

Florence County Health Department 2024

Annual Report



Connecting You to a **Better Life!**

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This annual report highlights some of the programs and services which meet the requirements to be a nationally accredited health department and the Wisconsin state statutes. It is not intended to be an all-inclusive list of the programs and services provided by Florence County Health Department.

Letter from the Health Officer

Dear County Board Members, Board of Health Members, Colleagues, Partners and Citizens,

What is Public Health? *“Public health is what we do together as a society to ensure the conditions in which everyone can be healthy.” Public Health 3.0 A Call to Action for Public Health to Meet the Challenges of the 21st Century.* In carrying out the role of health strategist, local health departments with their public health system partners, address conditions that influence health; going up stream to prevent disease, injury, and death. These upstream conditions that influence health are referred to as social determinants of health. Social determinants of health are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks. *U.S. Department of Health and Human Services. Healthy People 2030. Social Determinants of Health.*

In 2023, as the chief health strategist, we continued to recover from the pandemic in our communities. We provided guidance on COVID immunizations and surveillance on outbreaks in high risk facilities as well as resources to the community. We focused on public health foundational services including communicable disease control on over 100 reportable diseases in Wisconsin, chronic disease and injury prevention, environmental public health, maternal child and family health and access to clinical care in our rural community.

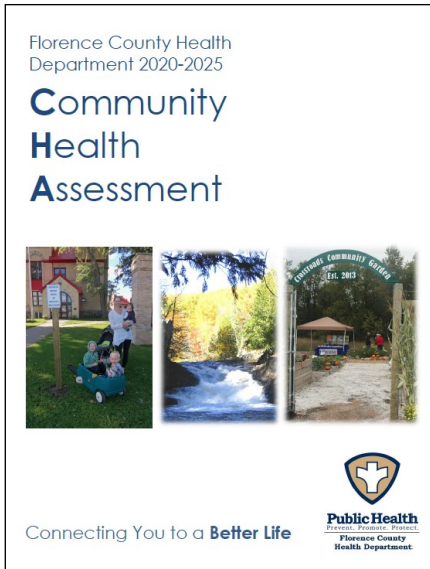
What does the health department do and why does it matter? You will encounter details of some of this programming in the next several pages. Many of our initiatives are driven by plans including the Community Health Improvement Plan (CHIP) which used data and decision making of community members to identify strategies to improve health collaboratively. We strive to provide programming and services which are tailored to our population with community partners.

Our partnerships remain strong in Florence County as we work as a team to serve our community. We move forward into 2024 with a strengthened and collective vision of public health to meet the needs in our county. Together, we make a difference in creating healthier choices and lives for the future.

Sincerely,

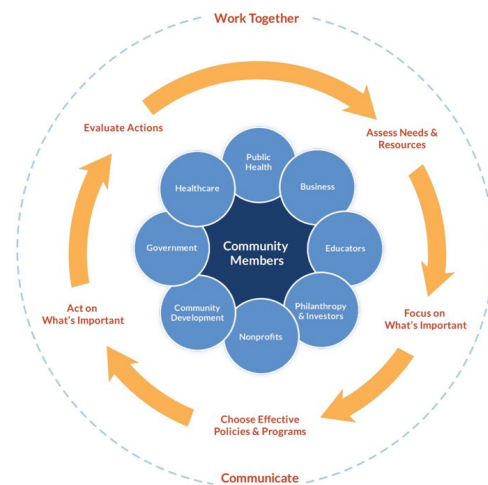
Annette Seibold

Annette Seibold, RN, MS
Florence County Director/Health Officer



The Florence County Health Department, along with the Public Health Accreditation Board (PHAB) and the state of Wisconsin Department of Health Services requires that a Community Health Needs Assessment (CHNA) be completed every five years. The current CHNA cycle runs 2020 to 2025. PHAB standards strongly encourage that national models of methodology be utilized when completing a CHNA. Therefore, the Florence County CHNA was completed using an adapted version of the National Association of County and City Health Officials (NACCHO) *Mobilizing Action through Partnerships and Planning (MAPP)* process. Finally, the CHNA utilizes information and data from the community, state and nation which drives community planning, implementation of strategies, and evaluation of the health improvement plan.

The initiatives that have been identified from the CHNA are the AODA/Mental Health Coalition and the involvement of the Youth Behavior Risk Survey tailoring our focus to the prevention of substance use in our next generations, as well as prioritizing the importance of mental health resources.



Source: University of Wisconsin, Population Health Institute and the Robert Wood Johnson Foundation, County Health Rankings and Roadmaps. (2019).

Demographic Profile

Florence County, a rural county in Northeast Wisconsin, has a long history of excellent relationships among community partners collaborating to offer a broader range of services than any individual, department, or group could provide on its own. However, we face substantial challenges including high rates of poverty, an aging population and lack of access to care including health, dental, and mental health providers.

