



WHATCOM COUNTY COUNCIL

SPECIAL COUNCIL MEETING AS THE HEALTH BOARD

10:00 a.m. Tuesday, January 31, 2023
Council Chambers, 311 Grand Avenue

(if virtual: www.whatcomcounty.us/joinvirtualcouncil)

A G E N D A

<u>Meeting Topics</u>	<u>Pages</u>	<u>Time</u>
1. Roll Call	no paper	10:00-10:05
2. Public Comment	no paper	10:05-10:15
3. Public Health Advisory Board (PHAB) Update	no paper	10:15-10:25
4. Strategic Plan – Health Board Involvement	pages 2-3	10:25-10:55
5. Department Reorganization and New Name	pages 4-6	10:55-11:10
6. Healthy Children’s Fund	page 7	11:10-11:20
7. Meeting Review and Proposed Agenda for Next Meeting	no paper	11:20-11:30



HEALTH BOARD Discussion Form

January 31, 2023

AGENDA ITEM #4: *Strategic Plan – Health Board Involvement*

PRESENTERS: *Erika Lautenbach*

BOARD ACTION: Action Item Discussion FYI - Only

Following the development of the 2023-2027 Strategic Plan last year, Health Department leadership and staff created a comprehensive list of year one objectives. These objectives are categorized within the four strategic priorities: Community Partnerships and Engagement, Organizational Infrastructure, Workforce Development, and Quality Management. Below is a high-level overview of significant 2023 projects or initiatives, but is not inclusive of the many individual or program level projects that will also contribute to the strategic plan priorities. Areas for potential Health Board involvement are indicated with an asterisk below.

Community Partnerships and Engagement:

- Re-name/re-brand Health Department
- Finalize Healthy Children’s fund implementation plan and develop contracts/RFPs*
- Align and coordinate workplans of boards and commissions; review bylaws to include stipends, remote attendance, and other benefits to volunteers*
- Create a Behavioral Health fund balance plan and conduct stakeholder engagement*
- Provide support and technical assistance for Jail/behavioral health ballot measure*
- Conduct a vulnerability assessment of populations most impacted by climate events*

Organizational Infrastructure:

- Develop and implement a Health Department Equity Plan*
- Implement EnerGov electronic permitting system
- Adopt EPIC EMR for clinical programs
- Hire Policy, Equity, and Evaluation positions
- Launch ART program

Workforce Development:

- Update Workforce Development Plan
- Hire Workforce Development position
- Re-establish Mentoring Program*
- Create paid internship program*



- Expand office space by moving staff from Girard to 104 Unity; moving staff from Chestnut to Division
- Continue succession planning, burnout prevention/mitigation, learning and development opportunities, leadership development efforts

Quality Management:

- Launch the new Performance Management Plan with program-level performance measures
- Publish first Annual Report to the community highlighting programs, services, and impact*
- Complete Re-accreditation with National Public Health Accreditation Board*
- Collect data and draft 2024 Community Health Assessment*
- Build Environmental Health capacity and service to support unsheltered populations

EQUITY CONSIDERATIONS

(include data or information about how topic impacts or could impact equity, including racial equity)

Key strategic work in 2023 will incorporate equity, including the Equity Plan, the Behavioral Health Plan, and work relating to Healthy Children’s Fund implementation. Workforce development initiatives will include opportunities for hiring staff that better reflect the diverse populations in Whatcom County, and training and practice to provide more inclusive and trauma-informed services.

BOARD ROLE / ACTION REQUESTED

Briefing and identification of potential areas for Health Board participation or leadership.

ATTACHMENT(S)

None



HEALTH BOARD Discussion Form

January 31, 2023

AGENDA ITEM #5: *Department Reorganization and New Name*

PRESENTERS: *Erika Lautenbach*

BOARD ACTION: Action Item Discussion FYI - Only

The Health Department’s budget and staffing have grown substantially due to COVID funding, state Foundational Public Health Services (FPHS) funding, increases in existing and new grants, Healthy Children’s Fund, and GRACE and LEAD programs and staff joining the department.

In order to accommodate the growth, maintain a high level of customer service, provide sufficient leadership and administrative support, and prepare for additional staff through state funding, the Health Department in late 2021 initiated a process to reorganize and right-size operations. To that end:

- The Response Systems division was created, and behavioral health programs including Mental Health Court and Crisis Stabilization service coordination (previously in Human Services) were absorbed into that division.
- Community Health Division and Human Services Division merged into the new Community Health and Human Services Division.
- The Assistant Director position was eliminated and the leader in that role became the Financial Services Manager to have more capacity to focus on the many funding streams, contracts, and additional funds.
- A new division, Community and Organizational Development, will be created in 2023 to oversee all the cross-cutting staff, including the Health Information and Assessment Team (previously reporting to the Assistant Director), Communications Team (previously reporting to a temporary manager now only in a project-based capacity), and new positions funded through FPHS (workforce development, equity, policy)

The Health Department has also grown in scope, including behavioral health providers, co-responders, GRACE, LEAD, Alternative Response Team, and additional staffing in existing programs like prevention, veteran services, and housing. These additional community services, and the staff that support them, do not necessarily fall into some of the strict definitions of public health work. Therefore, the Health Department intends to change its name to better reflect the breadth of programs and services, and to be more inclusive of all staff working in the department.



EQUITY CONSIDERATIONS

(include data or information about how topic impacts or could impact equity, including racial equity)

The Health Department seeks to reorganize to better serve Whatcom County residents in a transparent, trauma-informed, and inclusive manner.

