

Marathon County Board of Health

**Tuesday, February 5, 2019 at 7:30 AM Meeting Location: 1000 Lake View Drive, Suite 100
Wausau, WI 54403**

Committee Members: John Robinson, Chair; Sandi Cihlar, Vice-Chair; Lori Shepherd, Secretary; Mary Ann Crosby; Dean Danner; Julie Fox; Kue Her; Michael McGrail; Laura Scudiere

Marathon County Mission Statement: Marathon County Government serves people by leading, coordinating, and providing county, regional, and statewide initiatives. It directly or in cooperation with other public and private partners provides services and creates opportunities that make Marathon County and the surrounding area a preferred place to live, work, visit, and do business. (Last updated: 12-20-05)

Marathon County Health Department Mission Statement: To advance a healthy Marathon County community by preventing disease, promoting health, and protecting the public from environmental hazards. (Last updated: 5-7-13)

- 1. Call to Order**
- 2. Public Comment Period**
- 3. Approval of the Minutes of the January 8, 2019 Board of Health Meeting**
- 4. Operational Functions Required by Statute, Ordinance, or Resolution**
 - A. None
- 5. Policy Discussion and Possible Action**
 - A. Set fees for the 2019-2020 licensing year
 - B. Confirm educational focus for the February 25, 2019 Board of Health Legislative Educational Meeting
 - C. Identify public health policy opportunities based on the review of best practices in the area of harm reduction from the Prevent and Mitigate the Impact of Drug Misuse and Abuse Marathon County Government report dated September 10, 2018
 - D. Report from the Health & Human Services Committee Meeting on Policy Issues impacting Public Health
- 6. Educational Presentations/Outcome Monitoring Reports**
 - A. Presentation of the Medical College of Wisconsin 2018 Teaching Award (8:30AM)
 - B. Share what the impact of the government shutdown would have had on food insecurity programs (e.g., Women, Infants and Children) and action planning that was happening to lessen the impact on families
 - C. 2019 Health Officer Plan of Work
- 7. Announcements**

A. Other

8. Next Meeting Date & Time, Location, Future Agenda Items:

- A. Confirm the February 25, 2019 Legislative Educational meeting
- B. Share tentative agenda items for March 5, 2019
 - I. Share published 2019-2023 Marathon County Health Department Strategic Plan
 - II. Board of Health self-assessment tool
 - III. 2019 Marathon County Dashboard measures
 - IV. Continuing the review of policy opportunities from the Prevent and Mitigate the Impact of Drug Misuse and Abuse Marathon County Government report

9. Adjourn

FAXED TO: Daily Herald, City Pages,
Marshfield News, Mid-West Radio Group

Signed _____

THIS NOTICE POSTED AT THE COURTHOUSE

Date _____ Time _____

Date _____ Time _____

By _____

Any person planning to attend this meeting who needs some type of special accommodation in order to participate should call the County Clerk's Office at 715-261-1500 or e-mail infomarathon@mail.co.marathon.wi.us one business day before the meeting.

MARATHON COUNTY BOARD OF HEALTH
Meeting Minutes
January 8, 2019

Present: John Robinson, Kue Her, Dean Danner, Sandi Cihlar, Michael McGrail, Lori Shepherd, Laura Scudiere, Mary Ann Crosby

MCHD Staff: Joan Theurer, Melissa Moore, Dale Grosskurth, Judy Burrows, Chris Weisgram

Guests:

1. Call to Order

John Robinson called the meeting to order at 7:31 a.m.

2. Public Comment Period

None

3. Approval of the Minutes of the December 4, 2018 Board of Health Meeting

Motion to approve the minutes made by Dean Danner. Second by Sandi Cihlar. Motion approved.

4. Operational Functions Required by Statute, Ordinance, or Resolution

A. None

5. Policy Discussion and Possible Action

A. Overview of the draft products for the 2019-2023 Marathon County Health Department Strategic Plan

Joan shared that the final stages of writing the Health Department's strategic plan is under way. Draft documents were shared with the Board of Health, including: Mission, Vision, Core Values, Essential Services, Program Areas; Goals, Outcome Objectives, Strategies; and Roadmap for Synergy. Joan shared that two different plans are being prepared, one to be used to guide the work of Health Department Staff, the Board of Health, and County Administration, as well as a more extensive version to meet public health accreditation standards. Joan asked the Board members what they thought might be missing or unclear.

