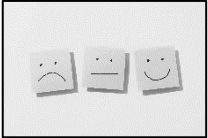


### **JULY 2022**

Introduction of Strategic Plan to Health Department staff

### **JULY 2022**

First strategic plan cross-divisional team meeting

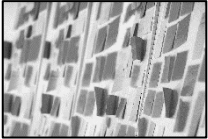


### **AUGUST 2022**

Feedback requested on Mission, Vision, and Guiding Principles

### **SEPTEMBER 2022**

Environmental Scan completed



### **SEPTEMBER 2022**

Strengths, Opportunities, Aspirations, and Results (SOAR) with all staff

### **NOVEMBER 2022**

Strategic Goals drafted



### **DECEMBER 2022**

Strategies finalized

### **DECEMBER 2022**

Submitted completed Strategic Plan to Board of Health for approval



### **JANUARY 2023 - DECEMBER 2025**

Development of activities and implementation of the Strategic Plan

## ●STRATEGIC PLANNING PROCESS●

Starting in summer 2022, the Eau Claire City-County Health Department began a six-month process to develop our 2023-2025 Strategic Plan. The Health Department's previous Strategic Plan was set to end in 2021, but due to the COVID-19 pandemic, the Board of Health granted a one-year extension.

The work to develop the new Strategic Plan was divided into six main parts, based on the *NACCHO How-To Guide for Strategic Planning*. Five parts were done to create the plan, and one will be completed over the next three years. These are described below.

### **Part 1. Setting the Stage**

Prior to starting the strategic planning work, a smaller Strategic Planning Core Team formed to prepare for this process. The Core Team was comprised of our Health Officer-Director, Assistant Director, Policy and Systems Division Manager, Public Health Planner, and a Public Health Specialist.

The Core Team completed a number of activities, including reviewing the [NACCHO How-To Guide for Strategic Planning](#), and [webinars from the Region V Public Health Training Center on strategic planning](#), reviewing National Public Health Accreditation (PHAB) standards, evaluating the 2017 - 2021 Strategic Plan, engaging in preliminary conversations with the Wisconsin Division of Public Health's Office of Policy and Practice Alignment (OPPA) team to discuss process and statutory requirements, drafting a document that detailed the responsibilities of different groups in this process (Appendix 2), and introducing the process to all Health Department staff and to the Board of Health.

During this time, they also identified three main goals that would guide the overall process:

1. Revise, do not rewrite, the 2017 - 2021 Strategic Plan
2. Move from a 5-year Strategic Plan to a 3-year Strategic Plan
3. Increase engagement and opportunities for input throughout the planning process from our 72 staff members

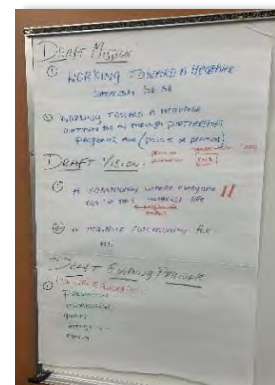
The last task accomplished during this stage was determining the members of the Strategic Plan Cross Divisional Team (SPCDT) which would draft the new Strategic Plan. There was an intentional decision to include staff members from all Health Department divisions with a mix of public health experience, strengths, seniority, positions, and familiarity with the strategic planning process (Appendix 3).

### **Part 2. Mission, Vision, and Guiding Principles**

Once assembled, the SPCDT was first tasked with assessing the Health Department's 2017-2021 Mission, Vision, and Guiding Principles and deciding if they were still applicable to staff and the Department's work.

On August 11, 2022, all staff received a survey to collect feedback on these topics. The survey defined our Mission, Vision, and Guiding Principles, provided examples of each from both

health and non-health organizations, and asked a few reflective questions for each part. An example of questions regarding our Mission were: “Does our current Mission answer the question “Why do we exist?” and “Is there anything missing from our current Mission that you think we should add?” The SPCDT also solicited feedback from the City of Eau Claire and Eau Claire County leadership. Some of the feedback the team received was to rethink the language used in our Mission, make our Vision more inclusive of the whole community, and condense our Guiding Principles.

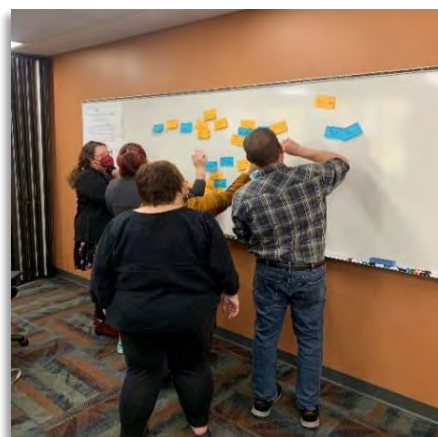


*A first draft of the new Mission, Vision, and Guiding Principles*

The survey was open for 10 days and 55 of 72 staff members provided feedback. A separate link was sent to the Board of Health for input as well. This feedback was presented to the SPCDT and used to draft updated statements and Guiding Principles. Once this group felt confident in their draft language for Mission, Vision, and Guiding Principles, they were sent back to all staff to get additional feedback. For this survey, 39 of 72 staff members and two Board of Health members responded. This survey showed that staff was in favor of the proposed changes and the Mission, Vision, and Guiding Principles were finalized.

### **Part 3. Environmental Scan**

While the updates to the Mission, Vision, and Guiding Principles were being completed, a small subset of the SPCDT began working on a review of crucial documents and information before drafting new Goals and Strategies (Appendix 4).



*The team groups together themes from our Environmental Scan*

The Environmental Scan was also a critical time to engage staff and gather their thoughts on Health Department direction over the next three years. During the previous strategic planning process, the Health Department used a Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis to do this. However, the Core Team decided that due to the high levels of stress and workload over the past few years, they wanted to use a process that would focus on the and positive aspects of the Health Department. Due to this, they chose to use a Strengths, Opportunities, Aspirations, and Results (SOAR) framework. The Core Team met with representatives from OPPA to plan these sessions. Together they discussed how the conversations would be facilitated, supplies that would be needed, and the questions that would be asked of attendees (Appendix 5).

Once planned, invitations were sent to the entire Health Department with an emphasis to be in-person if possible. Between September 19<sup>th</sup> and September 22<sup>nd</sup> eight different sessions, two virtual and six in-person, were facilitated by OPPA staff and attended by 69 of 72 staff members. This feedback was then grouped by theme, which was presented to the SPCDT (Appendix 6).



## Part 4. Determining Priorities

Based on feedback gathered and core document review done during the Environmental Scan, the SPCDT began pulling out high-level themes and ideas that could be crafted into Goals. The themes the SPCDT identified were collaboration/partnerships, data, finance, and workforce development. Similar to the 2017 - 2021 Strategic Plan, equity was also pulled out as an overarching theme, but the SPCDT decided that equity would be built into all Goals and Strategies, rather than standing alone.

Two Goals, described below, were drafted from the SOAR themes with actionable Strategies that will support the Health Department in moving our Mission and Vision forward. Those Goals, along with the updated Mission, Vision, and Guiding Principles, were presented to the Board of Health for feedback during their annual work session, to Eau Claire City and County leadership, and to Health Department staff in November 2022.

### Goal #1:

#### **Engage the community and expand relationships in collaborative efforts to improve health**

To address challenging community health issues, we need to provide community leadership in mobilizing community action, particularly in priorities identified by the Eau Claire County Community Health Assessment. Community partnerships are critical in identifying and addressing complex health issues and building shared priorities. We will continue our existing work, along with exploring new and innovative ways to engage with the community and policy makers to address health priorities and social determinants of health. We will specifically focus on the need to strategically partner to address health equity concerns in our community.

- **Strategy 1.1: Develop a clear understanding of partnership gaps and opportunities**
  - To have strong relationships and meet community needs we have to understand what connections we have and where there are changes or improvements needed.
- **Strategy 1.2: Solicit feedback from the community on how the Health Department can better support health outcomes**
  - We need to prioritize listening to authentic voices from our community to inform decisions, making sure efforts are truly addressing health needs, and being inclusive of all groups.
- **Strategy 1.3: Increase community and partner understanding and value of the Health Department**
  - We need to ensure our partners and community are not only aware of what the Health Department can contribute, but also the value of the programs and services they provide.
- **Strategy 1.4: Add value to collaborative efforts through sustainable public health policy, systems, and environmental change**
  - Prioritizing our collective efforts that are data informed and have sustainable public health prevention impact is needed.

## Goal #2:

### Strengthen our workforce and operational strategies to support quality programs and partnerships

To reach our Vision and be mission-focused in our work, we need a department that has a strong operational infrastructure. Our workforce is our greatest asset. We are committed to retaining and recruiting an expert team and providing them with the tools and environment to provide service and program excellence. We will strategically prioritize resources to meet our current and future needs for training, professional development, and working conditions. We also know that both short and long-range fiscal and organizational planning are vital to maintaining the necessary levels of programs and services. Innovation and improvement in our internal and external operations will assure a strategic and strong foundation for the future.

- **Strategy 2.1: Understand current and future public health workforce needs**
  - A qualified and diverse workforce can drive innovation and performance in the workplace. To be successful, we need to understand organizational staffing needs and stay on top of evolving public health practices including exploring the Foundational Public Health Capabilities and Services model.
- **Strategy 2.2: Prioritize retention through staff connectedness and professional development**
  - Strong, interconnected teams build a stronger department. Also, providing opportunities for growth through training, annual workforce assessment and addressing identified departmental core competency gaps is critical.
- **Strategy 2.3: Ensure financial sustainability for the Health Department**
  - The Health Department requires a sustainable financial structure for operations to continue efficiently and effectively. We need to ensure that services receiving fiscal support are prioritized.
- **Strategy 2.4: Advance data management to appropriately evaluate and improve our programs**
  - To provide our best services we need to evaluate and update internal data by using quality improvement practices and striving for efficiency and effectiveness to meet Health Department performance measures.

## Part 5. Writing the Plan

Our Strategic Plan will have two components, the written plan, and a dynamic dashboard to track activities for each of the broad Strategies. These Activities will further break down our Goals and Strategies and be written within a Specific-Measurable-Achievable-Relevant-Timely (SMART) framework. Existing Health Department cross-divisional teams, such as the Data, Management, Communications, and Health Equity teams, will draft and implement these Activities. Once developed, each Activity will be assigned a lead from the Health Department who will have ownership of their Activities and see that they are achieved through collaborative



*The team gathers to discuss priorities.*

efforts. This dashboard will be shared with all staff in the Health Department and be a place where they can read updates on strategic Activities and have visualizations of progress made.

The 2023 - 2025 Strategic Plan was approved by the Board of Health on December 14th, 2022. The Activities dashboard will be implemented in early 2023 once Activities are finalized.

