



BENTON-FRANKLIN HEALTH DISTRICT

A LOOK AT OUR POST PANDEMIC WORKFORCE

Janae L. Parent

Interim District Administrator, BFHD

How has BFHD evolved?

Still evolving...

The “pandemic” portion of our COVID response wrapped up in July 2022

We transitioned our agency-wide response efforts into a program/support service model, where we continue to receive funding to support those efforts, even today

Since 1946 it has been BFHD’s charge and duty, to monitor the spread of communicable disease (& respiratory viruses) in our community

It is our mission to prevent, promote, and protect our community, and our healthcare partners, in all that we do


Our mission and work has never stopped, not even in a worldwide pandemic



In that effort to keep with our mission...

We did not fall or falter, not even once

Prevent Promote Protect

A small green seedling with two leaves is growing out of a crack in the ground. The ground is dry and cracked, with large, irregular polygonal shapes. The background is a blurred continuation of the cracked earth.

July 2022

Then came the internal cracks



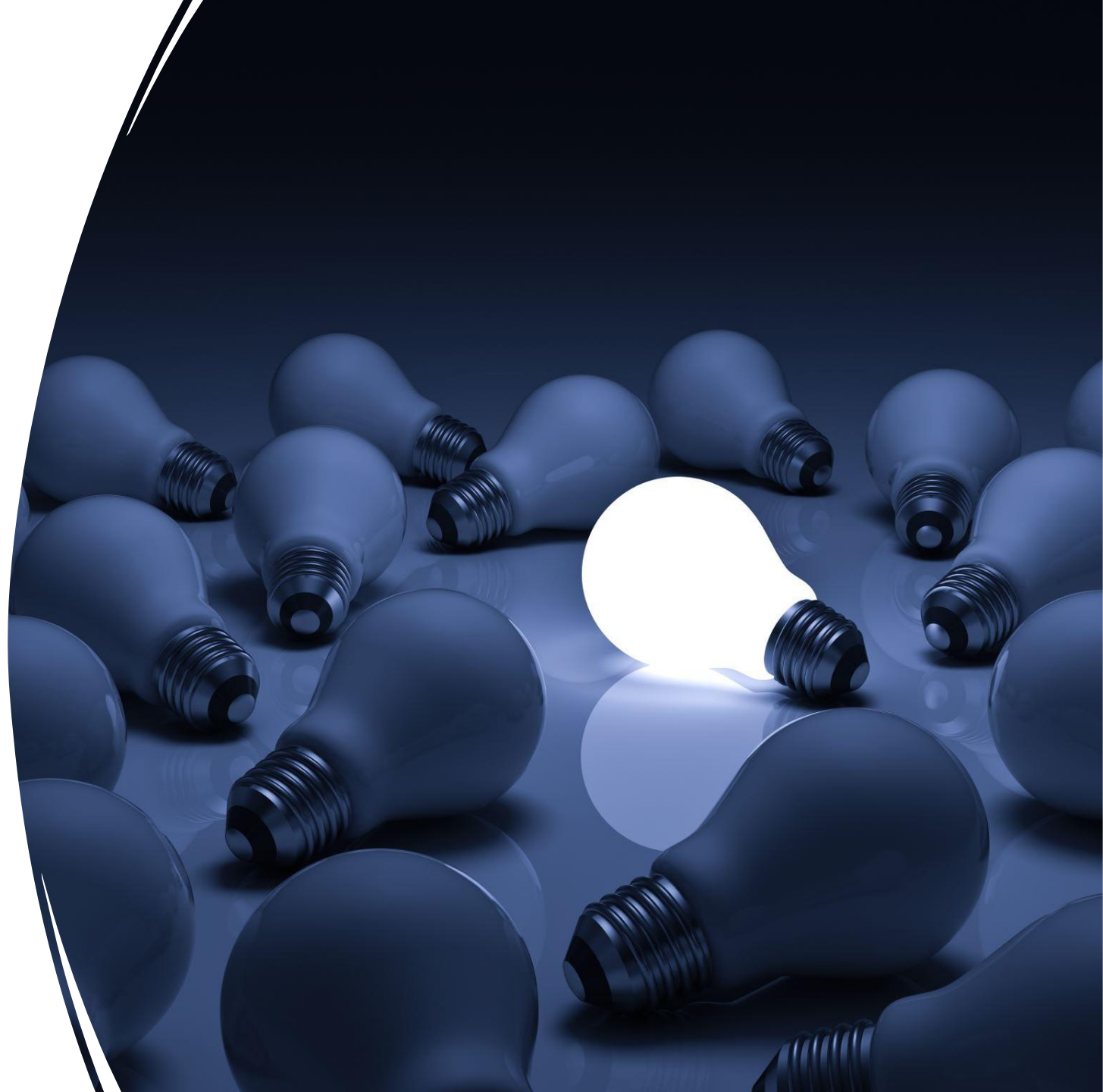
And more cracks...