Discussion on adding a strategy to support the Goal 1 objective for Board of Health members to participate in a shared learning experience to further their understanding and ability to apply concepts on health equity when making policy decisions.

Discussion on broadening the strategy for Goal 3 regarding media partnerships to include use of social media. Discussion on the need to clarify language the Health Department being a chief health strategist for the community.

Joan asked Board members to share what they thought the characteristics of the final plan would be, so that they would be more likely to pick it up and use it. Ideas included stating the intended outcomes, noting the need for resources for development of staff, agenda focus for Board of Health meetings, defining in common terms Health Equity.

Board members were asked what would inspire them to use the document when they receive it. Discussion on how to keep the information in front of them, looking at goals quarterly for areas where there are ties to Community Health Improvement Plan and the County Strategic Plan.

Joan shared the strategic planning work group will be meeting later today and she will incorporate suggestions from the Board. Printed copies will be available after the end of the month.

Motion to accept the strategic plan goals and strategies, incorporating the revisions as suggested made by Laura Scudiere. Seconded by Lori Shepherd. Motion approved

- B. Share plans for the AOD Partnership to hold an educational Marijuana Symposium series in the spring of 2019

Joan shared context for the issue of marijuana, and that a symposium series has been planned with financial support from Ascension St. Clare's Hospital. Melissa Moore shared that many in the community do not have an understanding of the impacts of marijuana on youth, families, health, business and communities. The Board was provided an overview document, which outlined what will be covered at the Marijuana Symposium series scheduled for the coming spring. Judy Burrows shared that it is expected that additional conversations will come as a result of the symposium series.

Three of the dates for the series are scheduled, Feb. 5, 28, and May 6. An additional session will be scheduled sometime in March. Additional information will be sent out via email to the Board members.

Melissa shared that as part of the regular AOD Partnership meeting on February 5th at 11:30 a.m., the Chronic State video will be viewed. Those interested in attending the viewing of the video are welcome to attend.

- C. Identify public health policy opportunities based on the review of best practices in the area of harm reduction from the Prevent and Mitigate the Impact of Drug Misuse and Abuse Marathon County Government report dated September 10, 2018

Joan shared an overview of the work being done by the Health Department as lead on the Marathon County Strategic Plan objective, to prevent and mitigate the impact of drug misuse and abuse. The issue of opiates is included in five areas of the state's health plan. Joan highlighted data comparing how Marathon County residents have been affected by drug abuse and misuse as compared to the State of Wisconsin.

Strategies to address the issue in the County include the following areas: Social and economic, prevention, treatment, harm reduction, law enforcement and justice, safety response services.

Joan indicated she will plan to walk through the strategies at meetings during the next six months, starting with the topic of harm reduction.

Discussion on whether there would be an opportunity to capture resources to serve veterans in the community.

- D. Determine the focus for the Board of Health’s legislative educational meeting to be held on February 25, 2019

Joan shared that issues discussed at the last meeting included behavioral health, drug misuse and abuse, adverse childhood experience, as well as Medicaid expansion, and how public health is funded or not funded. Joan asked the Board what role they thought staff should play for the topics, and what role they should play.

Discussion on having Board members portray the topics, with staff support, as community problems. The format would be a presentation of the issues, what are the opportunities, and what is needed from the legislature. Board members will partner with a staff lead on specific topics to co-present to the legislators. Information on specific requests for the legislators will be prepared for the Board to review at the February Board of Health meeting.

- E. Report from the Health & Human Services Committee Meeting on Policy Issues impacting Public Health (Standing Agenda Item)

No meeting was held in December.

6. Educational Presentations/Outcome Monitoring Reports

- A. Accomplishments from the 2018 Health Officer Plan of Work and scope for 2019

Joan shared accomplishments from the 2018 Health Officer Plan of Work. Highlights included the progress on the Health Department strategic plan, implementation of a system to ensure department policies and procedures are up to date, continuation as fiscal agent for the Northern Regional Center for Children and Youth with Special Health Care Needs, efforts to secure additional public health funding, Marathon County Pulse data platform, continued quality improvement initiatives, and promoting a strong organizational culture.