## **Part 6. Implementing & Monitoring the Plan**

Each Goal, Strategy, and Activity will be monitored in a dynamic dashboard. Quality improvement tools and processes will be used as progress slows or challenges arise. This dashboard will be made available and shared at regular intervals to various audiences. Considerations of progress and potential changes, as well as updates will be done, at minimum, during:

- Quarterly Board of Health meetings
- Monthly Management Team meetings
- Biannually at All Staff Meetings
- Quarterly at pertinent internal cross divisional meetings
- Biannually at each division meeting

The focus on accessible and actionable data in the new Strategic Plan will be utilized to consider potential adjustments to our performance measures (Strategy 2.4). Formal review and reassessment of Strategies and Activities will occur annually. Lead staff for Activities and division managers are responsible for revisions considering resources, both staff and financial, and other emerging priorities.

## ●LINK TO THE COMMUNITY HEALTH IMPROVEMENT PLAN●

Our Community Health Improvement Plan (CHIP) was completed and put into practice beginning in 2021 and was a reference during various stages of the strategic planning process. While our Strategic Plan does not specifically address the health outcomes identified in the goals of our CHIP, the Strategic Plan goals still support the measures of our CHIP and ensure that the related Action Teams can have the resources they need to be successful. As one of the partners in the CHIP, the Health Department will guide resources based on Strategic Plan priorities toward specific CHIP efforts.

### Community Health Improvement Plan 2021 – 2024 Goals



**Drug Use:** Reduce and prevent illegal drug use and misuse of prescription drugs in Eau Claire County



**Mental Health:** Strengthen social and emotional wellness for all Eau Claire County residents



**Alcohol Misuse:** Reduce and prevent alcohol misuse among youth and adults in Eau Claire County



**Obesity:** Promote active lifestyles for Eau Claire County residents at all life stages



**Healthy Nutrition:** Increase consumption of healthy foods and beverages for all Eau Claire County residents



**Healthy Relationship Promotion:** Create a culture that fosters healthy relationships for all Eau Claire County residents

The Strategic Plan's first goal to engage the community is connected to all of the CHIP Goals. The only way to make successful headway is to engage community partners and the community at large via collaborative measures. Strong engagement will result in participation in, or other contributions to support, the Action Teams.

The Strategic Plan's second goal is an internal practice to provide improvements within the Health Department. These improvements will allow for us to take on more opportunities and support continued efforts and programs that work towards all of the CHIP Goals. By having a strong workforce and efficient operations, the Health Department is able to expand outside of its basic operations and specifically support CHIP goals.

## ●APPENDIX 1: HEALTH DEPARTMENT DIVISIONS AND PROGRAMS●

The chart below includes each Division at the Health Department and the broad programs they oversee are listed beneath.

**Clinical Services** - Provides quality reproductive health services, including testing and treatment of diseases and infections. Provides education to raise community awareness of best practices for sexual health.

Colposcopy Program  
 Get Yourself Tested Campaign  
 HIV Partner Services  
 Pregnancy Testing  
 Regional Nurse Practitioner Services  
 STI Screening  
 Wisconsin Well Women Program

**Communicable Disease** - Provides essential services to prevent and control communicable disease outbreaks and prepares public health emergency response activities.

Communicable Disease Follow-Up  
 Community Surveillance  
 Emergency Preparedness Program  
 Immunizations  
 School Immunization Status  
 Medical Reserve Corp. (MRC)

**Community Health Promotion** - Works collaboratively with partners to identify and address strategies to improve community health where we live, work, and play.

Mental health Promotion  
 Suicide Prevention  
 Alcohol, Tobacco, and Substance Misuse prevention  
 Alcohol and Tobacco Compliance Checks  
 Child, Overdose, and Suicide Death Review Teams  
 Opioid Misuse and Overdose Prevention  
 Healthy Relationship Promotion & Sexual Violence Prevention  
 Chronic Disease Prevention

**Environmental Sciences** - Provides programs and services to enhance and protect environmental quality. Increases awareness of how environmental conditions influence the health and welfare of communities.

Private Well Permits, Inspections, & Abandonment Orders  
 Private Onsite Wastewater Treatment Systems (POWTS) Permits & Inspections  
 POWTS Maintenance Administration  
 Subdivision Plat Review (Private Water & Wastewater Considerations)  
 Local Ordinance Support & Administration (Environmental Hazards)  
 Potential Rabies Exposure Follow-up  
 Environmental Sampling and Testing (Food establishments, pools, body art facilities, beaches, etc.)  
 Certified Drinking Water Testing (Private & Public)  
 Transient Non-Community (TN) Well Sampling, Testing and Sanitary Surveys  
 Mosquito and Tick Sampling & Prevention Outreach  
 Radiological Field Team

**Healthy Beginnings** - Provides a wide variety of individual and family services that positively impact the health of our community, specifically mothers and children.

Farmers' Market Nutrition Program  
First Breath Program  
Fit Families  
My Baby & ME  
Newborn Heart, Hearing, and Blood Screening  
Nurse-Family Partnership® Home Visitation  
Prenatal Care Coordination Benefit Services  
WIC  
Vision Screening for Elementary Kids  
Childhood Lead Poisoning Prevention  
Breastfeeding Peer Counseling

**Policy & Systems** - Works closely with partners to identify and communicate the importance of including health in policy, system, and environmental changes across the Department and community.

Communications  
Community Health Assessment  
Community Health Improvement  
Strategic Planning  
Quality Improvement  
Eau Claire Healthy Communities Coalition

**Regulation & Licensing** - Inspects any facility that provides necessities such as food, water, and housing to the public. Inspects recreational facilities and temporary event spaces.

Restaurant and Retail Inspections  
Housing and Property Maintenance and Hygiene  
Human Health Hazards and Solid Waste  
Radon Protection  
Pool and Campground Inspections  
Body Art  
Sanitation  
Asbestos and Lead Inspection and Prevention

**Operations** - Provides leadership, support, and oversight of operational capacity for all Divisions, including areas of human resources, finance, and technical support. Keeps the Health Department organized and functioning efficiently to best serve the community.

Finance  
Administrative Support  
Human Resources  
Health Department Leadership

## ●APPENDIX 2. LEVELS OF ENGAGEMENT●

### Strategic Plan Core Team

- Members: Health Officer-Director, Assistant Director, Policy and Systems Division Manager, Public Health Specialist, and Public Health Planner.
- Responsibilities: Behind the scenes preparation, drafting documents, writing the Strategic Plan, creating meetings and agendas for the Strategic Plan Cross Divisional Team, keeping to the project timeline.

### Strategic Plan Cross Divisional Team

- Members: One person from each Health Department Division. Intentionally picked to be a combination of seniority, skills, and experience.
- Responsibilities: Decision making body, bringing back Strategic Plan themes and updates to Division meetings, providing feedback, attending meetings.

### All Health Department Staff

- Responsibilities: Engage during Strategic Plan updates at All Staff or Divisional meetings. Provide feedback via electronic surveys. Attend one SOAR session facilitated by the Office of Policy Practice and Alignment.

### Health Department Management Team

- Responsibilities: Provide support for participation in Strategic Plan Cross Divisional Team. Create space at Division meetings for sharing updates on process or feedback on next steps.

### Board of Health

- Responsibilities: Provide feedback and guidance to the Strategic Plan Cross Divisional Team at key points during the strategic planning process.

### Partners & Community

- Responsibilities: Engage in conversations with Health Department staff to give input on Strategic Plan items.

## ●APPENDIX 3. STRATEGIC PLANNING COMMITTEE●

### 2023 – 2025 Strategic Plan Cross Divisional Team Members

Emily Carlson, Community Health Educator  
Alex Craker, Public Health Planner\*  
Emily Dejka, Public Health Specialist\*  
Elizabeth Giese, Health Officer-Director\*  
Allison Gosbin, Public Health Nurse  
Gina Holt, Program Specialist  
Nicole Kragness, Regulation & Licensing Division Manager  
Sarah Nix, Public Health Dietitian  
Cortney Sperber, Policy & Systems Division Manager\*  
Marisa Stanley, Assistant Director\*  
Matt Steinbach, Environmental Sciences Division Manager



*2023 - 2025 Strategic Plan Cross Divisional Team*

### **Board of Health Support**

Merey Price, Board of Health President

### **SOAR Facilitation & Support**

Christa Cupp, Western Region Director, Office of Policy and Practice Alignment  
Janet Kazmierczak, Public Health Nurse Consultant, Division of Public Health  
Emily Wievel, Public Health Strategist, Office of Policy and Practice Alignment

---

\*Strategic Planning Core Team Members



## ●APPENDIX 4: ENVIRONMENTAL SCAN RESOURCES●

1. [County Health Rankings & Roadmaps summary for Eau Claire County](#)
2. [Eau Claire City 2020 Strategic Plan](#)
3. Eau Claire City-County Health Department 2017-2021 Strategic Plan
4. Eau Claire City-County Health Department 2017-2021 Strategic Plan Dashboard
5. [Eau Claire City-County Health Department 2021 Annual Report](#)
6. [Eau Claire City-County Health Department 2021 Financial Summary \(Pages 71-72\)](#)
7. [Eau Claire City-County Health Department 2021 Performance Measures \(Pages 73-78\)](#)
8. Eau Claire City-County Health Department 2022 All Staff Strength, Opportunities, Aspirations, Results (SOAR) Analysis
9. Eau Claire City-County Health Department 2022 Reflective Evaluation of COVID-19 Activities and Performance (RECAP) Report
10. [Eau Claire County 2021 Community Health Assessment \(CHA\)](#)
11. [Eau Claire County 2021-2024 Community Health Improvement Plan \(CHIP\)](#)
12. [Foundational Public Health Services 2022 Factsheet](#)
13. [PHAB 2022 Standards & Measures for Reaccreditation](#)
14. [Public Health 3.0: A Call to Action to Create a 21<sup>st</sup> Century Public Health Infrastructure](#)
15. [Public Health Forward: Modernizing the U.S. Public Health System](#)

## ●APPENDIX 5. SOAR QUESTIONS●

### **Strengths**

1. What makes us unique? From this, what can we build on?
2. What are we most proud of as an organization? How does that reflect our greatest strength?
3. How do we leverage our strengths to get results?
4. What do we provide that is world class for our customers, public health, and other potential stakeholders?

### **Opportunities**

1. How do we make sense of opportunities based on external forces and trends?
2. What are the top three opportunities on which we could focus our efforts?
3. How might we best meet the needs of our stakeholders, including customers, partners, and the community?
4. What partnerships would lead to greater success?
5. What new skills do we need to move forward?