- Loss of Health Officer
 - (3 different Health Officers in the last 18 months)
- Loss of Sr. Manager of Surveillance & Investigation
- Loss of Sr. Manager of Finance
- Loss of Billing/Contracts Manager
- Loss of Sr. Human Resources Manager
- Loss of District Administrator

*We nearly lost our entire
Senior Leadership Team*

Internal cracks... hit us hard

- Looking back, it is likely that the pandemic only exacerbated pre-existing issues
- While we kept to our mission and purpose, we lost sight of our core values within our internal needs
- We lost a sense of trust, teamwork, curiosity & innovation, and ethics
- When any company (including local government), loses sight of its core values, it hits hardest in workplace culture, and ours was humbled



Stability & Time





Mission & Growth

*BFHD provides all people in our community the opportunity to live full product lives by **promoting** healthy lifestyles, **preventing** disease and injury, **advancing** equity and **protecting** our environment.*

Get back in our Values

- Excellence
- Diversity
- Community & Collaboration
- Integrity
- Accountability
- Effectiveness



Look at us go...

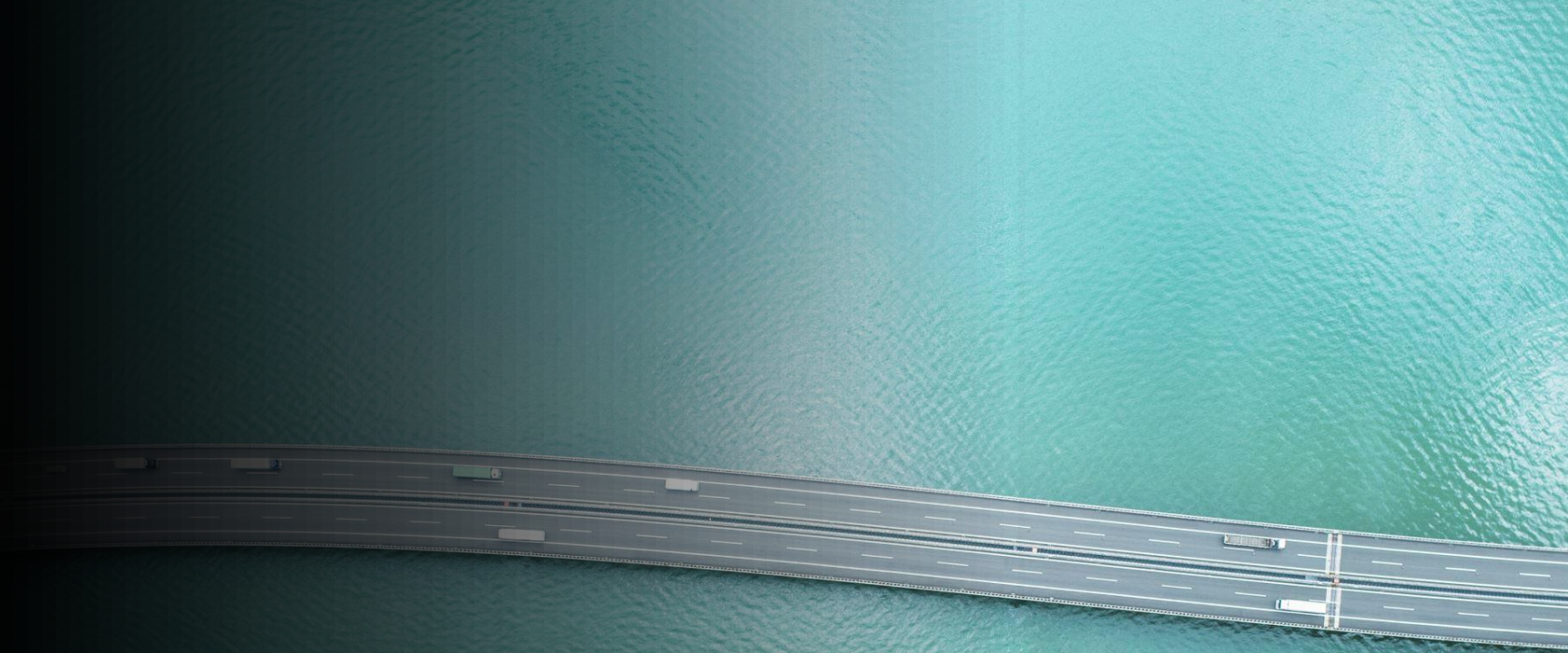
Evolving....

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- Roll-out of our agile (shorter term) **Strategic Plan**
 - Emphasis on the internal needs
 - Completion of Community Health Needs Assessment (**CHNA**) & Community Health Improvement Plan (**CHIP**)
 - Re-**Accreditation**
 - Re-defining BFHD:
 - Re-**Branding**
 - **Leadership** Development
 - **Workforce** support
 - Continued onboarding of our new **Health Officer**, Dr. Aren Giske
 - Buildout of our Office of the Health Officer – Including Heather Hill, **Deputy to the Health Officer**
 - Onboarding of new public health initiatives, including **One Health** and **Public Health 3.0**
 - Tackling local public health needs in STIs, suicide prevention, overdose/fatality prevention
 - And so much more...

In that effort to keep with our mission...

We did not fall or falter,
not even once...

Prevent Promote Protect



Thank you