For 2019, actions will include looking at how to move forward the strategic plan, using Marathon County Pulse data to support the 2019-2021 LIFE Report, and leading on two strategic objectives for the County’s strategic plan. Another area to be looked at is to increase understanding of health equity, and how to incorporate principles into the work of the health department, and policies that impact the community.

John Robinson congratulated Joan and the health department staff for a job well done during 2018, given some of the challenges presented, and the corresponding response.

John requested at a future meeting having an informal discussion on the strengths of Board members, and how they are working together, and areas to strengthen to work better. The Board could do a self-assessment and discuss the results. Joan will explore board evaluation tools including tools from National Association of Local Boards of Health (NALBOH).

7. Educational Presentations/Outcome Monitoring Reports

- A. None

8. Announcements

- A. Other

9. Next Meeting Date & Time, Location, Future Agenda Items: February 5, 2019

10. Confirm the February 5, 2019 meeting date

11. Share tentative agenda items:

- A. 2019 Licensing Fee
- B. Continuing the review of policy opportunities from the Prevent and Mitigate the Impact of Drug Misuse and Abuse Marathon County Government report
- C. 2019 Health Officer Plan of Work

Motion to adjourn made by Kue Her. Seconded by Sandi Cihlar. The meeting adjourned at 9:06 a.m.

Respectfully submitted,

Lori Shepherd, Secretary
Chris Weisgram, Recorder

Health Officer Notes February 2019

Policy Discussion and Possible Action

- A. **Set fees for the 2019-2020 licensing year** – Joan Theurer, Health Officer and Dale Grosskurth, Program Director – Environmental Health & Safety will provide an overview of tax levy support for the Licensing Program and share fees built into the 2019 budget. Enclosed, find one-page document that provides background information for the 2019-2020 Licensing Fee.
- B. **Confirm educational focus for the February 25, 2019 Board of Health Legislative Educational Meeting** – Judy Burrows, Program Director – Chronic Disease Prevention along with Board members will provide an overview of the educational topics to be discussed in terms of: 1) Why is this an issue? 2) What are the opportunities? and 3) What is needed from the legislatures? Educational topics to include: behavioral health, drug misuse and abuse, adverse childhood experiences, Medicaid expansion, public health funding.
- C. **Identify public health policy opportunities based on the review of best practices in the area of harm reduction from the Prevent and Mitigate the Impact of Drug Misuse and Abuse Marathon County Government report dated September 10, 2018** – Joan Theurer, Health Officer will provide an overview of harm reduction best practices and share policy opportunities for Marathon County Government. Enclosed find handout to guide board discussion.
- D. **Report from the Health & Human Services Committee January 28, 2019 Meeting on Policy Issues impacting Public Health** – Mary Ann Crosby, County Board Supervisor will provide an update on policy issues impacting public health.

Educational Presentations/Outcome Monitoring Reports

- E. **Presentation of the Medical College of Wisconsin 2018 Teaching Award** – Lisa Dodson, Amy Prunuske, and Corrie Norrbom from the Medical College of Wisconsin – Central Wisconsin will present the 2018 teaching award to Joan Theurer, Health Officer. Health Department staff who have contributed to furthering the medical students understanding of public health will join in the presentation.
- F. **Share what the impact of the government shutdown would have had on food insecurity programs (e.g., Women, Infants and Children) and action planning that was happening to lessen the impact on families** – Joan Theurer, Health Officer will provide an update on how the government shutdown would have impacts food insecurity programs like WIC (Women, Infants and Children) and actions occurring at the local, regional and state level to lessen the impact on families.
- G. **2019 Health Officer Plan of Work** – A copy of the Health Officer Plan of Work for 2019 enclosed.

Announcements

- A. Other

Next Meeting Date & Time, Location, Future Agenda Items:

- A. Confirm the February 25, 2019 Legislative Educational meeting
- B. Share tentative agenda items for March 5, 2019
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January 28, 2019

**Marathon County Health Department
2019-2020 Licensing Fee**

Background: In March of 2018, the Board of Health recommended the licensing program fees should begin to cover the cost of program oversight (supervision of the program and central overhead). This decision was built upon the previous decision made by the Board in August of 2008 to have licensing fees pay for direct costs of the program (staff time, travel, training, supplies, and equipment).

