

Florence County Health Department 2023

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,

2022 began for Florence County Health Department (FCHD), like many Public Health departments in response mode to the continued COVID-19 pandemic. FCHD was contact tracing, coordinating testing and vaccinating. During the year, we were able to move into recovery mode with less disease investigation. Our role became one of targeted contact tracing, information sharing and smaller booster vaccination clinics.

Although the pandemic has challenged public health and all of us, we hope to emerge with an increased understanding of community needs and tailoring our response in the case of a future event. In addition, towards the end of 2022, we have been able to focus on previous strategies and introduce new initiatives with key partners to address health disparities particularly emphasized in the last few years related to Alcohol and Other Drug Abuse (AODA) and Mental Health as identified in our Community Health Assessment (CHA) and Improvement Plan (CHIP). We look forward to creating and sustaining meaningful programs and services to strengthen the foundation of public health in Florence County.

Finally, I would like to recognize our staff and board. We welcomed a new medical advisor, Dr. Erin Depreckel, who also joined our board of health. Several of our county board of health supervisors as well as community representatives have been with us more than the 13 years that I have had the privilege of serving including: Susan Theer (chair), Sherry Johnson (vice-chair) and Cindy Kmecheck (community representative). The unwavering support of the board for public health initiatives in the last three years has provided a collaborative effort which I highly value.

Sincerely,

Annette Seibold

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



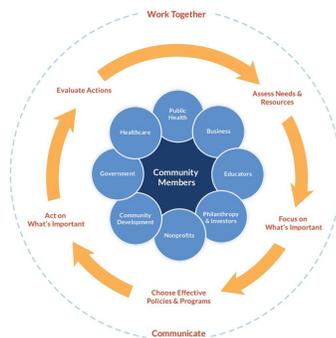
The Florence County Health Department recognizes the importance of deepening the community's understanding of public health issues and available resources. The primary method that the health department uses to focus on the health status of the population is by taking the lead in conducting a Community Health Needs Assessment (CHNA) through a collaborative process with community members, partners, and stakeholders. The collaborative effort engaged approximately 30-participants to identify key health priorities in Florence County. The process provided a platform to improve population health and promote health equity related to a rural community with little ethnic diversity.



Photo taken at the September 2019 *Data in a Morning* session with community members, partners, and stakeholders.

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 CHNA be completed every five years. In addition, 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 implementation of the community health assessment (CHA) and has been in full swing in Florence County. One major initiative that has resulted from the CHA has been 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	4,593	5,895,908
% below 18 years of age	14.2%	21.6%
% 65 and older	29.1%	17.9%
% Non-Hispanic Black	0.5%	6.8%
% American Indian & Alaska Native	1.0%	1.2%
% Asian	0.5%	3.2%
% Native Hawaiian/Other Pacific Islander	0%	0.1%
% Hispanic	1.2%	7.5%
% Non-Hispanic White	95.1%	80.2%
% Females	48.4%	49.9%
Population Per Square Mile	9.3	108.8
% Persons under 5 years	3.0%	5.4%
Veterans, 2017-2021	465	315,815
% Foreign born persons 2017-2021	0.1%	5.0%
% Language other than English spoken at home	0.9%	8.6%
% Owner-occupied housing unit rate, 2017-2021	89.0%	67.4%
% Persons with a disability, under age 65, 2017-2021	14.2%	8.1%
% Persons w/o health insurance under age 65	9.0%	6.4%

United States Census, Quick Facts, (2022).

Childhood Lead Testing

- Public Health Nurses documented **17** blood lead tests for children in 2022. 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. In October 2021, CDC updated the BLRV to 3.5 micrograms per deciliter ($\mu\text{g}/\text{dL}$). FCHD reports there were no elevated results (above 3.5mcg/dL) in 2022.

Radon

- Provided **6** radon kits for residents to test radon levels in their homes and follow-up consultation for results above recommended level per EPA.

Immunizations

Adolescent 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 = Not released yet.