### **Aspirations**

1. What do we care deeply about?
2. What can we be best at in public health?
3. What strategic initiatives (projects, programs, and processes) would support our aspirations?

### **Results**

1. How do we know we are making a difference? Completing our strategic initiatives?
2. What are meaningful outcomes?
3. What resources are needed to implement our initiatives?

## ● APPENDIX 6. 2022 SOAR RESULTS ●



### Strengths

- Health Department staff
- Collaboration with community members and organizations
- Quality and type of work
- Emphasis on employee wellness
- COVID-19 response
- Adaptability and flexibility of staff
- Student mentorship opportunities
- Internal and external communication



### Opportunities

- Expanding partnerships
- Training and skill building for staff
- Rebuilding trust in the community
- Improved process for translation
- Expanding communication strategies
- Reducing silos at the department
- Intentional quality improvement
- Exploration of diverse funding opportunities



### Aspirations

- Breaking down stigma around health issues
- Systemic changes that improve health
- Bringing partners together for collective impact
- Better prevention in adverse health outcomes
- New and expanded programs at the Health Department



### Results

- People who love their jobs
- Increased interest in public health
- Disease reduction
- Community support for public health work
- Uptake in the utilization of our programs
- Looked to as a leader in the field
- Cultivation of a strong social network
- Meaningful performance measures and outcomes



**Fact Sheet – Board of Health Meeting 12/14/2022**

**Agenda Item 5.b**

**2023 Health Department Budget Approval**

Please see attached items for the proposed Eau Claire City-County Health Department’s 2023 budget. The proposed budget was adopted by the County Board and the City Council with their specific approval of tax levy. The 2023 adopted budget is \$7,813,300.

In July, Board of Health approved a draft budget totaling \$7,800,200. After Board of Health approved the draft budget, but before the budget was adopted by the County and City in November, the following changes were made:

- The City and County tax levy amounts were finalized following the release of equalized values in August. The 2023 tax levy allocation from the City will be \$2,049,300 and from the County will be \$1,378,900. Overall, it is a \$37,600 increase from the draft budget.
- Rent increased from \$137,200 in draft budget to \$141,700 in the adopted budget.
- Changes to grants including the addition of a \$4,000 DOT child safety grant, and a \$9,658 increase in our Western Wisconsin Public Health Readiness Consortium (WWPHRC) grant.
- Adjusted funding source of the Women’s Health Block Grant from CARS-Federal Aid to CARS-State Aid. There was no change in the revenue budgeted for this grant. It was an update to the source of the funding.
- Minor adjustments were made due to personnel changes and health insurance enrollment changes.
- Overall, there was a \$38,200 decrease in use of fund balance from \$587,800 in draft budget to \$549,600 in the adopted budget.

The “adopted” budget was frozen when the City Council approved the budget in November 2022 and no changes can be made in Munis, our City-supported finance system. Any changes that have been made since then, will now be made through budget adjustments in the first quarter of 2023 and will be reflected in a “revised” budget column. There will be slight adjustments to some grants that were estimated in the adopted budget because the amounts have since been finalized. In addition, there are several new pending grants for 2023.

**Staff recommendation:**

Approve the 2023 Eau Claire City-County Health Department budget totaling \$7,813,300.

**Eau Claire City-County Health Department  
Overview of Revenues and Expenditures**

**REVENUE**

	<b>2021 Actual</b>	<b>2022 Adopted</b>	<b>2023 Adopted</b>	<b>22-23 Change</b>	<b>22-23 % Change</b>	<b>% of Budget</b>
Tax Levy City	\$ 1,955,400	\$ 1,989,800	\$ 2,049,300	\$ 59,500	2.99%	26.2%
Tax Levy County	\$ 1,283,090	\$ 1,334,200	\$ 1,378,900	\$ 44,700	3.35%	17.6%
Unfunded Pension City	\$ 16,200	\$ 15,800	\$ 15,400	\$ (400)	-2.53%	0.2%
Unfunded Pension County	\$ 9,837	\$ 9,600	\$ 9,400	\$ (200)	-2.08%	0.1%
<b>Total Taxes</b>	<b>\$ 3,264,527</b>	<b>\$ 3,349,400</b>	<b>\$ 3,453,000</b>	<b>\$ 103,600</b>	<b>3.09%</b>	<b>44.2%</b>
Intergovernmental Revenue	\$ 3,642,058	\$ 2,686,600	\$ 2,313,300	\$ (373,300)	-13.89%	29.6%
Licenses and Permits	\$ 650,355	\$ 708,800	\$ 713,700	\$ 4,900	0.69%	9.1%
Charges for Services	\$ 113,778	\$ 134,800	\$ 144,300	\$ 9,500	7.05%	1.8%
Charges for Services Intergovernmental	\$ 282,165	\$ 309,600	\$ 283,700	\$ (25,900)	-8.37%	3.6%
Misc Revenue	\$ 444,056	\$ 376,200	\$ 355,700	\$ (20,500)	-5.45%	4.6%
Use of Fund Balance	\$ 529,719	\$ 369,700	\$ 549,600	\$ 179,900	48.66%	7.0%
<b>TOTAL REVENUE</b>	<b>\$ 8,926,657</b>	<b>\$ 7,935,100</b>	<b>\$ 7,813,300</b>	<b>\$ (121,800)</b>	<b>-1.53%</b>	<b>100.0%</b>

**EXPENSE**

	<b>2021 Actual</b>	<b>2022 Adopted</b>	<b>2023 Adopted</b>	<b>22-23 Change</b>	<b>22-23 % Change</b>	<b>% of Budget</b>
Personnel	\$ 6,733,995	\$ 6,815,900	\$ 6,765,700	\$ (50,200)	-0.74%	86.6%
Contractual	\$ 1,677,491	\$ 694,400	\$ 649,700	\$ (44,700)	-6.44%	8.3%
Utilities	\$ 51,464	\$ 40,600	\$ 49,900	\$ 9,300	22.91%	0.6%
Fixed Charges	\$ 21,421	\$ 25,000	\$ 25,900	\$ 900	3.60%	0.3%
Supplies	\$ 382,924	\$ 283,800	\$ 235,300	\$ (48,500)	-17.09%	3.0%
Contrib & Other Pmt	\$ 6,598	\$ -	\$ 12,000	\$ 12,000	0.00%	0.2%
Capital Purchases	\$ 26,782	\$ 50,000	\$ 50,000	\$ -	0.00%	0.6%
Debt Service	\$ 25,983	\$ 25,400	\$ 24,800	\$ (600)	-2.36%	0.3%
<b>TOTAL EXPENSE</b>	<b>\$ 8,926,657</b>	<b>\$ 7,935,100</b>	<b>\$ 7,813,300</b>	<b>\$ (121,800)</b>	<b>-1.53%</b>	<b>100.0%</b>

**Eau Claire City-County Health Department  
Revenues**

<b>ACCOUNT DESCRIPTION</b>	<b>2021 ACTUAL</b>	<b>2022 BUDGET</b>	<b>2023 ADOPTED</b>	<b>22-23 CHANGE</b>	<b>22-23 % CHANGE</b>
TAX LEVY CITY	\$1,955,400	\$1,989,800	\$2,049,300	\$59,500	2.99%
TAX LEVY COUNTY	\$1,283,090	\$1,334,200	\$1,378,900	\$44,700	3.35%
UNFUNDED PENSION PYMT CITY	\$16,200	\$15,800	\$15,400	-\$400	-2.53%
UNFUNDED PENSION PYMT COUNTY	\$9,837	\$9,600	\$9,400	-\$200	-2.08%
<b>TAXES</b>	<b>\$3,264,527</b>	<b>\$3,349,400</b>	<b>\$3,453,000</b>	<b>\$103,600</b>	<b>3.09%</b>
FEDERAL AID-OTHER	\$1,078,808	\$768,200	\$790,500	\$22,300	2.90%
STATE AID-OTHER	\$14,662	\$9,500	\$9,500	\$0	0.00%
E.C. SCHOOLS-OTHER AID	\$2,500	\$2,500	\$0	-\$2,500	-100.00%
CARS-FEDERAL AID	\$2,334,065	\$1,764,700	\$1,336,300	-\$428,400	-24.28%
CARS-STATE AID	\$212,023	\$141,700	\$177,000	\$35,300	24.91%
<b>INTERGOVERNMENTAL REVENUE</b>	<b>\$3,642,058</b>	<b>\$2,686,600</b>	<b>\$2,313,300</b>	<b>-\$373,300</b>	<b>-13.89%</b>
LODGING LICENSE - HEALTH	\$18,095	\$22,000	\$23,400	\$1,400	6.36%
RECREATIONAL FACILITY	\$5,699	\$8,500	\$9,100	\$600	7.06%
POOL LICENSE - HEALTH	\$43,376	\$53,000	\$50,100	-\$2,900	-5.47%
RETAIL FOOD LICENSE	\$101,830	\$105,000	\$127,000	\$22,000	20.95%
RESTAURANT - HEALTH	\$284,693	\$345,000	\$338,800	-\$6,200	-1.80%
MOBILE HOME PARK LICENSE	\$16,634	\$14,500	\$14,900	\$400	2.76%
OTHER BUS/OCC LICENSE	\$7,117	\$7,000	\$7,600	\$600	8.57%
SANITARY PERMITS	\$147,005	\$135,000	\$125,000	-\$10,000	-7.41%
TATTOO & BODY PIERCING PERMITS	\$9,500	\$8,300	\$7,800	-\$500	-6.02%
WELL PERMITS	\$12,750	\$9,000	\$9,000	\$0	0.00%
OTHER PERMITS	\$2,320	\$1,500	\$1,000	-\$500	-33.33%
OTHER FINES/FORFEITURES	\$1,336	\$0	\$0	\$0	0.00%
<b>LICENSES &amp; PERMITS</b>	<b>\$650,355</b>	<b>\$708,800</b>	<b>\$713,700</b>	<b>\$4,900</b>	<b>0.69%</b>
TB TESTING	\$288	\$100	\$100	\$0	0.00%
WATER SAMPLES	\$37,636	\$42,000	\$45,000	\$3,000	7.14%
HEPATITIS B VACCINE	\$521	\$0	\$0	\$0	0.00%
FLU SHOTS	\$0	\$100	\$100	\$0	0.00%
FAMILY PLANNING-INDIVIDUAL	\$1,172	\$6,000	\$6,000	\$0	0.00%
RADON KIT SALES	\$1,664	\$3,500	\$3,500	\$0	0.00%
PLAT REVIEW	\$50	\$500	\$500	\$0	0.00%
LANDFILL INSPECTION FEES	\$621	\$800	\$800	\$0	0.00%
SOIL TEST REVIEWS & FILING	\$10,550	\$9,000	\$11,000	\$2,000	22.22%
RENTAL REGISTRATION FEES	\$790	\$1,000	\$500	-\$500	-50.00%
AA/CG SAMPLES	\$19,841	\$10,000	\$15,000	\$5,000	50.00%
HEALTH DEPT-MISC	\$8,922	\$20,000	\$9,000	-\$11,000	-55.00%
HOUSING RE-INSPECTION FEE	\$8,990	\$8,000	\$8,500	\$500	6.25%
BLOOD LEAD TESTING/EH INV	-\$16	\$5,000	\$3,000	-\$2,000	-40.00%
SCHOOL INSPECTION FEES	\$7,590	\$10,000	\$10,000	\$0	0.00%
DIVERSION PROGRAM	\$489	\$600	\$600	\$0	0.00%
SPECIAL CHG-HSG REINSPECT	\$13,900	\$17,500	\$30,000	\$12,500	71.43%
SPECIAL CHG-SEPTIC MAINT-	\$770	\$700	\$700	\$0	0.00%
<b>CHARGES FOR SERVICES</b>	<b>\$113,778</b>	<b>\$134,800</b>	<b>\$144,300</b>	<b>\$9,500</b>	<b>7.05%</b>
SERV TO EC CO-SEPTIC MAIN	\$99,250	\$103,000	\$100,000	-\$3,000	-2.91%
FORWARD HLTH-MEDICAID REIMB	\$26,915	\$45,000	\$26,000	-\$19,000	-42.22%
FAMILY PLANNING-TITLE 19	\$136,438	\$142,700	\$142,700	\$0	0.00%
WI DNR-LAB TESTING	\$14,764	\$15,000	\$15,000	\$0	0.00%
STATE OF WISC-MISC	\$4,767	\$3,900	\$0	-\$3,900	-100.00%
OTHER COUNTIES-MISC	\$31	\$0	\$0	\$0	0.00%
<b>CHARGES FOR SERVICES-INTERGOV</b>	<b>\$282,165</b>	<b>\$309,600</b>	<b>\$283,700</b>	<b>-\$25,900</b>	<b>-8.37%</b>