The recommendation was in keeping with the intention of Marathon County Priority Based Budgeting, to relook at how program services can achieve greater self-sufficiency. To quote Lance Leonhard, Deputy County Administrator, *“At its core, Priority-Based Budgeting calls for us to be comprehensive and strategic in our efforts to accomplish our mission to make Marathon County the healthiest, safest, and most prosperous county in the state. At its most basic, Priority-Based Budgeting gets us to think about our programs as investments, rather than simply as costs.”* (Wisconsin Central Times NEWS, Fall 2016)

As part of the Priority Based Budgeting process, programs were reviewed to determine how programs can achieve greater self-sufficiency. Based on 2016 program cost and revenue sources, licensing fees covered 88% of total costs (included supervision and central overhead of the department).

In building the 2019 budget, the goal was to begin to capture revenue to offset the costs of program supervision. The estimated cost for program supervision in 2019 is \$27,000.

The following chart provide tax levy and fee increase history from 2014-2018. Factors that impact program revenue from year to year include: 1) Number of licensed facilities; 2) Type of licensed facilities. Factors that impact program costs from year to year include: 1) Number of FTE direct staff based on number/type of licensed facilities and program standards; 2) Health insurance enrollment and type; and 3) Staff turnover.

Table 1: Tax Levy and Fee Increases for Direct Program Costs

	2014	2015	2016	2017	2018	2019
Tax Levy	\$ (1,870)	\$ 14,470	\$ -	\$ -	\$ 26,985	\$ (31,160)
% Fee Increase	2.5%	1%	0%	0%	3%	3% proposed

Recommendation: The 2019 budget built a 3% proposed increase, having \$31,160 in tax levy support for direct program costs.

Fee Increase	Revenue	Retail Food No Food Processing	Retail Food Potentially Hazard \$10 million +
3%	\$12,053	\$1.66	\$41.54
4%	\$16,071	\$2.22	\$55.39
5%	\$20,088	\$2.77	\$69.23

**Prevent and Mitigate the Impact of Drug Misuse and Abuse
Best and Evidence-Based Practice Focus – Harm Reduction**

Harm Reduction

Best Practice	Description	What is Being Done	Gaps
Needle exchange programs	Needle exchange programs limit the adverse effects associated with drug use to individuals and communities and limit the exposure of police, emergency workers, healthcare providers and others in the community to contaminated needles. These programs also provide important points for individuals seeking help and connections to treatment and other social services.	Health Department does STD/HIV testing along with HIV Partner Services. As part of services, harm reduction education is provided along with referrals to the AIDS Resource Center of WI (Wausau & Marshfield). Health Department did provide needle exchange services, however was discontinued due to lack of interest.	Further referral linkages among county departments and health care organizations
Safe Injection Sites	Staff do not administer drugs, but they are available to provide clean needles as well as counseling, monitoring and treatment for overdoses, and connections with social services. Studies suggest that safe injection facilities do not increase illicit drug use and help connect users to services and treatment.	None	Explore the merits of establishing safe injection sites
Naloxone education and distribution programs	Naloxone is a prescription medication that reverses overdoses caused by opioids. It is not a controlled substance and does not have potential for abuse. States have	North Central Health Care staff trained and policy for internal use being developed for case managers and residential care	Marathon County Government does not have a policy on naloxone for county departments

	<p>expanded access through legislation that permits prescriptions to people who are likely to encounter someone who might overdose or standing orders by health care providers. State and communities can further expand access to naloxone through education, training, and distribution programs that reach drug users and their families and friends and efforts to ensure that all first responders are trained and authorized to administer naloxone.</p> <p>Procure funding for training on naloxone administration, including co-prescriptions of naloxone for any script written for an opioid. Training should be provided to pain management facilities, medical or dental providers prescribing opioids for pain relief, family members/caregivers of individuals with who use/abuse opioids</p>	<p>workers</p> <p>Law enforcement (police departments and sheriff's) and first responders are trained and carry naloxone</p> <p>AOD Partnership (Health Department) facilitates hosting trainings along with partners provided by the AIDS Resource Center of WI (trainings are free)</p> <p>State legislation passed permitting school personnel such as school nurses to administer an opioid antagonist such as Naloxone to a student on school premises if a student overdoses while at school</p>	
<p>Increase and expand fatal opioid overdose prevention training and establish protocols for facilities that house or serve individuals with opioid overdose risk</p>	<p>The intent of this recommendation is to provide the opportunity for someone to appropriately respond to an overdose, thereby, reducing the risk of harm or death. Overdose prevention training should be expanded to include:</p> <ul style="list-style-type: none"> - Active drug users - Non-drug using family, friends, or significant other - Pain Management Clinics - AODA Treatment centers, half-way houses and recovery homes 	<p>None</p>	<p>North Central Health Care and Marathon County Jail currently doesn't provide overdose prevention training</p>