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

Human Health Hazard Inspections

- In 2022, there was **6** human health hazard complaints. The complaint led to an extensive investigation by the health officer and other appropriate local community partners.

In 2022, 3 TB (tuberculosis) tests were administered.

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 and COVID vaccine
- 24/7 Call Down Exercise were held twice

Trainings*

- CPR training course for staff through Marshfield Medical Center-Dickinson
- ICS 100, 200 and 700 course training for all preparedness staff
- Staff attended regional Mass Fatalities exercise held in Oneida County
- Attendance at Menominee and Peshtigo River Basins Dam Failure tabletop and exercise hosted by WE Energies
- Presence at the regional Infectious Disease Surge Annex tabletop
- Participation at the regional Extreme Cold Weather virtual tabletop

Preparedness Activities

- CDC annual Review of Strategic National Stockpile plans through Point of Distribution (POD)
- Quarterly Local Emergency Planning Committee (LEPC) Meetings
- Respirator Fit Testing for FCHD nursing and environmental health staff
- Revising/Updating Public Health Emergency Preparedness Plan.
- Updated 24/7 Contact Call Down to assure clear instructions are implemented with new staff
- Participate in monthly 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
- Attend virtual COVID-19 response webinars as needed

*Some 2022 exercises and trainings were held virtually or postponed due to COVID-19.



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.

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), this includes reporting of a case or suspected case.

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

2022 Disease Surveillance Chart			
Disease	2020 Counts	2021 Counts	2022 Counts
Vaccine Preventable Diseases			
Coronavirus	437	2109	1302
Influenza-Assoc. Hosp.	N/A	2	1
Pertussis (whooping cough)	7	1	1
<i>Streptococcal Group B</i> Disease	0	1	0
<i>Streptococcus pneumoniae</i> Invasive Disease	0	0	0
Varicella	0	0	0
Vectorborne Diseases			
Mosquito-borne			
West Nile virus infection (bird)	0	1	0
Tickborne			
Ehrlichiosis/Anaplasmosis	2	5	9
Babesiosis	0	2	1
Lyme disease	12	23	17
Viral Hepatitis			
Hepatitis A	0	1	0
Hepatitis B-Acute	0	1	1
Hepatitis B –Chronic	N/A	N/A	5
Hepatitis C-Acute	N/A	2	0
Hepatitis C-Chronic	4	6	9
Sexually Transmitted Infections			
Chlamydia	5	3	3
Gonorrhea	0	1	0
Herpes, Genital (1st Episode)	N/A	1	0
Syphilis, Unk Duration	N/A	1	1
Foodborne Illness			
Campylobacter	0	3	3
Cryptosporidiosis	0	1	0
E-coli-Enteropathogenic (EPEC)	0	1	1
Giardiasis	0	0	4
Salmonellosis	1	0	0
Other Diseases			
Carbon Monoxide Poisoning	0	0	0
Histoplasmosis	1	0	0
Mycobacterial Disease (Non-Tuberculous)	0	1	0
Toxoplasmosis	0	0	0

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

Leading Health Indicators	Florence County	Wisconsin
Access to Health Services—Uninsured	8%	7%
Clinical Preventative Services—Flu Vaccinations	33%	53%
Environmental Quality—Air pollution	5.3	7.5
Injury and Violence—Injury deaths	120	89
Maternal Infant and Child Health—Low Birthweight	10%	8%
Mental Health—Access to mental health providers	4,300:1	440:1
Nutrition, Physical Activity, and Obesity—Adult Obesity	33%	34%
Oral Health—access to dentists	4,300:1	1,390:1
Reproductive and Sexual Health—Sexually transmitted infections	232.8 per 100,000 population	499.4 per 100,000 population
Social Determinants—Children in Poverty	17%	12%
Substance Abuse—Excessive Drinking	26 %	25 %
Tobacco—Adult Smoking	19 %	16 %

Source: County Health Rankings and Roadmaps 2022. Accessed September 2022.

Health Promotion Program Activities

The FCHD works collaboratively with community partners to implement prevention strategies that create conditions to promote health and community resiliency. 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 five 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 open gyms on Sunday evenings for families to attend. FCHD also held weekly COVID-19 vaccination clinics increasing access to care for many Florence County residents.