<b>ACCOUNT DESCRIPTION</b>	<b>2021 ACTUAL</b>	<b>2022 BUDGET</b>	<b>2023 ADOPTED</b>	<b>22-23 CHANGE</b>	<b>22-23 % CHANGE</b>
MISC GRANT REVENUE	\$315,051	\$288,200	\$238,300	-\$49,900	-17.31%
GIFTS & DONATIONS	\$6,325	\$2,600	\$32,000	\$29,400	1130.77%
MISC REIMBURSEMENTS & REF	\$14,367	\$0	\$0	\$0	0.00%
MISCELLANEOUS REVENUE	\$2	\$0	\$0	\$0	0.00%
TSF FROM CDBG	\$108,311	\$85,400	\$85,400	\$0	0.00%
<b>MISCELLANEOUS</b>	<b>\$444,056</b>	<b>\$376,200</b>	<b>\$355,700</b>	<b>-\$20,500</b>	<b>-5.45%</b>
FUND BALANCE USED-OPERATING	\$529,719	\$369,700	\$549,600	\$179,900	48.66%
<b>TOTAL REVENUE</b>	<b>\$8,926,657</b>	<b>\$7,935,100</b>	<b>\$7,813,300</b>	<b>-\$121,800</b>	<b>-1.53%</b>



**Eau Claire City-County Health Department  
Expenses**

<b>ACCOUNT DESCRIPTION</b>	<b>2021 ACTUAL</b>	<b>2022 BUDGET</b>	<b>2023 ADOPTED</b>	<b>22-23 CHANGE</b>	<b>22-23 % CHANGE</b>
PAYROLL WAGES	\$4,655,284	\$4,593,500	\$4,594,500	\$1,000	0.02%
P/R OVERTIME	\$36,258	\$0	\$0	\$0	0.00%
SPECIAL PAYS	\$12,063	\$11,800	\$11,800	\$0	0.00%
EMPLOYER PAID BENEFITS	\$340,950	\$351,200	\$352,500	\$1,300	0.37%
WRF(ER)	\$283,158	\$294,500	\$309,200	\$14,700	4.99%
HEALTH INS(ER)	\$1,055,578	\$1,176,000	\$1,113,200	-\$62,800	-5.34%
HEALTH INSURANCE DEDUCTIBLE	\$58,700	\$61,400	\$56,800	-\$4,600	-7.49%
RETIREE-HLTH INS	\$210,186	\$218,500	\$241,000	\$22,500	10.30%
RETIREE DEDUCTIBLE	\$13,300	\$13,300	\$13,400	\$100	0.75%
EDUCATION REIMBURSEMENT	\$5,774	\$13,000	\$4,000	-\$9,000	-69.23%
AUTO ALLOWANCE	\$43,169	\$82,700	\$68,400	-\$14,300	-17.29%
MISC REIMBURSEMENTS	\$19,574	\$0	\$900	\$900	0.00%
<b>PERSONNEL</b>	<b>\$6,733,995</b>	<b>\$6,815,900</b>	<b>\$6,765,700</b>	<b>-\$50,200</b>	<b>-0.74%</b>
UNEMPLOYMENT COMPENSATION	\$1,352	\$3,000	\$1,500	-\$1,500	-50.00%
POSTAGE & SHIPPING	\$28,090	\$18,600	\$13,200	-\$5,400	-29.03%
COMPUTER SERVICE CHARGES	\$104,557	\$91,700	\$90,400	-\$1,300	-1.42%
DIGITAL MATERIALS SERVICE	\$26,383	\$0	\$5,600	\$5,600	0.00%
PRINTING & BINDING	\$19,475	\$18,400	\$12,500	-\$5,900	-32.07%
ADVERTISING/MARKETING	\$98,985	\$35,900	\$24,700	-\$11,200	-31.20%
AUDITING	\$4,067	\$7,600	\$5,000	-\$2,600	-34.21%
REPAIRS TO TOOLS & EQUIP	\$3,536	\$1,600	\$3,100	\$1,500	93.75%
BUILDING RENTAL	\$130,449	\$131,600	\$141,700	\$10,100	7.67%
OTHER RENTAL	\$2,940	\$3,600	\$2,700	-\$900	-25.00%
LAUNDRY & DRY CLEANING	\$374	\$500	\$500	\$0	0.00%
CONTRACTUAL EMPLOYMENT	\$777,423	\$183,300	\$16,400	-\$166,900	-91.05%
CONVENIENCE FEES	\$2,535	\$2,000	\$2,500	\$500	25.00%
PROFESSIONAL SERVICES	\$387	\$200	\$200	\$0	0.00%
LEGAL SERVICES	\$0	\$1,000	\$1,000	\$0	0.00%
TRAINING/MEETINGS	\$32,376	\$110,800	\$94,300	-\$16,500	-14.89%
MEMBERSHIP DUES	\$31,368	\$23,500	\$27,600	\$4,100	17.45%
RECRUITMENT EXPENSES	\$1,680	\$2,000	\$1,000	-\$1,000	-50.00%
MISC CONTRACTUAL SERVICES	\$411,515	\$59,100	\$205,800	\$146,700	248.22%
<b>CONTRACTUAL SERVICES</b>	<b>\$1,677,491</b>	<b>\$694,400</b>	<b>\$649,700</b>	<b>-\$44,700</b>	<b>-6.44%</b>
TELEPHONES	\$12,480	\$12,200	\$9,100	-\$3,100	-25.41%
MOBILE COMMUNICATION	\$38,984	\$27,800	\$40,500	\$12,700	45.68%
GARBAGE SERVICE	\$0	\$600	\$300	-\$300	-50.00%
<b>UTILITIES</b>	<b>\$51,464</b>	<b>\$40,600</b>	<b>\$49,900</b>	<b>\$9,300</b>	<b>22.91%</b>
LICENSE & PERMITS	\$969	\$4,200	\$4,200	\$0	0.00%
WORKERS COMPENSATION COST	\$20,452	\$20,000	\$21,000	\$1,000	5.00%
LIABILITY & PROPERTY INSURANCE	\$0	\$800	\$700	-\$100	-12.50%
<b>FIXED CHARGES</b>	<b>\$21,421</b>	<b>\$25,000</b>	<b>\$25,900</b>	<b>\$900</b>	<b>3.60%</b>
OFFICE SUPPLIES	\$14,897	\$33,800	\$11,900	-\$21,900	-64.79%
BOOKS & PERIODICALS	\$13,964	\$3,700	\$2,300	-\$1,400	-37.84%
AWARDS & TROPHIES	\$1,543	\$900	\$1,500	\$600	66.67%
HEALTH EDUC SUPPLIES	\$1,403	\$1,000	\$700	-\$300	-30.00%
NUTRITIONAL EDUC SUPPLIES	\$5,990	\$5,400	\$4,600	-\$800	-14.81%
ENVIRONMENTAL SUPPLIES	\$1,225	\$1,700	\$1,400	-\$300	-17.65%
HEPATITIS B VACCINE	-\$5	\$1,500	\$1,500	\$0	0.00%
FLU VACINE	\$1,482	\$3,500	\$3,500	\$0	0.00%

ACCOUNT DESCRIPTION	2021 ACTUAL	2022 BUDGET	2023 ADOPTED	22-23 CHANGE	22-23 % CHANGE
RADON TEST KITS	\$1,533	\$4,500	\$4,000	-\$500	-11.11%
LAB SUPPLIES	\$56,800	\$40,000	\$45,000	\$5,000	12.50%
MEDICAL SUPPLIES	\$49,831	\$59,200	\$31,300	-\$27,900	-47.13%
UNIFORMS	\$32	\$0	\$0	\$0	0.00%
GASOLINE	\$312	\$0	\$0	\$0	0.00%
REPAIR PARTS & SUPPLIES	\$650	\$1,300	\$1,300	\$0	0.00%
EQUIPMENT PURCHASES (< \$5,000)	\$92,335	\$28,800	\$48,000	\$19,200	66.67%
GIFT CARDS	\$24,701	\$0	\$39,100	\$39,100	0.00%
OTHER MATERIALS & SUPPLIES	\$116,230	\$98,500	\$39,200	-\$59,300	-60.20%
<b>SUPPLIES</b>	<b>\$382,924</b>	<b>\$283,800</b>	<b>\$235,300</b>	<b>-\$48,500</b>	<b>-17.09%</b>
PMT TO OTHER ORGANIZATION	\$6,598	\$0	\$12,000	\$12,000	0.00%
<b>CONTRIB &amp; OTHER PAYMENTS</b>	<b>\$6,598</b>	<b>\$0</b>	<b>\$12,000</b>	<b>\$12,000</b>	<b>0.00%</b>
CAPITAL PURCHASES	\$26,782	\$50,000	\$50,000	\$0	0.00%
<b>CAPITAL PURCHASES</b>	<b>\$26,782</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$0</b>	<b>0.00%</b>
TSF TO DEBT SERVICE	\$25,983	\$25,400	\$24,800	-\$600	-2.36%
<b>OTHER FINANCING USES</b>	<b>\$25,983</b>	<b>\$25,400</b>	<b>\$24,800</b>	<b>-\$600</b>	<b>-2.36%</b>
<b>TOTAL EXPENSES</b>	<b>\$8,926,657</b>	<b>\$7,935,100</b>	<b>\$7,813,300</b>	<b>-\$121,800</b>	<b>-1.53%</b>