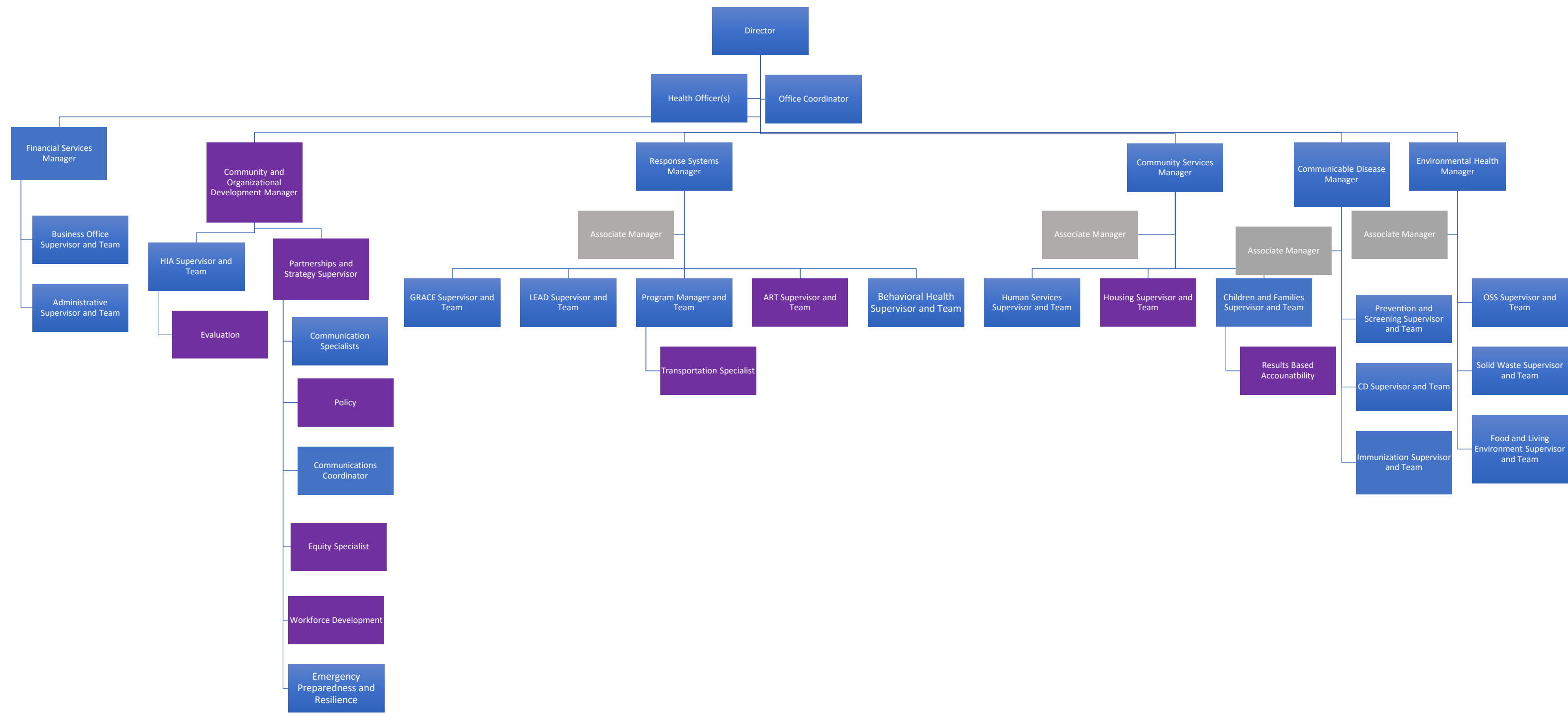
BOARD ROLE / ACTION REQUESTED

For information purposes and for Health Board members to ask questions and understand context when positions are hired.

ATTACHMENT(S)

Health Department current organizational chart.

Blue: Existing position
 Purple: New position
 Grey: Future request (if funding is available)





HEALTH BOARD Discussion Form

January 31, 2023

AGENDA ITEM #6: *Healthy Children’s Fund*

PRESENTERS: *Kate Dabe*

BOARD ACTION: Action Item Discussion FYI - Only

An update will be shared on the Implementation Plan for the Healthy Children’s Fund.

The Healthy Children’s Fund increases and targets investments to improve the well-being of children, families, and communities. Focus areas include:

- Kindergarten readiness and early childhood well-being;
- affordable, high-quality, professional, and accessible early learning experiences and child care; and
- support for vulnerable children and families, particularly around mental and behavioral health and reducing child and family homelessness.

Advisory groups reviewed and provided feedback on an initial draft of the Implementation Plan in January. The final proposed plan will be submitted to Whatcom County Council on February 10 for introduction on March 7. A briefing is planned for March 7 with Council considering passage on March 21. The plan per ordinance must be submitted to the County Executive by March 31, 2023.

EQUITY CONSIDERATIONS

(include data or information about how topic impacts or could impact equity, including racial equity)

The Healthy Children’s Fund would have a broad impact on Whatcom County’s children and families, with targeted programs for our county’s most vulnerable populations who face additional barriers, such as homelessness and access to mental health services. The implementation plan prioritizes reaching rural areas and families of color, among other criteria.

BOARD ROLE / ACTION REQUESTED

FYI only.

ATTACHMENT(S)

None.