Ice skate giveaway raffle winners—2022



Weekly COVID-19 Vaccine Clinics



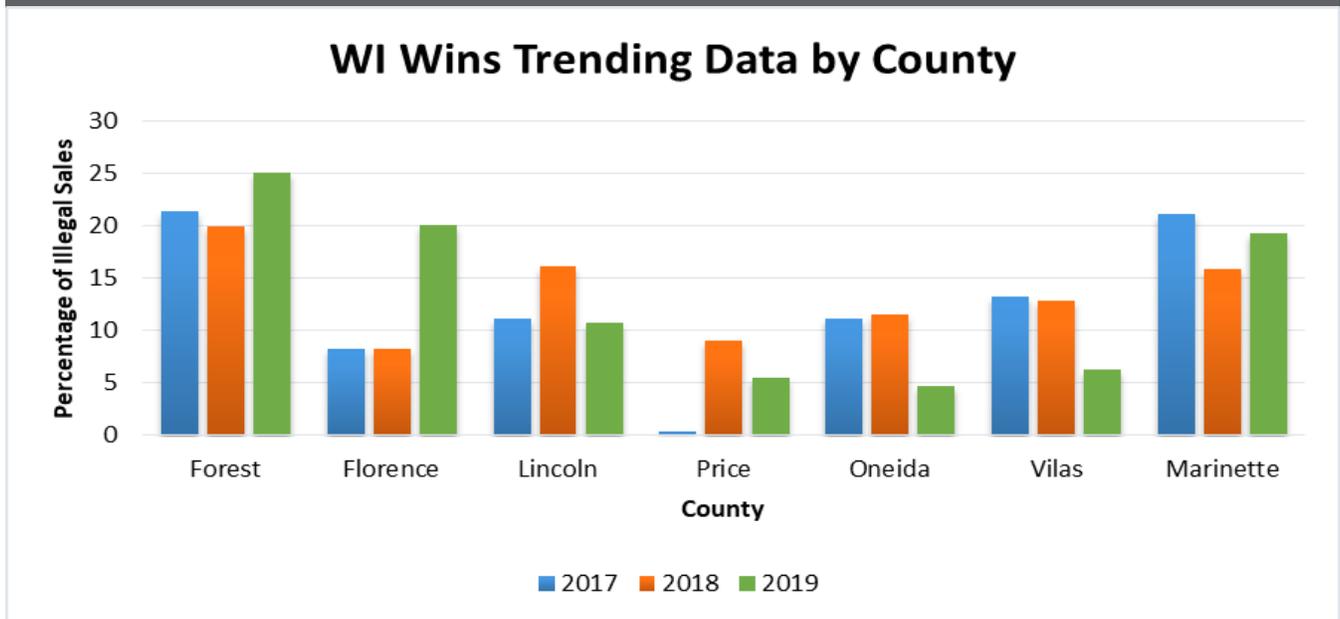
Open Gym—04.2022

Tobacco Prevention

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 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 were POSTPONED. Plans are underway for implementation in 2023.**

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

Florence had a 20% sales rate with 2 sales to minor by a clerk in 2019



The Northwood's Tobacco Free Coalition provides education and guidance to the public and policymakers about all forms of tobacco, including electronic cigarettes/vapes. Activities conducted in 2022, included an increase in coalition engagement, statewide initiatives, local initiatives, and outreach such as social media posts, press releases, letters to the editors, communication to state and local leaders, varied communications to local grass top leaders, and partnering with the local school district and HSD to conduct the INDEPTH Program.



INDEPTH is an evidence-based program developed by the American Lung Association and is currently part of the Florence County School Districts new tobacco-free campus policy. In 2022, FC Human Service staff were trained and began implementing the program partnering with the school.

Prescription Medication Safe Disposal Options

Medication Lock Boxes and Bags. Distributed over **115** to community members and partners.