The department serves an area of 488 square miles and a population of approximately 4,500 according to the 2021 US Census estimates. Florence County has the second smallest population of the 72 counties in Wisconsin, with one of the highest populations of residents 65 years and older. Florence is one of only two counties in the State of Wisconsin with no incorporated cities or villages. In addition, about 50% of children attending Florence Schools are eligible for free or reduced-price lunch which is a significant indicator of general economic status for the county because families must be at or below 185% Federal Poverty Level (FPL) to qualify.

Summary of Demographics	Florence County	Wisconsin
Population	4,558	5,893,718
% below 18 years of age	14.0%	21.1%
% 65 and older	29.5%	18.7%
% Non-Hispanic Black	0.6%	6.6%
% American Indian & Alaska Native	1.1%	1.2%
% Asian	0.4%	3.2%
% Native Hawaiian/Other Pacific Islander	0%	0.1%
% Hispanic	1.4%	7.6%
% Non-Hispanic White	94.8%	80.1%
% Females	48.1%	49.8%
Population Per Square Mile	9.3	108.8
% Persons under 5 years	3.1%	5.3%
Veterans, 2018-2022	402	308,486
% Foreign born persons 2018-2022	0.2%	5.0%
% Language other than English spoken at home	1.3%	8.7%
% Owner-occupied housing unit rate, 2018-2022	89.6%	67.7%
% Persons with a disability, under age 65, 2018-2022	13.3%	8.2%
% Persons w/o health insurance under age 65	8.0%	6.3%

United States Census, Quick Facts, (2023).

Childhood Lead Testing

- Public Health Nurses documented **31** blood lead tests for children in 20223 FCHD normally provides on-site testing for early detection of childhood blood lead poisoning during Women, Infant and Children (WIC) visits, but due to COVID-19 in-person visits were postponed until further notice. Blood lead tests were then completed by providers and reported to FCHD.

Radon

- Provided **29** radon kits for residents to test radon levels in their homes and follow-up consultation for results above recommended level per EPA.

Immunizations

0-2 Year Old Immunization Rates

Florence County continues to trend higher than the state.

Percentage of children age 0-2 who are fully immunized by their 2nd birthday in Florence County.

- ⇒ 2018 = 61% (Florence), 72% (State)
- ⇒ 2019 = 81% (Florence), 72% (State)
- ⇒ 2020 = 72% (Florence), 70% (State)
- ⇒ 2021 = 70% (Florence), 69% (State)
- ⇒ 2022 = 68% (Florence),
- ⇒ 2023= 59% (Florence). Not yet released (State)

**It is noted that data may have limited interpretive value due to the small numbers*

Human Health Hazard Inspections

- In 2023, there was **7** human health hazard complaints. The complaints led to an extensive investigation by the health officer, Registered Sanitarian and other appropriate local community partners including Zoning.

Public Health Emergency Preparedness

Exercises

- Mass immunization clinic exercises were held at the Elementary and Middle/High School which included flu, T-dap, Meningococcal, HPV and Pfizer COVID vaccine
- Community vaccine clinics at Florence township halls: Florence, Fence, Long Lake/Tipler and Aurora
- Walk-in clinics were offered on-site for the flu vaccine
- 24/7 Call Down Exercise was held twice in 2023

Trainings

- CPR refresher training course for staff through Florence County EMS
- ICS 100, 200 and 700 course training for all preparedness staff
- EPC attended a Hazmat tabletop exercise held at Florence County Resource Center with other emergency personnel
- Attendance at an active shooter preparedness webinar
- EPC attended the Wisconsin Governor's Conference in Appleton, WI
- FIT testing completed by PHN



Preparedness Activities

- Quarterly Local Emergency Planning Committee (LEPC) meetings
- Hazard Mitigation Planning Committee meetings to update Florence County's 2022-2027 plan
- Respirator Fit Testing for FCHD staff
- Revising/Updating Public Health Emergency Preparedness Plans
- Updated 24/7 Contact Call Down to assure clear instructions are implemented with new staff
- Participate in monthly Region 3 Northeast Wisconsin Healthcare Emergency Readiness Coalition (NEW HERC) meetings
- Reviewing and/or updating preparedness MOUs
- To improve preparedness and response activities, FCHD created a school-based immunization clinic After Action Report (AAR) and reported it to the state
- Maintained jurisdictional contact information in Wisconsin Emergency Assistance Volunteer Registry (WEAVR) and conducted at least one drill for registered volunteers
- Bi-weekly PHEP Question & Answer webinars with state partners
- Hazard Vulnerability Assessment for Florence County is reviewed annually and updated as needed, then shared at LEPC meetings
- Hosted the biannual Wisconsin/Michigan Border Coordination meetings with attendance from EMS, Public Health, Law Enforcement, Emergency Management and Red Cross

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Be Ready



Disease Prevention and Control

Over 100 diseases must be reported to local health departments by law. FCHD staff receive and investigate these communicable diseases through WEDSS (Wisconsin Electronic Disease Surveillance System).

Lyme Disease Note:

Lyme disease case definition changed beginning in 2022. This new definition relies largely on laboratory data for case classification. Data from 2022 and data from 2021 or earlier are, therefore, not comparable. Caution should be taken in interpreting an increase in reported cases during 2022 as a true increase in disease burden.

