



Lake County Health Services

SWOT & Workplan 2024-2025

Strengths



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

Weaknesses



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- Policies and Procedures-Out of Date or Not Known.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 - Equipment- Older/Slower Equipment, Software Out of Date.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



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- 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!

Strategic Plan



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!