24/7 Drop Boxes. In 2022, over **185** 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 **100** 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.

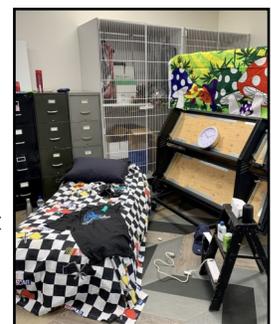


Documentary viewing of *Written Off*. Florence County AODA/MH Coalition hosted a middle/high school student and community viewing of *Written Off*, a documentary depicting the life of a Crandon, WI teen who died of a drug overdose. A panel discussion and the *Hidden in Plain Sight, Teen Bedroom* was available for education and awareness to adults over 18.



Media Campaign

Dose of Reality and Small Talks. Outreach media utilized the DOR campaign and target 12-25 year-olds. Strategies implemented were outreach materials, radio, print ads, and social media to raise awareness on alcohol and prescription drug misuse.



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 2022 *Community Health Rankings* **DECREASED** from 35% to 33%.

Pickle Ball & Tennis Court: Florence County Health Department sponsored pickleball & tennis court materials for community use. Tennis and pickle ball rackets and balls are located at the courts in a kiosk for sign out. The courts, newly resurfaced, are located behind Florence High School. This court was sponsored with the idea that increased access for healthy activities for community members.



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 **26** individuals participated in the Fall/Winter of 2022 sessions. Due to the demand for participation, in 2023, Strong Bodies will expand to more communities.



Yoga/Chair Yoga: In 2022, 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 2022, **150** 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 2022. In the upcoming year, FCHD will increase tick kit supplies to elevate outreach for Lyme's disease prevention.

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 2022 through a partnership with the school district, human services, 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 **11** high school participants that participated in the QPR Gatekeeper training in November 2022.
- Public Health Nurse coordinates the Child Death Review Team. There were **0** child deaths reviewed in 2022.
- The Florence County Health Department, in collaboration with the Florence County Sheriff's Office and Florence County School District, ordered and distributed over **200** gun locks related to suicide prevention and means restrictions.
- The Florence County Health Department, in collaboration with National Night Out distributed child ATV safety materials and **4** gift certificates for child ATV helmets in August 2022.
- The Florence County Health Department also participated in quarterly learning community calls with the state and partners through Mental Health America of Wisconsin.



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).

Florence County Health Department has aligned with three focus areas selected by the state (Alcohol and Other Drug Use; Mental Health; and Chronic Disease Prevention and Management) and has determined to specifically address the priority populations of the aging population and adolescent health.