- Jails/Prisons and other law enforcement centers
- Community-based organizations which may serve people who use opioids (e.g. homeless shelters, domestic violence shelters, faith-based organizations)
- Hospitals and other health care facilities through committees or workgroups of medical professionals
- Collaborating with board members of recovery groups
- Developing overdose response protocols for facilities that house people with SUDs or who are recovering from an SUD

Testing for Hep C (HCV) and HIV should be available in outreach settings that are frequented by people who inject drugs

In order to prevent the further transmission of Hep C (HCV) and HIV, harm reduction and substance abuse treatment programs should integrate HCV, HIV and STD testing into screening and intake protocols

Health Department does provide harm reduction counseling at STD/HIV clinics along with HIV Partner Services. Testing sites at Aspirus Wausau Family Medicine and the County Jail. The Health Department works closely with other healthcare organizations such as Bridge, Healthfirst, AIDS Resource Center of WI, and HOPE.

North Central Health Care arranges for STD and HEP C (HCV) screenings upon admission for the Medically Monitored Treatment program through a primary care provider

Improve access to the western part of Marathon County



Health Department - Health Officer's 2019 Plan of Work

Mission - "Do we know where we are going?"					
Objective	What We Have Already Done	Outcomes	Timeline	Progress	Updates
<p>2019-2023 Marathon County Strategic Plan Annual Plan of work will provide opportunities for team and development level.</p> <p>Who: Joan Theurer, MCHD Directors</p>	<p>National public health accreditation standards require a strategic plan be developed every five years. This is the second time the department has created a 5-year strategic plan, having the previous plan from 2013-2018. Overarching goal in implementing the 2019-2023 strategic plan is to have staff involvement and ownership.</p>	<p>Strategic Plan Workgroup members not in a formal leadership role will have a key role in presenting the plan to the department.</p> <p>A plan of work for 2019 will be developed, providing opportunities for staff involvement.</p> <p>75% of employees will be able to state one contribution they made in 2019 to advance one or more goal of the 2019-2023 Marathon County Health Department's Strategic Plan.</p>	<p>February 2019</p> <p>March 2019</p> <p>December 2019</p>		
<p>Incorporate the 2019-2023 Marathon County Health Department Strategic Plan outcome measures into the department's performance</p>	<p>A performance dashboard was established in 2014 and is reviewed/revised annually. Outcome measures from the department's 2019-2023</p>	<p>2019-2023 Department's Strategic Plan Outcome Measures are incorporated into the Department's Performance Dashboard.</p>	<p>February 2019</p>		



Health Department - Health Officer's 2019 Plan of Work

<p>dashboard. Who: Joan Theurer</p> <p>Contribute to the implementation of the 2018-2022 Marathon County Strategic Plan.</p> <p>Who: Joan Theurer, Judy Burrows, Management Team</p>	<p>strategic plan need to be incorporated into the performance dashboard.</p> <p>Marathon County Health Department contributed to the development of the plan in 2017 and 2018, co-developing project charter to guide the implementation of the plan. The department is charged with leading on two of the objectives: 3.7 mental health treatment and 7.2 mitigate drugs. In addition, the department will have a supporting role for 3.4 child success, 6.3 water, 12.3 cost effective services.</p>	<p>A plan for work will be in place to guide the implementation of strategic plan objectives 3.7 and 7.2.</p> <p>MCHD All-Staff able to state how their work supports one or more of Marathon County's strategic plan objectives.</p> <p>Board of Health's agenda will reflect two or more policy discussion or action in support one or more strategic plan objectives.</p> <p>MCHD program plans will be aligned to Marathon County Strategic Plan objectives 3.4, 3.7, 6.3, 7.2 strategies. Program outcomes will contribute to the Marathon County Strategic Plan outcome measures.</p>	<p>June 30, 2019</p> <p>December 31, 2019</p> <p>December 31, 2019</p> <p>December 31, 2019</p>		
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Health Department - Health Officer’s 2019 Plan of Work

