





Strengths



- Staff- Kind, Caring, Dedicated and Thirsty for Improvement
- Community Partners- Willing and Wanting to Help!









Weaknesses



- Policies and Procedures-Out of Date or Not Known.
- Regulatory Compliance- Lack of Awareness-Addressing Immediately.
- Workforce Development- Poor Recruitment, Hiring Process Inefficient, Training/On-Boarding, Numerous Vacancies, Lack of Direction/Vision.
- Fiscal/Budget- Lack of Awareness, Quarterly Reporting, Inventory Management, Lack of Revenue Generating Services, No Internal Audit, Timesheet Accounting is Inefficient and Morale Draining.
- Organization Chart- Disorganized, Lack of Understanding of Who Reports to Who, Several Staff with Multiple Supervisors.
- Building- Hazardous, Lack of Space, Poor Location, HVAC/Roof-Overall in Poor Condition.
- Equipment- Older/Slower Equipment, Software Out of Date.









Opportunities



- Utilize Grants/Funding to Recruit New Positions/Fill Vacancies, Update Software, Expand Services and Position LCHS for Long Term Viability.
- New Director to Transform Culture, Set Vision, Update Policies, Re-Org, and Leverage Relationships to Move Department Forward.









Threats



- Downturn in the Economy and Potential Impact on Funding.
- External Threat Actors Targeting Counties and Health Departments.
- Disasters
- Space in Building











Become a Service Delivery Public Health Department!











3 Key Priorities

- 1. Workforce Development (Onboarding, Leadership Development, Staff Recognition, Policies/Procedures)
- 2. Financial Sustainability (Increase Funding/Grants, Proper Coding, Financial/Budget Comprehension)
- 3. External and Internal Communication (Website Enhancement, Social Media Engagement, Staff Engagement, Information Availability)









Health Services Accomplishments (So Far)

- New Program Accounting Sheets
- Strategic Plan
- All Staff Drive
- Finished 1 on 1s with every staff member
- Meeting Community Stakeholders/Partners
- Updated Emergency Procedures/Policies
- Communication Plan
- Awarded Mobile Outreach Unit
- Home Visiting 1st Client







Other Work In-Progress



- Culture and Identity Building
- Partner 1-1s
- Org Chart Revisions- Aligning Strengths and Efficiencies
- Committee Assigned to Update Policies
- Filling Vacancies
- Addressing Regulatory Compliance Concerns
- Studying Timesheet Solutions. (Not ExecuTime)
- Tobacco Retail Licensing

- Revamping Recruitment, Hiring, On-Boarding Procedure
- Website Updates
- Update MOU/MOA's
- Back up Deputy Health Officer
- Updating Environmental Health Software
- Immunization & Home Visiting EHR
- 3 Dedicated Training Days Per Year.
- Internal Committee Restructure/Repurposing









Looking Ahead

Expanding Services to Community:

- 1. STI Screening/Testing and Potential 1-Time Administration of Treatment
- 2. Additional Vaccine Outreach
- 3. Home Visiting Services
- 4. Community Health Workers
- 5. Mobile Outreach Unit- Education









Looking Ahead Continued..

- Study Fees for Services Already Provided
- Clean and Organize Building
- Potentially Implement Additional Remote Work to Address: Space Issues, Efficiency, Safety, Staff Morale, Cost Savings.
- Increased Use of AI
- Internal Audit Contract
- Additional Coalition Building

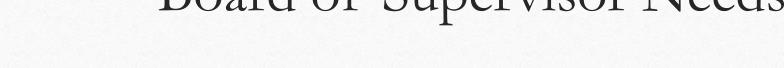








Board of Supervisor Needs



- Be Public Health Champions!
- Support the Transition from Administrative Focus to Service Delivery Focus
- Support Revisions of Org Chart
- Hiring Process? Speed is Key.









Thank You

• Thank you for opportunity to take on this challenge, to serve you, the staff and this beautiful and amazing community!