Coronavirus Note:

Coronavirus reporting requirements changed in 2023; reporting requirements were only mandatory for positive hospitalizations for adults and pediatrics, as well as related deaths. Schools and some healthcare systems still are required to report positives/outbreaks.

Wis. Stats. 252.05:

Any health care provider who knows or has reason to believe a person treated or visited by him or her has a communicable disease is required to report. Per Administrative Rule DHS 145.04 (1),

It is noted that annual data may have limited interpretive data due to the small numbers.

2023 Disease Surveillance Chart			
Disease	2021 Counts	2022 Counts	2023 Counts
Vaccine Preventable Diseases			
Coronavirus/ & Hospitalizations	2109	1302	185
Influenza-Assoc. Hosp.	2	1	0
Pertussis (whooping cough)	1	1	0
Streptococcal Group B Disease	1	0	0
Streptococcus pneumonia Invasive Disease	0	0	0
Varicella	0	0	0
Vectorborne Diseases			
Mosquito-borne			
West Nile virus infection (bird)	1	0	0
Tickborne			
Ehrlichiosis/ Anaplasmosis	5	9	11
Babesiosis	2	1	5
Lyme disease & lab report	23	17	55
Viral Hepatitis			
Hepatitis A	1	0	0
Hepatitis B-Acute	1	1	1
Hepatitis B –Chronic	N/A	5	6
Hepatitis C-Acute	2	0	0
Hepatitis C-Chronic	6	9	7
Sexually Transmitted Infections			
Chlamydia	3	3	5
Gonorrhea	1	0	0
Herpes, Genital (1st Episode)	1	0	0
Syphilis, Unk Duration	1	1	1
Foodborne Illness			
Campylobacter	3	3	1
Cryptosporidiosis	1	0	0
E-coli-Enteropathogenic	1	1	0
Giardiasis	0	4	2
Salmonellosis	0	0	1
Other Diseases			
Carbon Monoxide Poisoning	0	0	0
Histoplasmosis	0	0	2
Mycobacterial Disease (Non-Tuberculous)	1	0	1
Toxoplasmosis	0	0	0

Communicate effectively to inform and educate people about health, factors that influence, it and how to improve it.

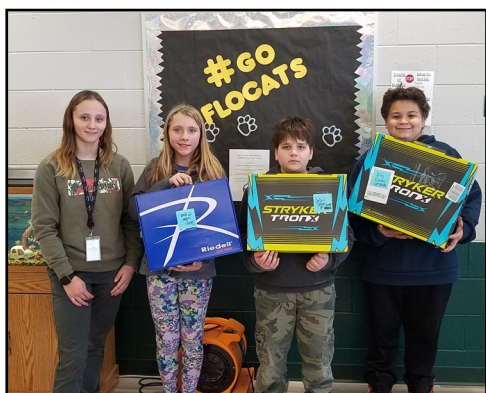
Highlighted in red indicates those areas leading to negative health outcomes.

Leading Health Indicators	Florence County	Wisconsin
Access to Health Services—Uninsured	9%	7%
Clinical Preventative Services—Flu Vaccinations	37%	56%
Environmental Quality—Air pollution	5.4	7.8
Injury and Violence—Injury deaths	120	89
Maternal Infant and Child Health—Low Birthweight	10%	8%
Mental Health—Access to mental health providers	4,590:1	420:1
Nutrition, Physical Activity, and Obesity—Adult Obesity	35%	33%
Oral Health—access to dentists	4,590:1	1,380:1
Reproductive and Sexual Health—Sexually transmitted infections	139.7 per 100,000 population	456.2 per 100,000 population
Social Determinants—Children in Poverty	17%	14%
Substance Abuse—Excessive Drinking	27%	26%
Tobacco—Adult Smoking	19%	16%

Source: County Health Rankings and Roadmaps 2023. Accessed January 2024.

Health Promotion Program Activities

The FCHD works collaboratively with community partners to implement prevention strategies that create conditions to promote health and community resiliency such as . Partnerships with Florence School District, Florence County Forestry and Parks, Northern Lights YMCA, and 100 Women that Care Club. Health inequities were addressed through evidence-based strategies that supported community swim lessons for all third graders and continued support of water safety kiosks at county parks and beaches. The health department worked collaboratively with Florence Utilities, Forestry and Parks, and the County Building and Grounds committee to install a small outdoor ice rink. The health department was able to purchase a pair of ice skates for a boy and girl in grades 4, 5, and 6 at the Florence Elementary school. This initiative not only encourages physical activity, but decreases potential mental health issues. FCHD also sponsored a free skiing and snowboarding day at Keyes Peak in order to promote winter physical activity.



Ice skate giveaway raffle winners



3rd Grade Class/Swimming Lessons



Line to get Skis/
Snowboard

Tobacco Prevention

WI WINS Compliance Checks—Last conducted in 2019 due to COVID-19 restrictions.