## Board of Health Meeting 12/14/2022

### Agenda Item 6.a

#### Eau Claire City-County Health Department Report to the Board of Health

##### Clinical Services

Janel Hebert, a Public Health Nurse in the reproductive health clinic, was a panel member for a discussion called "Life After Roe" organized by "Women Uniting and Fighting: Coalition Against Sexism and Misogyny at UWEC." Other panel members included: Assistant Professor Dr Josephine Kipgen, REGSS, Moderator; Kim Frodl, Medical Director for Student Health Services at UWEC; Hannah Luedtke, Advocate, CASA at UWEC; Dr. Suzette Peltier, Mayo Clinic; and Sara Thielen, RN, BSN, Option Funds. The event was very successful with around 52 attendees, including faculty and students. There was great intimate and informative conversation between the students and health care providers around what the new abortion restrictions mean for students and how abortion access impacts efforts to promote racial and gender equity.

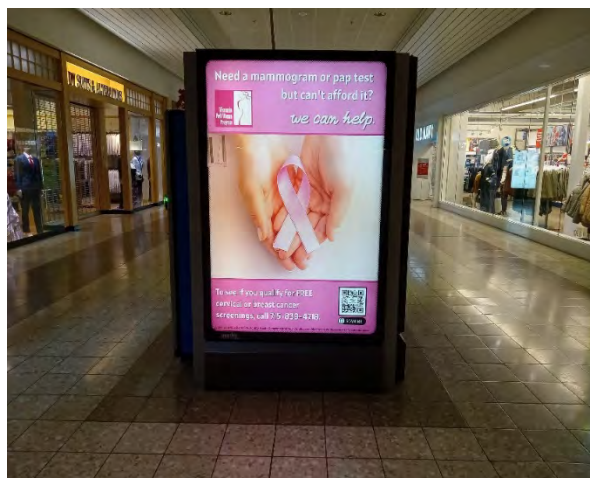
##### Wisconsin Well Woman Program:

October was Breast Cancer Awareness Month. The Wisconsin Well Woman Program increased marketing and attending several events to spread the importance of screening. The Milwaukee Burger Company located in Hudson invited us to participate in their "Burgers for Boobs" program. Gina Holt, Program Specialist, was onsite at the restaurant the evening of October 19<sup>th</sup> to greet people and remind them that October is Breast Cancer Awareness month. People were also invited to play a game to win a small WWWP gift and to take a WWWP flyer. Milwaukee Burger Company contributed a percentage of their proceeds during the event to the WWWP.



On October 20, 2022, Marshfield clinic hosted the "Empower Me" event at 29 Pines. The focus of the event was to provide a variety of health information to women that included a focus on breast cancer awareness. Gina Holt was onsite to promote the Wisconsin Well Woman Program and to focus on breast cancer awareness.

Below is the Well Woman Program advertising at Oakwood Mall. This will run throughout the month of December.



## **Communicable Disease**

As of November 28, 2022, CDC adopted the name mpox to refer to monkeypox. As of December 1, 2022, 87 cases of mpox (monkeypox) have been confirmed in Wisconsin. There have been no confirmed cases in Eau Claire County. The growth curve of this outbreak has significantly declined statewide and nationwide. Given the low number of cases, the federal Health and Human Services department does not expect that it needs to renew the mpox Public Health Emergency declaration when it ends on January 31, 2023.

The ECCCHD Mpox Response Team will continue to vaccinate, test, and conduct case follow-up of suspect cases as needed. The number of individuals seeking vaccination has decreased as well as the number of suspect cases needing case follow-up. Since starting response efforts, ECCCHD nurses have given 83 vaccinations to 53 high-risk individuals. (Jynneos vaccine is a 2-dose series.) Thirty-three of those 53 individuals have been EC County residents and 20 have been non-residents. We have tested one individual in our Reproductive Health Clinic and have followed up on 25 suspect cases.

[WI DHS Monkeypox](#)

[CDC 2022 U.S. Monkeypox Outbreak](#)

## **Healthy Beginnings Science Fair and Dinner Night events**

At our first event with the newly renovated LE Phillips Memorial Library, Ruth Kilness (Public Health Dietitian) and Jackson Carr (UW-Stout Dietetic Intern)

designed two food experiments with eggs for the kids to try. One experiment involved guessing if an egg was cooked, or not cooked. We then had them spin the egg. If it was cooked it would spin fast and if it was not cooked, it would spin very slow or not at all. The kids were allowed to smash them in a bowl to see if they guessed correctly (We even checked 2 eggs by cracking them on Jack's head!!) The other experiment was a density experiment that included plain water, salt water, and uncooked eggs and we had the kids guess why the cups all had eggs held in different positions (explaining afterwards that the added salt increases the density and allows the egg to "sit on top of it"). We had about 60 kids participate in the experiments. Several older kids and parents also attended. It was a lot of fun for both us and the kids!

The second event was a class called "Dinner Time", a class that discussed the benefits of family mealtime, how to rethink/restructure dinner time into an enjoyable family activity that can get the kids involved, and tips for dealing with picky eaters. Handouts were provided for participants to take home with tips and tricks, recipe ideas, information about the WIC program.



Guests were offered a fruit smoothie as they arrived. We did a cooking demonstration including homemade chicken nuggets and fajita fixings to allow for a "build your own" style of family dinner as well as a delicious cinnamon baked apple. Guests sampled the prepared foods. The event was well received by the participants. The innovation lab at the library was an ideal place to provide this event. The library provided the foods that were prepared.

**Ebola Preparedness**

Due to the Ebola (*Sudan ebolavirus*) outbreak in Uganda, individuals returning or traveling to the U.S. from Uganda are being funneled through one of five U.S. airports. Upon arrival their temperatures are taken, and they are assessed for Ebola symptoms. Public Health in the State to which they are traveling are informed so that the travelers can be monitored for 21 days. This process is similar to the process instituted during the 2014-2015 Ebola (*Zaire ebolavirus*) outbreak in Guinea, Sierra Leone, and Liberia when Eau Claire County monitored the third highest number of travelers in the State. At this point in the Uganda outbreak, Wisconsin has had more than 50 travelers from Uganda under monitoring. Eau Claire County has had no travelers to monitor, but ECCCHD has begun to meet and work on response plans with WI DHS, HERC, and community partners to reestablish processes and protocols should someone under monitoring in Eau Claire County begin to have symptoms and need to be tested. We had detailed, exercised plans in place during the 2014-15 outbreak so we have a solid framework with which to start. Much has changed in the past 7 years including key point people, so we are reevaluating all response plans to determine what actions we need to take to ensure our Ebola plans are fully functional.

**School Immunization Reports**

Wisconsin public and private schools are required to submit reports to WI DHS giving vaccination rate information as of the 40<sup>th</sup> school day each year. Local health departments collaborate with all jurisdictional public and private schools to assist with any reporting questions or elimination of barriers to submission of vaccination reports. This year 90.1% of Eau Claire County students met the minimum vaccine requirements. The past 3 school years have had incomplete data due to process shifts in the way reports are submitted and COVID-19 altering reporting requirements and capacity. 90% of schools have completed reports for the 2022-23 school year. While overall compliance rates are similar to years prior to the COVID-19 pandemic, there were some slight increases observed in the percentage of students who were classified as behind schedule. The health department will continue to monitor school immunization reports and emerging trends.

School Year	% of K behind schedule	% of all students behind schedule
2022 - 23	4.2%	3.0%
2019 - 20	3.3%	2.4%
2018 - 19	2.0%	2.0%

**Environmental Sciences – Water/Wastewater Shadow Experience:**

On November 11<sup>th</sup>, 2022, 2 UWEC Environmental Public Health students come through the lab for a water and wastewater class job shadow. This job shadow provides one-on-one experience for the students to observe the work in the lab, in addition to the whole class water and wastewater field trip that the lab hosts once a year (hosted on October 24<sup>th</sup> this year). The two students learned all about drinking water, surface water, and pool/whirlpool sampling and testing. They were able to observe the nitrate analysis procedure from our chemist and observe our two microbiologists interpret bacteria water sample results and reporting. They also learned about the continuous efforts of the lab to provide the community with up-to-date education and outreach about the importance of private well water testing, ongoing research and training to keep up with new scientific research and regulations, and the new grant initiative to make private well water testing more accessible. Following the experience, one of the students sent an email to our laboratory team naming their appreciation for the experience and noted that this and a prior vector shadowing experience have sparked an interest in considering a career in a public health laboratory. A special thanks goes out to our laboratory team and the course instructor (who just happens to be an HD employee) for their effort in coordinating and hosting such a great opportunity.

**Environmental Sciences – WDNR Well Compensation Grant Opportunity through ARPA:**

In October, the WI DNR announced that \$10 million from the American Rescue Plan Act (ARPA) funds had been allocated to provide financial assistance to private well owners. These funds are used to expand eligibility for

the previous Well Compensation Grant Program. This means additional individuals are now eligible to apply for funding to replace wells with contamination above safe levels for nitrate, arsenic, specific bacteria, and PFAS. Funds are also available to help owners who have a well that is no longer used and is required to be properly filled and sealed. Since our lab analyzes private well samples for nitrate, arsenic, and bacteria, we utilized our lab database to find owners with an unsafe drinking water sample in the last two years. Those owners were then contacted by letter informing them of the opportunity, requirements for a successful application, and a contact to have further questions answered. This effort was performed to ensure that local residents/businesses with eligible well issues are aware of this limited funding opportunity, which will be available until all funds are expended.