<p>Further the integration of health equity concepts into programs and initiatives.</p> <p>Who: Joan Theurer, Judy Burrows, Allison Lourash, Management Team, Board of Health</p>	<p>The integration of health equity concepts into programs and initiatives is one of four goals for the 2019-2023 Marathon County Health Department Strategic Plan. Health equity is a focus at the state and national level. Employees and the Board of Health have varied levels of understanding of health equity, inclusivity.</p>	<p>Marathon County Health Department in partnership with Healthy Marathon County and the Board of Health will be able to demonstrate two practice changes and/or policies adopted to further health equity and inclusivity to address the population health needs in Marathon County.</p>	<p>December 31, 2019</p>		
<p>Marathon County Pulse will be the platform for the 2019-2021 LIFE Report.</p> <p>Who: Joan Theurer, Aaron Ruff, Sam Pinzl</p>	<p>Healthy Marathon County Pulse was released in January 2018, possible due to a funding partnership. Pulse will be used as the platform for the LIFE Report, having dedicated staff from the Health Department assist LIFE Subcommittees with data mining on the Pulse website.</p>	<p>90% of employees can provide one example of how health equity is addressed in a program or service area</p> <p>Marathon County Pulse is the platform for the 2019-2021 LIFE Report, having subcommittee members utilize Pulse to obtain data beyond the LIFE Report.</p> <p>Marathon County Pulse funding partners will commit funding for 2020,</p>	<p>December 31, 2019</p> <p>January 1, 2020</p> <p>November 30, 2019</p>		



Health Department - Health Officer's 2019 Plan of Work

	The 2019-2021 LIFE Report will be the basis for identifying community health priorities for 2021-2024.	having one new funding partner as the result of the LIFE report in 2020.			
<p>Health Department Strategic Plan Crosswalk</p> <p>Citizen Perspective: Integrate concepts of health equity into programs and initiatives that address the population health needs in Marathon County. Operations: Advance strategic collaborative partnerships at the local, regional, and state level to fulfill the department's mission.</p>					
<p>Marathon County Strategic Plan</p> <p>Objective 3.3: Ensure that every child makes it to adulthood with health, stability, and growth opportunities. Objective 3.7: Ensure that every person has local access to effective mental health treatment. Objectives 6.3: Protect and enhance the quantity and quality of potable groundwater and potable surface water supplies. Objective 7.2: Mitigate the impacts of heroin and methamphetamine epidemics in Marathon County through evidence-based practices.</p>					



Health Department - Health Officer's 2019 Plan of Work

Adaptability - "Are we listening to the marketplace?"					
Objective	What We Have Already Done	Outcomes	Timeline	Progress	Updates
<p>Marathon County Health Department will have a system in place to measure the contributions of partners in terms of in-kind time, money and other resources for major program areas.</p> <p>Who: Joan Theurer, Season Welle, MCHD Directors</p>	<p>Currently no system exists for identifying what program areas will track for in-kind contributions of partners that further program goals. Priority-based budget model tracks revenue, however does not track in-kind contributions from partner organizations. Partners are instrumental in leverage resources to advance program and community initiatives goals.</p>	<p>Program and community initiatives will be identified as well as what in-kind contributions will be tracked.</p> <p>Department-wide system will be developed.</p>	<p>August 31, 2019</p> <p>October 31, 2019</p>		
<p>Employees will further their ownership for quality improvement activities.</p> <p>Who: Joan Theurer, QI Team</p>	<p>Marathon County Health Department established a quality improvement plan in 2012. The plan updated in 2017 lays out expectations for quality improvement activities for the department. A cross-team QI Team meets</p>	<p>90% of employees will have contributed to a quality improvement activity.</p> <p>Three quality improvement projects will create leadership opportunities for MCHD All-Staff (e.g., facilitate</p>	<p>December 31, 2019</p> <p>December 31, 2019</p>		