Florence had a 20% sales rate with 2 sales to a minor by a clerk in 2023

Research shows that *multi-component interventions* that include retail and community education, regular inspections, and penalties for vendors who sell to minors reduces illegal tobacco sales, which in turn decreases youth smoking. FCHD communicates directly communicates with retailers to encourage state and federal compliancy. FCHD participates in the Northwoods Tobacco-Free Coalition in collaboration with the WI Wins program BUT due to staffing turnover with the state visits to retailers with students in 2022 there were no compliance checks. **In 2023, Florence County was the only county to have completed all required checks, therefor no comparison chart for the other counties which are a part of the Northwoods Tobacco Free Coalition is included for the 2023 year.**

Florence County had 20% (2 out of 10 local tobacco retailers) sell to a minor by the retail clerk in 2023. Following the sale, notification letters were sent to businesses that sold and did not sell to minors. Immediately following the sale of the tobacco/nicotine product the Intern would inform the clerk of the illegal sale. Usually following the illegal sale, local health director would issue a citation , since this is the first inspection post pandemic, educational guidance was provided to ALL business and no citations were issued. In 2024, business that sell to minors will receive citations to the clerk who sold, as well as the retailer themselves.

Issues that arouse in the health department 's effort to educate and enforce the law this year is the factor that Oneida County WI WIN program asked the health department to not issue citations due to the two year long delay in county enforcement sales.

Another factor was that there were new staff and owners that had lack of education related to T21 and enforcement regulations on selling to minors due to the pandemic. Going forward in 2024, letters will be sent to law enforcement and the ten local retailers that there will be underage tobacco/nicotine inspections through the WI Wins program occurring in a certain timeframe . In the letter there will be resources on the regulations and training options to share with staff, as well as the reminder that this year citations will be issued from the health officer.



Prescription Medication Safe Disposal Options

Medication Lock Boxes and Bags. Distributed over **119** to community members and partners.

24/7 Drop Boxes. In 2023, over **101** pounds of medications were collected in the



three permanent drop boxes in Florence County. Locations include Florence County Sheriff's Office, NWTC in Aurora, and Florence Prescription Services.

National Drug Take-Back Day. Participation in the bi-annual event—April and October. Total medications and sharps collected for the April event was over **101** pounds. (October's event was not staffed, so weights were included in the collection from permanent drop boxes.)



Community Events

Mike McGowan, motivational speaker. Mike McGowan is a nationally recognized motivational speaker. He spoke to Florence Middle and High School students as well as parents, during the Parent/Student University in August, on topics such as encouraging good choices, positively dealing with change and developing and building confidence.



National Night Out. Florence County AODA/MH Coalition participated in August 2023 at National Night Out with Florence County Sheriff's department where lockboxes, education, and medication disposal products were handed out, as well as health department programming outreach.



Activities for substance use prevention and education are provided through grant funding from the State Opioid Response (SOR) Grant and Northwood's Coalition (NWC) Projects. Each year, FCHD applies for grants which are implemented with the members of the Florence County AODA/MH Coalition to provide awareness, education safe disposal options to our community.

Chronic Disease Prevention

Florence County, similar to other Northern counties, has an increasing older adult population. In addition, our obesity rate in the 2023 *Community Health Rankings* **increased** from 33% to 35%

Ice Skates: In December 2023, FCHD donated **6** pairs of ice skates to the local library for free rental to library members. Florence County Health Department sets up an ice skating rink in front of the courthouse every winter to promote physical activity in the winter months. This year skates were purchased to help promote the activity at no cost to local members to try the sport out!

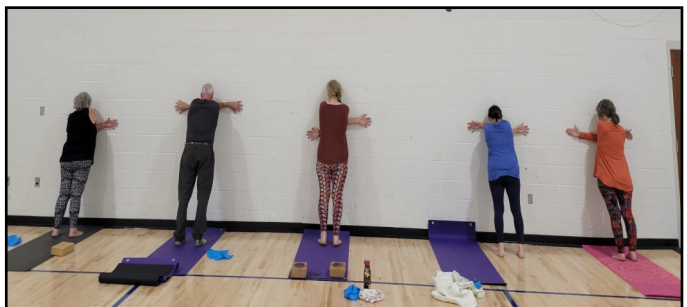


Strong Bodies: The Florence County Health Department partnered with University of Wisconsin-Madison-Extension and Aging Disability Resource Center (ADRC) in implementing the Strong Bodies program. This program is an evidence-based strength training program that increases a person's ability to do activities of daily living, increase strength, muscle mass and bone density. A total of

87 individuals participated in Strong Bodies as well as the program being offered virtually with

weights being available to rent for in home by UW Extension. The classes are taught by T Rugg of UW Extension and a volunteer. We are always looking for more volunteers to continue to expand the program.

Yoga/Chair Yoga: In 2023, FCHD partnered with yoga instructor, Lynn Mueller from iCanYoga2 studio, to continue to offer residents yoga with/without a chair. The health department, in conjunction with ADRC, NWTC, and the Florence Interpretive Center were able to bring classes to interested participants in person. Ms. Mueller added two classes at the Interpretive Center to accommodate requests for a town of Florence location and an evening class. A total of **61+** individuals participated in-person in this popular class.