### **Community Health Promotion – SAFE Student Day Training and Altoona Advocacy training**

On October 20<sup>th</sup>, ECCCHD and the Alliance for Substance Misuse Prevention hosted a SAFE (Students Advocating for Excellence) Student Advocacy Training. Over 50 students from Eau Claire County high school and middle schools attended this training. The SAFE training was an opportunity for students to connect with students from other high schools and learn about issues facing teens in Eau Claire County. Students learned about mental health, healthy relationships, substance misuse prevention and how to be an advocate. Health Department staff and local students were featured by WQOW in their report about the event:

[https://www.wqow.com/news/chippewa-valley/area-students-undergo-safe-training-in-eau-claire/article\\_fd2c5632-50c2-11ed-89fe-afa8c63ee617.html?fbclid=IwAR3fJFuXuQLTsolQfoMHfkx-jMygsFTvr-y47xuw-5g1AlsZ73Ca-gA4xiU](https://www.wqow.com/news/chippewa-valley/area-students-undergo-safe-training-in-eau-claire/article_fd2c5632-50c2-11ed-89fe-afa8c63ee617.html?fbclid=IwAR3fJFuXuQLTsolQfoMHfkx-jMygsFTvr-y47xuw-5g1AlsZ73Ca-gA4xiU)

Throughout the month of October, two Health Department staff provided a class to all freshman at Altoona High School on how to be an advocate in their school, focusing on communication styles, bystander intervention, calling in vs calling out, and respect. This class was done in partnership with the school in response to a need identified in student focus groups. The purpose was to strengthen the students' relationships with their friends and peers and to set them up for success for the next four years.

### **Overdose Data to Action community prevention grant (OD2A)**

Twice a year, in the Spring and the Fall, National Prescription Drug Take-Back events are hosted by the Wisconsin Department of Justice (DOJ) and the Drug Enforcement Administration (DEA) and are coordinated locally by the Eau Claire County Sheriff's Office, Altoona Police Department, Marshfield Clinic Health System, Eau Claire City-County Health Department, and the Alliance for Substance Misuse Prevention coalition.

On Saturday, October 29<sup>th</sup>, two locations in Eau Claire and Altoona participated in the biannual event to encourage community members to safely dispose of medications. Between the permanent locations\* and the Drug Take-Back event, over 660 pounds of medication was collected.

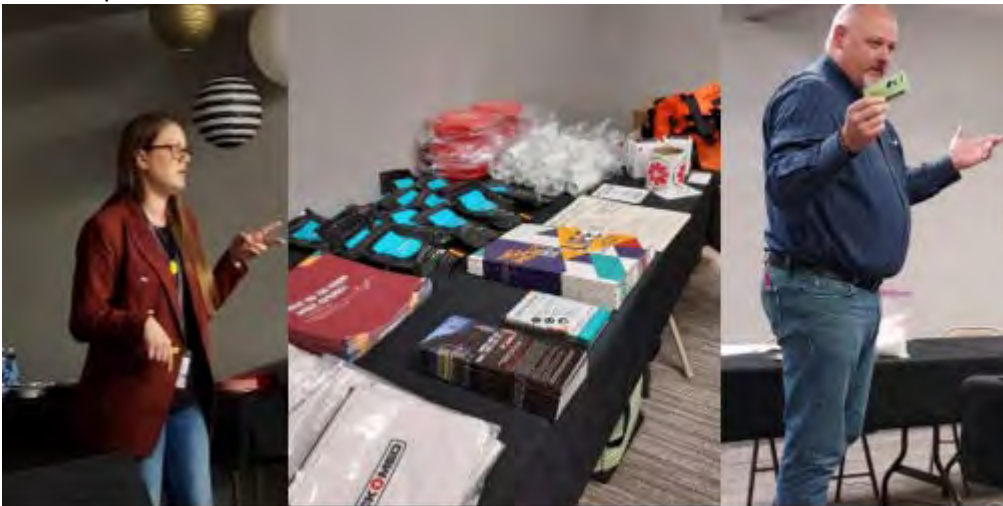


\*Permanent locations included: Altoona Police Department, Augusta City Hall, Fall Creek Village Hall, and Eau Claire County Government Center.

### **Narcan Direct Program**

The Eau Claire City-County Health Department can distribute the nasal-spray formulation of Narcan as a participant in the WI DHS Narcan Direct Program. Narcan is an opioid antagonist, meaning it can restore breathing in a person experiencing an opioid overdose. During October, two trainings were offered with 55 in attendance and 54 boxes of Narcan were distributed. In November 2 group trainings were offered and one person received individual training. A total of 30 community members and local business staff were trained with 35 boxes of Narcan were distributed.

One of the workshops provided to community members The non-profit provides mentorship, guidance, and resources to those who need hope. During the workshop community members learned about opioids, local data, how to recognize and respond to an opioid overdose, learn where to safely dispose of medication in Eau Claire County, and how to Narcan Nasal Spray. Jesse James, 68<sup>th</sup> Assembly District Representative, shared information on Fentanyl Test Strips, a tool that can identify the presence of fentanyl in illegal drugs. Attendees were able to take home one box of Narcan Nasal Spray, a medication lockbox or bag, a medication deactivation bag, and other printed resources.



(pictures provided by Red House of Hope)

Also, a new Narcan Nasal Spray Training handout was developed and now available on the Alliance for Substance Misuse Prevention website ([www.GetInvolvedASAP.org](http://www.GetInvolvedASAP.org)) under the opioids, prescription drugs tab. A printed handout is provided to attendees of the What Do You Know About Opioids workshops and Narcan trainings. The handout includes the following information:

- What is Narcan and how to use it
- How to recognize an opioid overdose
- How to respond to an opioid overdose
- Post-overdose follow-up care.

**Tobacco Retailer Training and Wisconsin WINS**

On November 9<sup>th</sup>, 16 retailers attended an alcohol and tobacco retailer ID check training led by staff from the Community Health Promotion Division and the Eau Claire Police Department. The two agencies have been working together to improve the training, providing more hands-on learning around identifying fake IDs, and have been able to provide blue light flashlights to participants to help with accurate ID checks. Participants in the training learn about the impacts of underage drinking & tobacco use, how to correctly read an ID, how to spot fake IDs, and how to deny sales to minors. The next training will be in April 2023.

**WHAT IS NARCAN?**  
Narcan is a medicine that can stop an opioid overdose. It usually starts working within a few minutes and can last 30 - 90 minutes. More than one dose of Narcan is sometimes needed. Narcan has no effect on someone who has not taken an opioid and is safe for children, pregnant women, and pets.

**HOW TO STORE AND DISPOSE OF NARCAN**

- Store at room temperature below 77°F. Avoid freezing and extreme heat environments.
- Keep out of direct light. Keep in the original box until ready to use.
- Replace before expiration date. Dispose expired Narcan Nasal Spray at a medication drop-off location. Find a location at [www.getinvolvedasap.org](http://www.getinvolvedasap.org)
- Used Narcan Nasal Spray may be disposed of at home in the garbage.

**WHAT ARE OPIOIDS?**  
Opioids are drugs that block pain signals from reaching our brain. They can also change our mental state making us feel happy, relaxed, sleepy, or confused. Opioids range from prescription medications to illegal drugs such as heroin and fentanyl.  
Doctors prescribe opioid medications to help people cope with pain, whether the pain is from surgery or a medical condition, like cancer.

Although prescription opioids may be useful for a short time, all opioids can be addictive. Fentanyl is a powerful opioid medicine made to treat severe pain. Fentanyl is also used illegally often mixed with heroin, methamphetamine, counterfeit pills, and even marijuana. Fentanyl increases the risk of an overdose.

**EXAMPLES OF PRESCRIPTION OPIOIDS**

- Codeine
- Fentanyl (Duragesic®)
- Hydrocodone (Vicodin®, Lorabid®, Lorcet®)
- Methadone (Dolophine®)
- Morphine (Kadian®, Avinza®, MS Contin®)
- Oxycodone (OxyContin®, Percocet®, Percoset®)
- Tramadol (Ultram®)

**Overdoses can happen in the blink of an eye! Anyone who misuses an opioid is at risk for an overdose. If you or someone you know uses opioids, carry Narcan.**

On November 17th, two Eau Claire County youth along with Eau Claire City-County Health Department employees completed 16 tobacco compliance checks at businesses in the City of Eau Claire. All 16 retailers passed their compliance checks. More compliance checks are expected to happen in the next couple of months.

WI Wins is a statewide effort involving teams of adults and youth (16 – 17 years old) working to prevent sales of tobacco products to anyone younger than 18 years old. WI Wins teams visit anywhere tobacco products are sold. This could be a corner store, bar or tavern, gas station or discount department store. Attempts are made to purchase tobacco products and information is collected regarding the investigation. Compliance checks are conducted to ensure the businesses in our community do not sell tobacco to minors.

### **Halloween Celebration**

Having a bit of fun continues to be important to our health department team. A Halloween celebration and costume contest was held in October with incredible creativity expressed.



### **Wisconsin Public Health Forward**

Work continues in Wisconsin to focus specific improvements related to workforce, legal, and financing issues in local governmental public health. Lieske continues to participate in the Legal workgroup that is currently focused on local authority for communicable disease. A summary and additional information is at the WALHDAB website. More will be coming from these workgroup efforts. [WALHDAB Public Health Collaborative - WALHDAB](#)

### **APHA Annual Meeting**

The Health Department director was able to attend the annual American Public Health Association annual conference in Boston. This meeting of more than 11,000 individuals celebrated 150 years of APHA



work. Connections were made with key national, state, and local partners that are addressing similar health department programs and policy issues.

**UWEC connection – Center for Racial and Restorative Justice**

The Health Department was recently invited to a convening of community leadership at UWEC related to their new Center for Racial and Restorative Justice. This was an opportunity to connect with others in the community that are working on these issues. [Center for Racial and Restorative Justice | UW-Eau Claire \(uwec.edu\)](https://uwec.edu)

**Wintermission**

The Health Department has been part of the community partnership work around supporting health and social connectedness during the winter including being fiscal agent for national, competitive grant from 8 80 Cities ([Wintermission: Bringing Public Life to Winter Cities - 8 80 Cities](https://www.880cities.org/)). The partnership group recently reconvened to consider next steps following a pause with the COVID-19 pandemic. More information on the work that has been done is found at the Visit Eau Claire website, one of the key partners in this initiative. [About \(visiteauclaire.com\)](https://visiteauclaire.com)

**Equity, Diversity, Inclusion Coordinator – City of Eau Claire**

The Health Department was part of the interviews for the new EDI coordinator in the City Managers office. Because of the internal and external focus on EDI that we have, this person is an important partner. Recently announced, Dr. Ka Vang, has started in this position. Ka most recently worked at UWEC.