Health Department - Health Officer's 2019 Plan of Work

<p>Marathon County Health Department's policies, procedures and medical orders are up-to-date.</p> <p>Who: Joan Theurer, MCHD Directors</p> <p>Reassess readiness for Public Health Accreditation.</p> <p>Who: Joan Theurer, MCHD Directors, Board of Health</p>	<p>3-4 times per year.</p> <p>In 2017, the process for review/approval was remapped. Concentrated effort was made to retire policies/procedures no longer applicable, review and revise existing documents. Baseline: 18% up-to-date December 31, 2016 compared to 94% on November 24, 2018.</p> <p>Marathon County Health Department last assessed readiness for accreditation in August 2014.</p>	<p>QI tool).</p> <p>Minimum of five formal QI projects will be completed.</p> <p>95% of policies, procedures, medical orders will be up-to-date.</p> <p>Maintain current scores in the standard domains, while improving the department's score for the domain "workforce".</p> <p>Board of Health will determine the merits of investing in being accredited.</p>	<p>December 31, 2019</p> <p>Quarterly, 2019</p> <p>September 30, 2019</p> <p>October 31, 2019</p>		
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Health Department - Health Officer's 2019 Plan of Work

Health Department Strategic Plan Crosswalks
Fiscal: Inform of and advance public health policy in support of the County's mission and strategic goals.
Marathon County Strategic Plan
Objective 12.3 Promote cost-effective public services.



Health Department - Health Officer's 2019 Plan of Work

Consistency - "Does our system create leverage?"					
Objective	What We Have Already Done	Outcomes	Timeline	Progress	Updates
Develop a plan to address findings from the Denison Organizational Culture Survey. Who: Joan Theurer, MCHD All-Staff	Since 2008, the Denison Culture model has been the framework used by Marathon County Government to assess and shape organizational culture. In 2017, the health department scored 75% or better in each of the twelve sectors on the Denison survey in the areas of mission, consistency, involvement, and adaptability. Survey will be conducted in February 2019, with findings being shared in April.	90% of employees will be able to state 2 assets and 2 challenge areas, and identify their contribution to strong organizational culture. A department level plan will be in place that address the findings from the Denison Organizational Culture Survey.	June 30, 2019 November 30, 2019		
Everyone is responsible for giving and receiving "on and off" track feedback.	In May 2014, Marathon County Health Department established and defined key behaviors of honesty, respect and personal accountability as foundational in supporting the department's core	Every day, everyone at the Health Department will choose to contribute to strong work culture.	Ongoing		
Create a culture of trust between employees and supervisors.		All employees will demonstrate skill to give and	Ongoing		



Health Department - Health Officer's 2019 Plan of Work

<p>Identify inconsistencies in managers “practice what they preach”.</p> <p>Create opportunities for employees to share on core values are demonstrated in their day-to-day work.</p> <p>Who: Joan Theurer, Management Team</p>	<p>values. SMART Behavioral Core Value examples were established in the summer-fall of 2014, being evaluated and adjusted in the summer of 2016.</p> <p>In 2017, a “Giving and Receiving” Feedback educational plan was launched. The plan was developed and implemented by cross-team workgroup and provided u-tube videos, team discussions and two training sessions. In 2018, practice sessions were offered, having training on giving and receiving feedback incorporated into new employee orientation.</p> <p>Rounding recognitions are tied to behaviors that support core values.</p>	<p>receive “on and off track” feedback by all employees.</p> <p>Supervisors and staff address behaviors not in keeping with core values.</p> <p>Employees exuberate pride and joy in their work.</p> <p>A cross-team approach will be utilized for the department’s organizational culture orientation of new employees.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>May 31, 2019</p>		
<p>Health Department Strategic Plan Crosswalk Employee Learning and Growth: Foster an organizational culture that supports innovation and excellence.</p>					
<p>Marathon County Strategic Plan Objective 12.3: Promote cost-effective public services.</p>					