Chronic Disease Prevention—continued

Tick Bite Kits: In 2023, **200** tick bite kits were distributed among local facilities: BP, Krist, Florence Resource Center, and Whistler Outdoors Bait Shop. All tick kits were sold out by August 2023. In the upcoming year, FCHD will increase tick kit supplies to elevate outreach for Lyme's disease prevention.



Student Council Members that made up the tick kits, 2023

Maternal Child Health: focuses on collaborating with community partners to reduce **adolescent suicides** through implementation and evaluation of evidence-based strategies.

- **QPR** (Question, Persuade and Refer) program was conducted in 2023 through a partnership with the school district, UW-extension, and public health staff to address high rates of mental health concerns and an increase of suicidal thoughts and behaviors due to the pandemic related issues. There were **5** high school participants that participated in the QPR Gatekeeper training in November 2023.
- Public Health Nurse coordinates the Child Death Review Team. There were **0** child deaths reviewed in 2023.
- The Florence County Health Department, in collaboration with the Florence County Sheriff's Office and Florence County School District, ordered and distributed over **75** gun locks related to suicide prevention and means restrictions.
- The Florence County Health Department also participated in quarterly learning community calls with the state and partners through UW-Extension & Department of Health Services
- Public Health Nurse and Administrative Assistant provided **150** toothbrush and toothpaste kits to Florence Elementary students at their annual Trunk or Treat.



Alisha & Ally at Trunk or Treat, 2023



Alisha & her daughter at Trunk or Treat, 2023

Community Health Improvement Plan (CHIP)

Wisconsin § DHS 140 requires that all local health departments shall assume responsibility for participating in community health assessments, collecting, reviewing and analyzing data on community health. Local health departments are also responsible to organize and develop a Community Health Improvement Plan under the same state statute. Assessments and plans are submitted to the Wisconsin Department of Health Services. Submissions should identify which focus areas, indicators, and strategies align with the State Health Improvement Plan (SHIP).

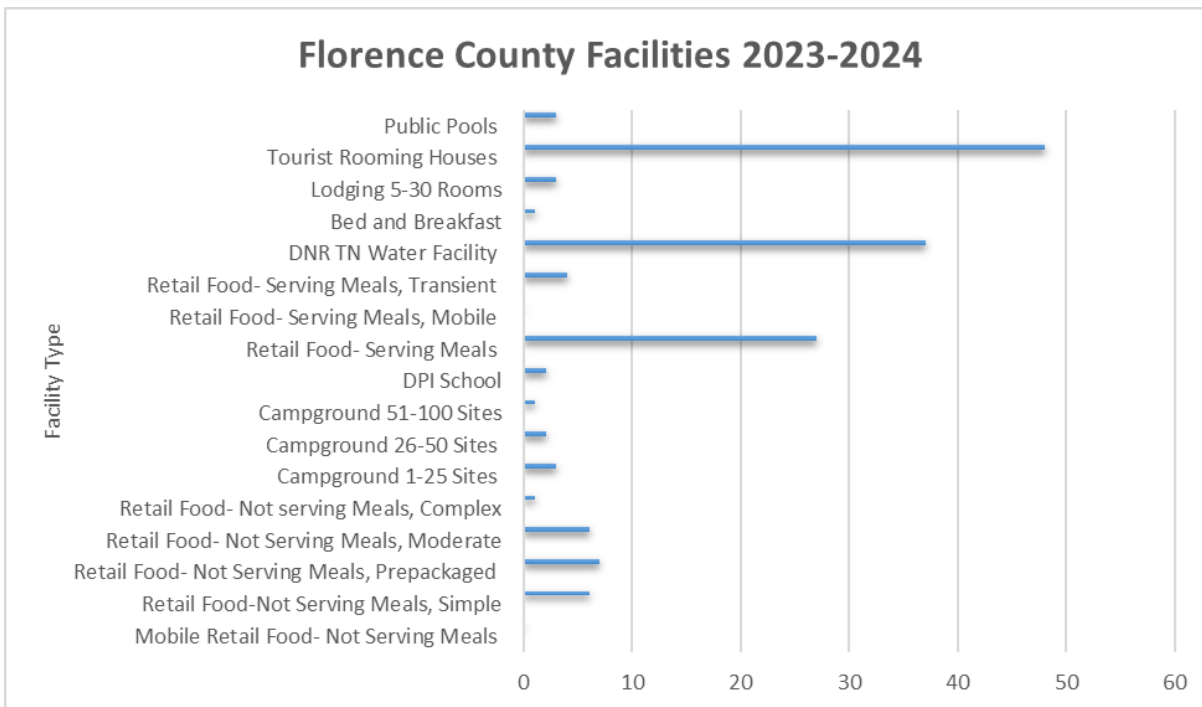
Further aligning with the State Health Improvement Plan (SHIP), Florence County Health Department has adopted the framework that identifies cross-cutting factors that influence health status across all priority areas. These are: Access to Healthcare; Social Determinants of Health; Built Environment; Public Health System; Health Behaviors; and Health Equity.