**Board of Health Meeting 12/14/2022**

**Agenda Item 6.b**

**October 2022 Media Contacts**

**INTERVIEW**

10/10/2022	Title: Ticks Still Rampant as Hunting Season Begins	Topic: Communicable Disease Staff: Savannah Bergman
	Link: <a href="https://www.wqow.com/health-watch/ticks-still-rampant-as-hunting-season-begins/article_8cf1e258-48e6-11ed-8394-83da76e14901.html?fbclid=IwAR3C6TLGHO7iKtezMOwmvESoE5xKZtzzFtZJ6BzON2RlbAgTVboYNUqq4BY">https://www.wqow.com/health-watch/ticks-still-rampant-as-hunting-season-begins/article_8cf1e258-48e6-11ed-8394-83da76e14901.html?fbclid=IwAR3C6TLGHO7iKtezMOwmvESoE5xKZtzzFtZJ6BzON2RlbAgTVboYNUqq4BY</a>	
10/12/2022	Title: Coming soon: New bivalent Covid booster for local kids ages 5-11	Topic: Communicable Disease Staff: Kristy Polden
	Link: <a href="https://www.wqow.com/health-watch/coronavirus/coming-soon-new-bivalent-covid-booster-for-local-kids-ages-5-11/article_aa95b382-4a6e-11ed-8c29-c7bc66bbd46c.html">https://www.wqow.com/health-watch/coronavirus/coming-soon-new-bivalent-covid-booster-for-local-kids-ages-5-11/article_aa95b382-4a6e-11ed-8c29-c7bc66bbd46c.html</a>	
10/15/2022	Title: We Vape We Vote tour stops in Eau Claire	Topic: Healthy Growth and Development Staff: Audrey Boerner
	Link: <a href="https://www.weau.com/2022/10/16/we-vape-we-vote-tour-stops-eau-claire/">https://www.weau.com/2022/10/16/we-vape-we-vote-tour-stops-eau-claire/</a>	
10/15/2022	Title: We Vape We Vote tour stops in Eau Claire	Topic: Healthy Growth and Development Staff:
	Link: <a href="https://www.weau.com/2022/10/16/we-vape-we-vote-tour-stops-eau-claire/">https://www.weau.com/2022/10/16/we-vape-we-vote-tour-stops-eau-claire/</a>	
10/18/2022	Title: Eau Claire City-County Health Dept. is bringing adolescent vaccination clinics to local schools	Topic: Communicable Disease Staff: Kristy Polden
	Link: <a href="https://www.wqow.com/health-watch/childrens-health/eau-claire-city-county-health-dept-is-bringing-adolescent-vaccination-clinics-to-local-schools/article_52e93152-4f39-11ed-8bec-8bf59372a4fe.html">https://www.wqow.com/health-watch/childrens-health/eau-claire-city-county-health-dept-is-bringing-adolescent-vaccination-clinics-to-local-schools/article_52e93152-4f39-11ed-8bec-8bf59372a4fe.html</a>	
10/18/2022	Title: Health Department is bring adolescent vaccination clinics to local schools	Topic: Communicable Disease Staff: Kristy Polden
	Link: <a href="https://www.wqow.com/health-watch/childrens-health/eau-claire-city-county-health-dept-is-bringing-adolescent-vaccination-clinics-to-local-schools/article_52e93152-4f39-11ed-8bec-8bf59372a4fe.html">https://www.wqow.com/health-watch/childrens-health/eau-claire-city-county-health-dept-is-bringing-adolescent-vaccination-clinics-to-local-schools/article_52e93152-4f39-11ed-8bec-8bf59372a4fe.html</a>	

10/20/2022	Title: Area students undergo SAFE training in Eau Claire	Topic: Healthy Growth and Development Staff: Kate Kensmoe
	Link: <a href="https://www.wqow.com/news/chippewa-valley/area-students-undergo-safe-training-in-eau-claire/article_fd2c5632-50c2-11ed-89fe-afa8c63ee617.html">https://www.wqow.com/news/chippewa-valley/area-students-undergo-safe-training-in-eau-claire/article_fd2c5632-50c2-11ed-89fe-afa8c63ee617.html</a>	
10/21/2022	Title: Health Experts say scrabble variants of COVID 19 could potentially cause another winter surge infect	Topic: Communicable Disease Staff: Kristy Polden
	Link: <a href="https://www.weau.com/2022/10/21/health-experts-say-scrabble-variants-covid-19-could-potentially-cause-another-winter-surge-infections/">https://www.weau.com/2022/10/21/health-experts-say-scrabble-variants-covid-19-could-potentially-cause-another-winter-surge-infections/</a>	
10/25/2022	Title: COVID-19 booster now available to kids ages 5-11 locally	Topic: Communicable Disease Staff: Kristy Polden
	Link: <a href="https://www.wqow.com/health-watch/childrens-health/covid-19-booster-now-available-to-kids-ages-5-11-locally/article_4fae4596-54a6-11ed-ac69-7f946431a1eb.html">https://www.wqow.com/health-watch/childrens-health/covid-19-booster-now-available-to-kids-ages-5-11-locally/article_4fae4596-54a6-11ed-ac69-7f946431a1eb.html</a>	
10/28/2022	Title: The Chippewa Valley takes part in National Prescription Drug Take Back Day with drop-off sites	Topic: Healthy Living and Prevention Staff: Chelsie Klatt
	Link: <a href="https://www.weau.com/2022/10/29/chippewa-valley-takes-part-national-prescription-drug-take-back-day-with-drop-off-sites/">https://www.weau.com/2022/10/29/chippewa-valley-takes-part-national-prescription-drug-take-back-day-with-drop-off-sites/</a>	
10/28/2022	Title: Collection sites ready for 'Drug Take Back Day' Saturday	Topic: Healthy Living and Prevention Staff: Chelsie Klatt
	Link: <a href="https://www.wqow.com/video/collection-sites-ready-for-drug-take-back-day-saturday/video_d57be10b-86a8-5a35-954e-5ceafe2ec8c6.html">https://www.wqow.com/video/collection-sites-ready-for-drug-take-back-day-saturday/video_d57be10b-86a8-5a35-954e-5ceafe2ec8c6.html</a>	
11/18/2022	Title: Eau Claire City-County Health Department offering free public vaccine clinic	Topic: Communicable Disease Staff: Kristy Polden, Bev Walden
	Link: <a href="https://www.weau.com/2022/11/18/eau-claire-city-county-health-department-offering-free-public-vaccine-clinic/">https://www.weau.com/2022/11/18/eau-claire-city-county-health-department-offering-free-public-vaccine-clinic/</a>	
11/21/2022	Title: What you can do to make your Thanksgiving meal healthier	Topic: Chronic Disease Prevention Staff: Ruth Kilness
	Link: <a href="https://www.wqow.com/health-watch/what-you-can-do-to-make-your-thanksgiving-meal-healthier/article_32d88f80-69ff-11ed-9ec4-0f6fa60668f0.html">https://www.wqow.com/health-watch/what-you-can-do-to-make-your-thanksgiving-meal-healthier/article_32d88f80-69ff-11ed-9ec4-0f6fa60668f0.html</a>	
11/21/2022	Title: Healthy Eating for the Holidays	Topic: Healthy Living and Prevention Staff: Ruth Kilness
	Link: <a href="#">NOT AVAILABLE</a>	

**PRINT ARTICLE**

10/27/2022

Title: Stop drug misuse by dropping off unwanted medication at free disposal event on Oct. 29

Topic: Healthy Living and Prevention

Staff: Sarah Dillivan-Pospisil

Link: [Not Available](#)

---

11/1/2022

Title: Safe sleep wherever you go

Topic: Healthy Growth and Development

Staff: Hannah Buelow

Link: [Not Available](#)

---



Eau Claire City-County  
**Health Department**

## *Service Recognition Certificate*

*In recognition of 10 years  
of faithful and dedicated service  
to the health department  
and community.*

This certificate is presented to

***Lieske Giese***

Health Officer-Director

Signature Director/Health Officer

Date: 12/14/22

Signature President, Board of Health

Date: 12/14/22



Eau Claire City-County  
**Health Department**

# *Service Recognition Certificate*

*In recognition of 10 years  
of faithful and dedicated service  
to the health department  
and community.*

This certificate is presented to

*Elizabeth Paulson*  
Environmental Health Specialist

Signature Director/Health Officer

Date: 12/14/22

Signature President, Board of Health

Date: 12/14/222

**Board of Health Meeting 12/14/22  
Agenda Item 7.a**

**WALHDAB Policy & Advocacy Webinar | December 15th at 11 a.m.**

*Fall Elections & Moving Public Health Forward*

*Hosted by PA Committee and our Lobbyists*

WPHA and WALHDAB's Policy & Advocacy Committee is hosting a webinar and meetup on December 15th at 11 a.m., that will include a legislative update from our lobbyists, Hoven Consulting, on the most recent election and the lay of the land moving into the 2023-2024 legislative session, along with the sharing of WPHA & WALHDAB's legislative priorities. The session will also include ways to communicate with your legislators and begin (and continue) building relationships, along with a discussion to move public health forward in challenging climates. This webinar is intended for WPHA & WALHDAB members and is complimentary with current membership! Please be sure to sign in!

[View the full legislative article this month by clicking here](#)

2023 Board of Health Calendar –  
Showing typical suggested monthly topics  
Subject to change

### January 25

- Distribute final 2023 Board of Health calendar
- Develop Department Director Performance expectations
- Approve continuing grant for DNR Transient Non-community Water Systems
- Eau Claire Healthy Communities update
- Strategic Plan Update
- Follow up from November work session
- Update/review running list of Health Department Community Priorities
- Quarterly Financial Update

### February 22

- Performance Management Update
- Quarterly review of tracking BOH Priorities

### March 22

- Board evaluation

### April 26

- Summary of 2022 financial report
- Discuss 2022 Annual Report
- EC Healthy Communities update
- Strategic Plan update
- Workforce Development Update
- Quality Improvement Plan Update
- Close out 2022 budget
- Quarterly Financial Update

### **May 24-This is the same week as the WPHA/WALHDAB Annual Public Health Conference**

- Review budget development process. Initial input from the Board of Health for the proposed 2023 budget, including discussion of salary and health insurance for employees for 2023
- Quarterly review of tracking BOH Priorities

### •June 28

- Fee discussion
- Director Performance review mid-point update

### July 26

- Annual review of Account Allocations/Fund Balance
- Approve draft of 2024 Health Department budget
- Strategic Plan Update



- Eau Claire Healthy Communities Update
- Adopt Department budget/pay schedule for 2024
- Review and Approve Employee Handbook-personnel policies updated
- Quarterly financial update

### **August 23**

- Adjust 2024 Budget proposal if needed (after the Joint Budget Team meeting)
- Review and approve/adopt 2024 Health Department fees, and fee related regulation and resolution changes
- Quarterly review of tracking BOH Priorities
- Performance Management Update