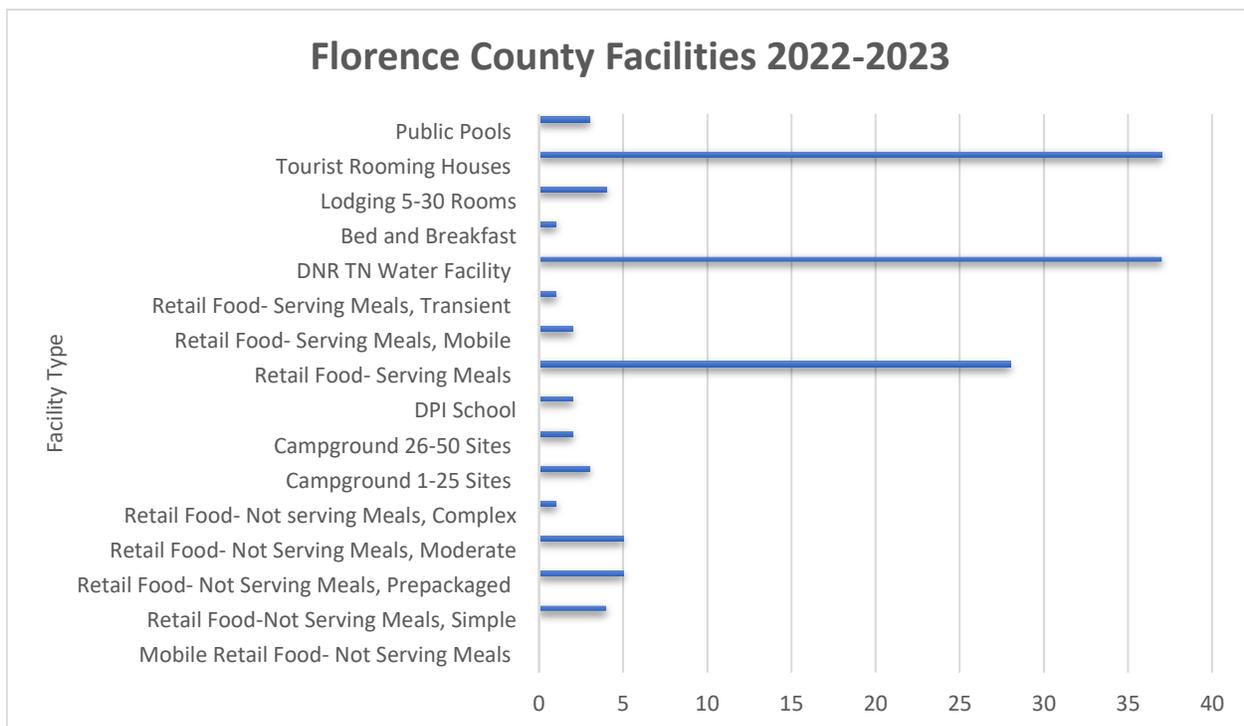
Further aligning with the State Health Improvement Plan (SHIP), Florence County Health Department has adopted the framework that identifies cross-cutting factors that influence health status across all priority areas. These are: Access to Healthcare; Social Determinants of Health; Built Environment; Public Health System; Health Behaviors; and Health Equity. Wisconsin DHS will be releasing a new SHA/SHIP in 2023.

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 **24** bacteriological water tests for **private** well owners. Two samples tested positive for total coliform and the department worked with the owner to mediate and correct contamination.

66 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 **17** animal bite reports in coordination with Florence County Sheriff's Office, as required per State Statute.

Contribute to an effective system that enables equitable access to the individual services and care needed to be healthy.

Reaccreditation Domain 7



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.



2022 highlights: As part of the American Rescue Plan Act, WIC's fruit and vegetable benefits were increased from **\$9-\$11** per month to **\$35** per month for each child ages 1-4 and pregnant, postpartum, and breastfeeding women.

FCHD WIC program has ended the 2022 year with **35** families and a total of **59** WIC participants overall. This enrollment of participants includes 5% Hispanic & 95% Non-Hispanic individuals.

- The amount of benefits redeemed in the year 2022 at local vendors was **\$16,224**.
- **87%** of WIC families redeemed some of their Famer's Market Nutrition Program (FMNP) benefits, however only **22%** of our WIC families redeemed all of their FMNP benefits during the summer of 2022, for a total of **\$234** at local Farmer's Markets.



Access to Care

NorthLake Dental Outreach In 2022, FCHD began 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 new 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	139
# Children referred for untreated dental decay	7	7	43
% of Children reporting Medicaid for total program	61%	55%	56%
Dental Sealant Program			
# Participating schools/events	1	1	2
# Students receiving education	61	51	141
# Students receiving oral health exams/dental supplies (includes retention students)	45	47	141
# Students participating with special health care needs	9	9	14
# Students receiving sealants	33	24	0
# of Sealants placed	176	142	0
% of Students screened receiving sealants	76%	51%	0%
# Students referred for untreated dental decay	11	10	43

*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. New in 2022, was the renaming of our reproductive health program from Family Planning Services to Proactive Planning to better represent our services. In addition to the renaming, an increase of social media usage was utilized to spread awareness to virtual & in person appointments to better accommodate the needs of clients.



Access to Care

WWWP Mobile Mammograms In 2022, The Wisconsin Well Woman Program, Florence County Health Department, and Marshfield Clinic partnered to provide breast cancer screenings to women in rural areas of Wisconsin. This program serves women ages 45-64 who live in Wisconsin and who are uninsured or under-insured and also meet the program limits of income. The program provides funding for women to receive breast and cervical cancer screenings free of charge and increases access to care.