CHIP Strategies

Four priority areas were identified by the health department, community partners and stakeholders to prioritize the engagement of the community to improve the health of the population in these areas:

- 1. Alcohol and Other Drug Abuse and Mental Health** strategies are developed and coordinated through the Alcohol and Other Drug Abuse (AODA) and Mental Health (MH) coalition. Currently there are a wide variety of programs and services for this population and the priority is to continue the coordination of these activities to ensure collective impact in policy and programming options for rural communities with limited resources such as Florence County.
- 2. Built Environment** issues include both social and physical determinants of health. Existing and new coalitions continue to coordinate and strategize to decrease the risk factors for poverty and low socioeconomic status.
- 3. Active and Safe Living** related to Chronic Disease and Prevention measures. There is a task force that coordinates responses to identify gaps, priorities, and opportunities while working to implement systems and environmental changes at the community level to prevent the onset of chronic conditions and adverse health outcomes due to injuries.

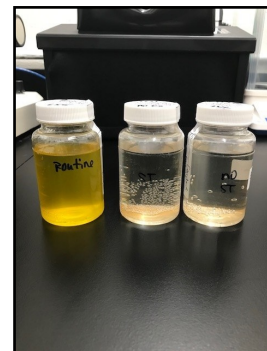
Florence County Department of Agriculture, Trade, and Consumer Protection (DATCP) Agent for Inspections



*Florence County completed 100% of licensed facilities in 2022-2023 permit cycle.

To improve communication and compliance in the environmental health programs, FCHD creates and distributes an Environmental Health Newsletter, shared quarterly, and a Retail Food Inspection Report, shared annually, to BOH and establishment owners. Editions go out to all Florence County DATCP and DNR facilities.

Water Quality Florence County Health Department performed **54** bacteriological water tests for **private** well owners. Seven samples tested positive for total coliform (6) and one of those included E.coli (1) and the department continues to work with the owner to mediate and correct contamination.



70 bacteria water samples were collected at the County's 37 transient non-community water supply systems, through a contract with the Wisconsin Department of Natural Resources (WDNR) Drinking Water and Groundwater Program. Some facilities require multiple sampling to ensure that safe and dependable water is available to the public. Wells that serve the public are also surveyed for structural soundness and routes of potential contamination. Each of the 37 DNR systems are also sampled for routine nitrate collection to assure levels are under the maximum contaminant level. Nitrate samples are sent to and analyzed by UW Oshkosh Environmental Research and Innovation Center (ERIC) Lab.

Rabies and Animal Bite Investigation FCHD conducted investigations of **16** animal bite reports in coordination with Florence County Sheriff's Office, as required per State Statute.



Women, Infants & Children (WIC)

WIC is a Federal supplemental nutrition program that focuses on breastfeeding support and healthy eating for pregnant women and families with children under 5.



2023 highlights: In the beginning of 2023, Florence County only had one farmer's market for Florence county residences and WIC clients to redeem their Farmer's Market Nutrition Program (FMNP) benefits. FCHD WIC is happy to announce that there is **3** farmer's markets and stands within Florence County.

FCHD WIC program has ended the 2023 year with **30** families and a total of **60** WIC participants overall. This enrollment of participants includes 4% Hispanic & 96% Non-Hispanic individuals.

- The amount of benefits redeemed in the year 2023 at local vendors was **\$28,162.**
- **86%** of WIC families redeemed some of their Famer's Market Nutrition Program (FMNP) benefits, however only **11%** of our WIC families redeemed all of their FMNP benefits during the summer of 2023, for a total of **\$180** at local Farmer's Markets.



Access to Care

NorthLake Dental Outreach In 2023, FCHD continued a partnership with NorthLake Dental Clinic Federally Qualified Healthcare Center. This program offers treatment for students that includes oral health education and dental supplies, oral health assessment by a licensed dental professional (Dental Hygienist or Dentist), fluoride varnish applications, and dental sealants. Every child is eligible for the program regardless of insurance and a report will be sent home after each visit listing what services were provided. If decay is suspected a referral will be sent home with information stating what was found. According to research, school-based sealant and fluoride varnish programs have been associated with reducing the incidence of tooth decay by 70%. The partnership with Northlake started in the Fall of 2022.

Fluoride Varnish	*2018-19	*2019-20	2022-23
# Participating schools	2	2	2
# Children Participating	41	52	136
# Children referred for untreated dental decay	7	7	51
% of Children reporting Medicaid for total program	61%	55%	47%
Dental Sealant Program			
Total number of visits	1	1	4
# Students receiving education	61	51	139
# Students receiving oral health exams/dental supplies (includes retention students)	45	47	139
# Students participating with special health care needs	9	9	19
# Students receiving sealants	33	24	23
# of Sealants placed	176	142	80
% of Students screened receiving sealants	76%	51%	62%
# Students referred for dental care	11	10	55

*These years were Healthy Smiles—Fluoride Varnish & Seal-A-Smile Dental Sealant Program (through the discontinued Northwood’s Dental Project).