### **September 27**

### **October 25**

- Adjust 2024 Department budget by Board, if needed
- Question development and approval for Director performance review survey
- Single Audit Report
- EC Healthy Communities update
- Strategic Plan Update
- Workforce Development Update
- Quality Improvement Plan Update
- Quarterly Financial Update

### **November 8(second Wednesday)**

- BOH work session
- Quarterly review of tracking BOH Priorities

### **December 13 (second Wednesday)**

- Department Director performance review (Closed session)
- Election of President and Vice-President for next calendar year
- Approve final 2024 Budget
- Review a draft of the 2024 Board of Health calendar
- Approve 2024 contracts with State Division of Public Health
- Board photo for the annual report

**Elizabeth Giese - Health Department Director**

Performance Objectives - January - December, 2022	Select Results to date 11/22/2022
<p>1. Provide leadership for moving public health forward at a local, regional, and state level through partnerships, community engagement, and policy including a focus on a broad range of determinants of health.</p>	<ul style="list-style-type: none"> <li>• Led successful response to leadership changes including Finance Manager retirement and transition fully to new Finance Manager, hiring new Manager of Regulation and Licensing Division, and navigating transition of new Manager of Communicable Disease Division during COVID-19.</li> <li>• Provided leadership to the continued transition of the Western Wisconsin Public Health Emergency Readiness Coalition (WWPHERC) to ECCCHD as fiscal agent including addition of a number of new member health departments/tribes.</li> <li>• Filled new Communication Specialist position to respond to Strategic Plan gaps/priorities.</li> <li>• Continued to implement a broad range of supports for staff given the ongoing stress/trauma of COVID response including workplace policy changes, wellness activities, mindfulness and yoga practices, and a paid professional membership for 2022. Held first in person all-staff meetings in 2022 following 2 year of only having remote meetings.</li> <li>• Engaged with Management Team in two day-long leadership retreats as well as collaborative learning on quality improvement, performance management, strategic planning, and accreditation through the National Public Health Improvement Training sessions.</li> <li>• Continued strong linkages with new County/City Equity Diversity and Inclusion (EDI) coordinator on health equity priorities and now continued support of County and City efforts as they are recruiting for and filling vacancies.</li> <li>• Participated in the hiring process for key City or Eau Claire leadership positions including City Manager, Library Director, Community Services Director, Human Resources Director, Finance Director, and EDI coordinator. All critical partnerships for the health department. Also participated in the hiring process for the new County Corporation Counsel.</li> <li>• Participated in the County Strategic Plan process with County Board members and County leadership.</li> <li>• Continued regular engagement with leadership from Joining Our Neighbors Advancing Hope (JONAH) on key social determinant of health issues including poverty, incarceration, and housing with a new focus now on rural advocacy and environmental issues.</li> <li>• Engaged with UWEC on key leadership issues including partnerships with Student Senate on key student health issues, continued development of Academic Health Department concept, engagement on workforce/student placement federal grant, support of development of Public Health major and initial discussions about potential MPH.</li> <li>• Completed successful Year 4 of national public health accreditation (PHAB) with initial work on development of framework for reaccreditation efforts that will happen in 2023.</li> <li>• Provided leadership for the development of the 3-year Health Department Strategic Plan including work with the Board of Health, outreach to key City and County leadership, and participation on the cross-jurisdictional internal team.</li> <li>• Participate as a recently appointed member of the EC County Criminal Justice Collaborating Committee to bring broad determinant of health issues to the efforts of this group.</li> <li>• Worked with staff on several recent competitive grant applications focused on equity issues including one grant focused on exploring potential transition of current COVID-19 Health Equity committee with a broader focus and exploring community health worker models as well as a second collaborative grant looking at child health equity issues.</li> </ul>

	<ul style="list-style-type: none"> <li>• Participated in local and state policy and practice efforts related to PFAS and human health impacts including participating in a joint meeting with the DNR Secretary in Eau Claire related to PFAS.</li> <li>• Worked with County leadership on County ARPA funding processes and applications including the submission of 4 health department specific proposals, one of which has been funded to date and others that were ranked highly but are awaiting decision by County Board.</li> <li>• Participate with WALHDAB and the State in supporting many new local health officers-directors in the region.</li> <li>• Participate as WALHDAB member on the Statewide Reproductive Health committee focused on assuring access to reproductive health services in WI.</li> <li>• Provide leadership on planning for and responding to additional communicable disease threats including monkeypox and Ebola.</li> <li>• Developed collaboratively the 2023 Health Department budget including working with new leadership and processes at the City and the County in discussions about local levy.</li> <li>• Named as regional representative and participate in the Legal Authority WALHDAB workgroup for WI Public Health Forward which is reviewing local public health authority in Wisconsin and developing training and technical assistance resources.</li> <li>• Continued as member of State WALHDAB/WPHA Policy and Advocacy committee reviewing Wisconsin legislative and budget priorities and developing and guiding public health advocacy efforts by the State organizations.</li> <li>• Continued as a member of the Medical College of Wisconsin’s Consortium Board with the Advancing a Healthier Wisconsin Endowment providing funding on statewide education, practice and research projects.</li> <li>• Named as a member to the Governor’s Public Health Council in November 2022 which is a group with statutory authority to guide the governor on a broad range of public health issues. This State Division of Public Health has undertaken a year long process to revitalize this Council.</li> </ul>
<p>2. Continue to develop and implement the policies, strategies, funding, and capacity to respond to and recover from the COVID-19 pandemic in Eau Claire County.</p>	<ul style="list-style-type: none"> <li>• Continued revision and implementation of complex Incident Command structure through February 2022 and then transitioned from ICS to a COVID-Unit within the health department that reported directly to health officer – my position. Further transition in June 2022 to begin to move COVID-19 unit to the Communicable Disease Division.</li> <li>• Transitioned response to align with changes that CDC and State Health Department has made which were extensive, including changes related to recommended disease investigation, mitigation strategies, vaccination recommendations and eligible populations, testing availability, and more.</li> <li>• Continued engagement with stakeholders from across the county with periodic communication and meetings related to COVID vaccination, testing, treatment, disease investigation/isolation, and communication. These key groups include schools, daycare, shelters, jail, healthcare, business/chamber, other.</li> <li>• Assured community stakeholder awareness of current situation with weekly report available –Situation Reports. This Sit Rep has phased out and the information continues to be available on the website.</li> <li>• Supported the continued update of COVID-19 web based platform with data visualization and linkages to specific jurisdictional data, as well as mitigation recommendations, testing and vaccination resources, and other key COVID-19 materials.</li> <li>• Continued support of access to State supplied testing and vaccination resources for high-risk groups including jail, shelter,</li> </ul>

rural populations, and those without regular access to healthcare, as well as K-12 schools.

- Developed and implemented health department daily testing capacity onsite at the courthouse as a community resource until the State phased out this program. Currently providing home testing supplies broadly across the community to meet needs for those with barriers.
- Provided isolation and quarantine of housing insecure population.
- Implemented plans for health department run vaccination locations at set locations across the county (every Tuesday) as well as with a mobile team model to address barriers and create efficiencies.
- Regional representative to the State WALHDAB COVID response team meeting weekly to provide statewide perspective and coordination with State-Local response.
- Local health department representative to collaborative Healthcare-Public Health Taskforce related to COVID. This group provides cross-sector leadership on key response issues. Representatives include State health officer, leaders from key associations including WALHDAB, WPHA, WI Hospital Association, Pharmacy Association, Primary Care Association, other.
- Continued to assure COVID response staffing including hiring LTE staff, engaging with a temporary staffing agency, and bringing on volunteers to partner on COVID response.
- Participated in weekly meetings with health officers across the region and state to coordinate response efforts.
- Regional representative to WALHDAB group meeting on legal authority for local public health officials related to communicable disease.
- Developed and implemented plans to effectively utilize new State and Federal funding for COVID response.

Below are the ongoing requirements for the Health Officer-Director position as a reminder.

<b>Performance Evaluation – Ongoing Position Description requirements</b>
<b>1. Performance Objectives</b>
Accomplishes current performance objectives established by BOH.
<b>2. Policy Facilitation and Execution</b>
Informs BOH of public health, personnel or organizational matters effecting Eau Claire City-County Health Department (ECCCHD), suggesting need for or change in policy.
Offers workable alternatives to the BOH for changes in policy, codes and ordinances.
Timely implements BOH actions in accordance with the intent of the BOH.
<b>3. Strategic Planning and Implementation</b>
Initiates and provides leadership in overall process of strategic planning.
Demonstrates the ability to effectively communicate relevant elements of strategic plan to staff and stakeholders.
Demonstrates flexibility in adjusting operational priorities to assist all divisions in meeting strategic goals.
Demonstrates knowledge of best practices in public health performance standards and incorporates these best practices into ECCCHD operations.
Provides BOH with periodic updates on strategic plan implementation.
Exhibits technical knowledge and competencies required of public health leaders.
Responsive to significant changes impacting ECCCHD or community.
Anticipates problems and develops effective approaches to solving them.
Effectively prioritizes goals and leads ECCCHD through any related changes.
Uses quality management tools and teams to continuously improve ECCCHD work processes.
<b>5. Fiscal Management Skills</b>
Develops and submits an annual budget to provide services at the level determined by the BOH.
Monitors operating expenditures and provides periodic reports to BOH.
Communicates and interprets budget and financial information in a clear and timely fashion.
Applies sound business management and accounting principles in controlling, monitoring, safeguarding and allocating resources consistent with the needs and goals of the ECCCHD.
<b>6. People Management Skills</b>
Conducts professional relationships and activities fairly, honestly and legally.
Fosters ethical behavior throughout the organization through personal example, management practices and training.
Delegates authority and responsibility, not just tasks.
Demonstrates sound judgment and decision-making in the handling of personnel actions.
Interactions and decisions contribute to staff feeling valued and gives credit to others when appropriate.
Fosters an environment that encourages open communication and continuous learning.

Assigns accountability, coordinates efforts, and oversees follow through to ensure results are achieved.
<b>7. Communication Skills</b>
Demonstrates concise, clear and understandable written and verbal communication targeted to audience.
Demonstrates ability to effectively persuade or influence others.
Promotes ECCCHD goals, achievements and requirements to appropriate people in the community and government, representing both the interests of the ECCCHD and the community.
<b>8. Regulatory Enforcement</b>
Responds to public health emergencies and initiates corrective actions and responses pursuant to federal, state and local laws, statutes and external communications.
Sees to the timely and fair enforcement of local, state and federal codes and ordinances within the ECCCHD purview.
<b>9. Community Relationships</b>
Develops and maintains effective working relationships with peers and leaders throughout city/county/state government and community.
Demonstrates availability, responsiveness and approachability in dealings with general public, media, government and community officials.
Builds alliances with community partners to promote and achieve essential services of public health.