Mobile Clinic In 2022, The Florence County Health Department purchased a Mobile Clinic to serve our rural communities. Some services the mobile clinic will offer are 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 two Registered Nurses, one Emergency Preparedness Coordinator/Registered Sanitarian and an Administrative Assistant. As a result of the COVID-19 pandemic and federal/state funding, a total of four additional Limited Term Employees were added to assist with the COVID-19 response locally.



**Annette Seibold,
Director & Health Officer**



**Ally Kalkofen,
Public Health Nurse, BSN, RN**



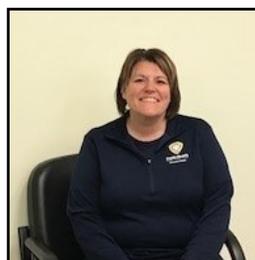
**Amber Kolberg,
Registered Sanitarian & Emer-
gency Preparedness
Coordinator**



**Rachael Barnhart,
Public Health Assistant**



**Sarah Kosmalski,
Registered Dietitian**



**Sara Jerue,
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

Due to the COVID-19 pandemic funding from the Federal Government, FCHD was able to increase workforce by adding additional limited term employees to their overall staff. The addition of these instrumental positions allowed the health department to develop and implement the needed resources to support and foster the contributions of staff to the achievement of the health department’s mission, goals, and objectives. An extension in COVID funding allowed for FCHD to retain the RN COVID Response position and to create a Public Health Assistant position.



Rhonda Lindstrom, RN: COVID-19 Response

The Florence County Health Department hosted **3** AHEC (Area Health Education Centers) Community Health Interns in 2022. Jordyn Springer, Lacey Enders and Sydney Hedmark are all college students that had the opportunity to shadow and gain an understanding and appreciation of the broad range of public health activities undertaken at the local level.



Jordyn Springer, majoring in Nutrition



Lacey Enders, majoring in Nursing



Sydney Hedmark, majoring in Microbiology

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

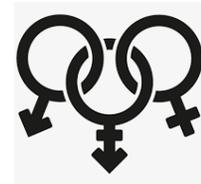
Projects



Increase Compliance of DATCP Facilities



Streamline Monthly Fiscal Reporting



Increase Reproductive Health Participation Rates

Culture of Quality Incorporating Customer Feedback

“Friend recommendations are the best because it is from a person you have a personal, trusting relationship with them.”

-Reproductive Health Client

100% of the myWIC app survey responses, indicated they “would recommend this WIC office to my family and friends”.

“The conversation was polite, respectful and effective. They did a great job!”

-Tourist Rooming House owner

“She was very helpful in pointing out things we had not even thought about. Very helpful & easy to work with. I really felt that we will work as a good team moving forward, too. Thank you!”

-Restaurant Owner

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

Strategic Plan

The Florence County Health Department updated it's 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

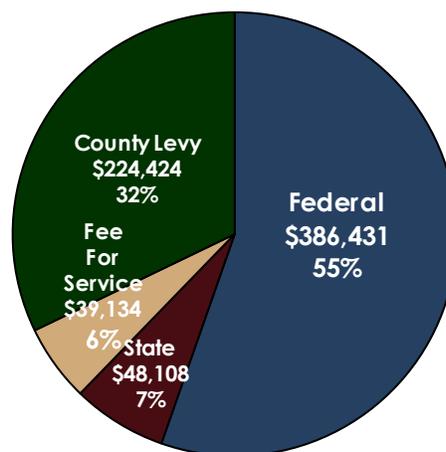


Revenue Sources for 2022

2022 Total Revenue \$698,097

Federal, State, Fee for Service Revenue \$473,673*

County Levy \$224,424



*Due to a delay in the Enhancing Detection (ELC) Grant Contract, the Federal Revenue amount includes \$9,192. for November and December 2022. However, this amount is not reflected on the EOY Summary for 2022.

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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