Reproductive Health

FCHD provides reproductive health services to individuals ages 15-44 in collaboration with Wisconsin Department of Health Services and our local healthcare provider. FCHD continues to provide Dual Protection Services to program participants. An increase of social media usage was utilized to spread awareness to virtual & in person appointments to better accommodate the needs of clients. We serviced a routine 9 clients and had 4 STI testing appointments in 2023.



Access to Care

Mobile Clinic The Florence County Health Department purchased a Mobile Clinic to serve our rural communities. Some services the mobile clinic will offered in 2023 were education, blood pressure testing, vaccine administration, and distribution of COVID-19 test kits.



Community Flu Clinics The Florence County Health Department administered on-site Flu Vaccines to Aurora, Fence, Florence, and Long Lake residents. FCHD staff also participated in two mass vaccine clinics at the Florence School District.



The staff provides services with compassion, commitment and collaboration meeting the strategic goals of our department. Our mission is to connect you to a better life!

Workforce Development

FCHD implements a Workforce Development Plan to assure a competent and qualified public health organization. FCHD utilizes nationally recognized core competencies to achieve annual staff assessment and the opportunity for individualized professional training plans. Monthly staff meetings provide a platform to review learning opportunities and assess additional needs to improve staff competencies. The health department staff consists of a Health Officer, one Registered Nurse, one Emergency Preparedness Coordinator/Registered Sanitarian, one Public Health Assistant, one Administrative Assistant and one Registered Dietitian.



**Annette Seibold,
Director & Health Officer**



**Ally Kalkofen,
Public Health Nurse**



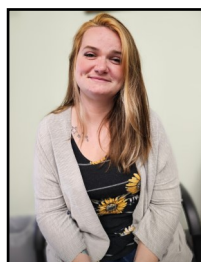
**Amber Kolberg,
Registered Sanitarian & Emer-
gency Preparedness
Coordinator**



**Amanda Hawkins,
Public Health Assistant**



**Jennifer Vaclav,
Registered Dietitian**



**Alisha Krenzke,
Administrative Assistant**

The staff provides services with compassion, commitment and collaboration meeting the strategic goals of our department. Our mission is to connect you to a better life!

Workforce Development—continued

The Florence County Health Department hosted **3** “interns” in 2023.

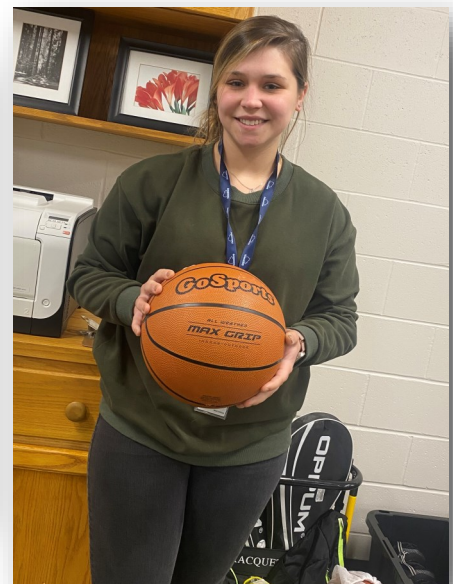
1st intern was Caitlyn Kelley who was an AODA/MH Coalition-funded intern/high school work study student, whose primary focus was on projects with the focus of substance abuse, mental health, and coalition objectives. 2nd—Sophia Berutti and 3rd—Lacey Enders, from Bellin College, completing their community health nursing 90-hour rotation with public health nurse where they were able to shadow and gain an understanding and appreciation of the broad range of public health activities undertaken at the local level.



Caitlyn Kelley



Sophia Berutti



Lacey Enders

Performance Management

FCHD uses a performance management system to monitor and achieve its goals and objectives ensuring a culture of continuous quality improvement.

Quality Improvement

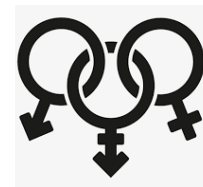
Projects



Improve Process to
Track Inspections
Completed



Streamline Tourist Rooming
House Inspections



Improve Reproductive
Health Financial/Billing
Process

*Thank you for the follow
up and fitting us in for our
adult immunizations. We
appreciate your flexibility.*

*"Excellent staff, timely,
great communication!"*

-Restaurant Owner

Culture of Quality Incorporating Customer Feedback

*"Very helpful in helping us
understand requirements
& regulations. Very much
appreciated."*

-Restaurant Owner

*It makes it so much easier
for me as a working par-
ent when you go to the
school for my kids flu
shots. Thank you!*

FCHD employs strategic planning skills in managing financial, information and human resources. We foster accountability and transparency to support ethical practice, decision-making and governance.

Strategic Plan

The Florence County Health Department updated its strategic plan for 2022-2025. Development of the plan was facilitated by the Wisconsin Department of Health Services, Northern Region Office of Policy, Practice and Alignment. All staff were engaged in the identification of the Strength, Weaknesses, Opportunities and Challenges (SWOC) analysis which lead to our current goals and objectives.