Health Department - Health Officer's 2019 Plan of Work

Involvement - "Are our people aligned and engaged?"					
Objectives	What We Have Already Done	Outcomes	Timeline	Progress	Updates
<p>Promote activities and opportunities for everyone to contribute their strengths and leadership.</p> <p>Employee recognition will be meaningful to employees.</p> <p>Define leadership practices; supervisor autonomy; and boundaries and authority when delegating to be clear and consistent.</p> <p>Who: Joan Theurer, Management Team</p>	<p>Marathon County Health Department began rounding in 2013. In spring of 2016, MCHD All-Staff shaped the department's Recognition Plan. In 2014, all employees' strengths were inventoried. On an ongoing basis, the Management Team incorporates new leadership/management concepts. Graduates of the Marathon County Leadership Program are encouraged to serve as mentors. At the end of 2018, 11 employees participated in the leadership program, having 9 graduates serve as mentors.</p>	<p>All employees will be rounded every 4-6 weeks.</p>	Ongoing		
		<p>Employees will recognize others' contributions.</p>	Ongoing		
		<p>Employees will be provided team, department and countywide leadership opportunities.</p>	Ongoing		
		<p>Employees will be aware of their strengths and associated shadows, and identify opportunities within their position to use their strengths.</p>	Ongoing		
		<p>Management Team will incorporate one new leadership and/or management practices.</p>	Ongoing		
<p>Implement one change in how we work to further inclusivity</p>	<p>In December 2018, Marathon County Government</p>	<p>Management Team will promote a trusting and safe</p>	Ongoing		



Health Department - Health Officer's 2019 Plan of Work

<p>based on the results of Marathon County Government Inclusivity survey.</p> <p>Who: Joan Theurer, Management Team</p>	<p>conducted an inclusivity survey. Findings from the survey along with focus groups was shared on Martin King Jr. Day On.</p>	<p>work environment where dialogue on difference can occur.</p> <p>Implement one change in how we work to further inclusivity as a department based on the results of the county's inclusivity survey findings.</p>	<p>December 31, 2019</p>		
<p>Contribute to the development of the restructured Marathon County Leadership Program.</p> <p>Who: Joan Theurer</p>	<p>The Marathon County Leadership Program is being restructured in 2019. The restructuring of the program will provide opportunities to institute new strategies to ensure greater alignment and infusion of leadership and management topics across all levels of leadership within Marathon County's Management Team.</p>	<p>Identify a minimum of three leadership and management topics and potential speakers for given topics.</p> <p>A plan will be developed to ensure leadership and management topics are infused with the county's management team.</p>	<p>August 31, 2019</p> <p>December 31, 2019</p>		
<p>Health Department Strategic Plan Crosswalk Employee Learning and Growth: Promote a work environment that fosters innovation and excellence.</p>					
<p>Marathon County Strategic Plan Objective 12.3: Promote cost-effective public services.</p>					



Health Department - Health Officer's 2019 Plan of Work



**Wisconsin Department of Health Services
Division of Public Health
PHA VR - WEDSS**

YTD Disease Incidents by Episode Date

Incidents for MMWR Weeks 1 - 52 (Through Week of December 29, 2018)

2018

Jurisdiction: Marathon County

Disease Group	Week 51	Week 52	Total
Arboviral Disease	0	0	2
Babesiosis	0	0	5
Blastomycosis	0	0	3
Campylobacteriosis (Campylobacter Infection)	0	1	52
Carbon Monoxide Poisoning	0	0	3
Chlamydia Trachomatis Infection	7	5	339
Coccidioidomycosis	0	0	1
Cryptosporidiosis	0	0	38
Cyclosporiasis	0	0	8
Ehrlichiosis / Anaplasmosis	0	0	28
Giardiasis	1	1	39
Gonorrhea	1	3	53
Haemophilus Influenzae Invasive Disease	0	0	2
Hepatitis B	1	0	8
Hepatitis C	0	0	24
Influenza	2	0	149
Invasive Streptococcal Disease (Groups A And B)	0	0	19
Legionellosis	0	0	4
Listeriosis	0	0	1
Lyme Disease	0	0	45
Meningitis, Other Bacterial	0	0	1
Mycobacterial Disease (Nontuberculous)	0	0	14
Parapertussis	0	0	8
Pathogenic E.coli	0	0	15
Pertussis (Whooping Cough)	0	1	14
Salmonellosis	1	0	18
Shigellosis	0	0	1
Streptococcus Pneumoniae Invasive Disease	0	0	15
Syphilis	0	0	4
Tuberculosis	0	0	1
Tuberculosis, Latent Infection (LTBI)	1	0	16
Varicella (Chickenpox)	0	0	5
	14	11	935