Mission: Connecting You to a **Better Life!**

Vision: Healthy people, vibrant communities

Core Values: COMMITMENT, COLLABORATION, COMPASSION

2022-2025 Strategic Priority Goals:

1. Maintain national accreditation status through the Public Health Accreditation Board (PHAB)
2. Workforce development
3. Communication
4. Effective capacity building

The Florence County Health Department (FCHD) meets statutory requirements for a level III health department services (as approved by WI DHS by the 140 Review in 2022). The health department leads its operations to reach organizational goals considering ethical issues, cultural competence and accessibility to community populations.

Financial

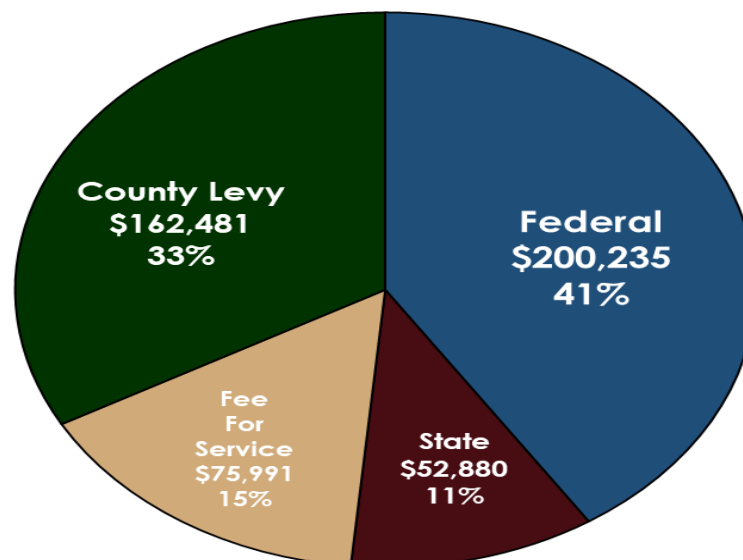


Revenue Sources for 2023

2023 Total Revenue \$491,587

Federal, State, Fee for Service Revenue \$329,105

County Levy \$162,481



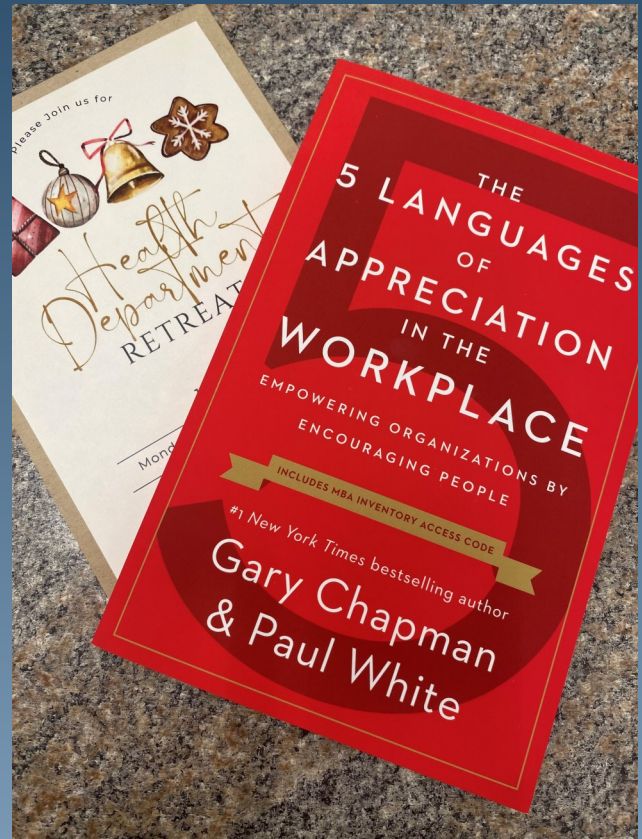
* FCHD used less County Levy than anticipated

BOARD OF HEALTH MEMBERS



- Susan Theer –Chair (back center)
- Sherry Johnson –Vice Chair (back left)
- Charles Kellstrom (back right)
- Dr. Erin DePrekel -Medical Advisor (front right)
- Carolyn Lemanski (front left)
- Chad Hedmark (not pictured)
- Cindy Kmecheck (not pictured)

We appreciate the dedication and support of the board of health. Their continued commitment to public health has been instrumental in the programs and services we are able to provide to our community in collaboration with our partners.



Workforce Development retreat for all Florence County Health Department staff conducted by UW Wisconsin-Extension Florence County.



Florence County Health Department

501 Lake Avenue Florence, WI 54121 715.528.4837

Annual Report:

For additional copies of this report call, 715.528.4837, or visit our website at www.florencewipublichealth.com

Information Sources:

National Association of County and City Health Officials, Centers for Disease Control and Prevention, Wisconsin Department of Health Services, Public Health Profiles, County Health Rankings, US Census, Florence County Health Department

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