

Colorado Department of Public  
Health and Environment

Hearing with the  
Senate Health and Human Services  
House Health and Environment  
Committee

January 12, 2012

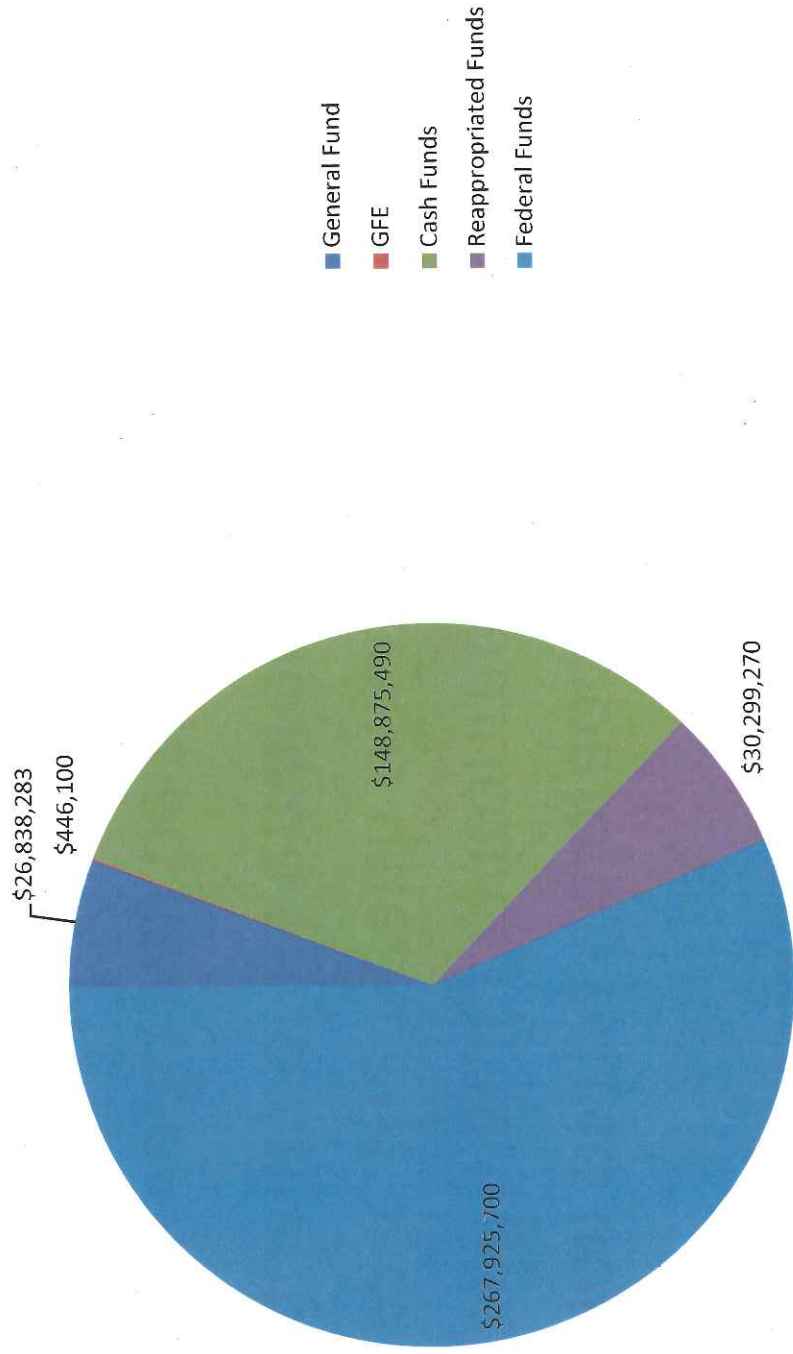
# Opening Comments

# CDPHE Mission and Vision

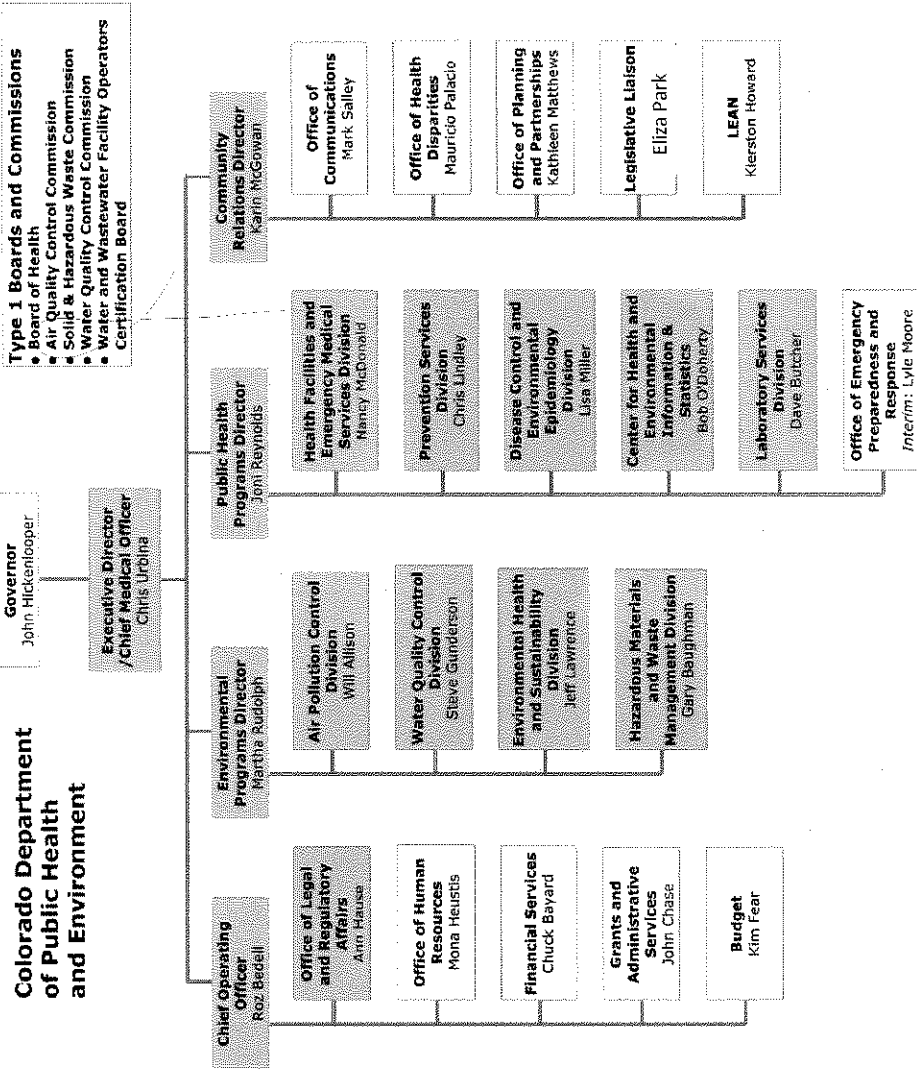
- The mission of the Colorado Department of Public Health and Environment is to protect and improve the health of Colorado's people and the quality of its environment.
- Vision - Colorado will be the healthiest state with the highest quality environment.

# FY 2012-13 Request

- 1,290 FTE



# Organization



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# **Implementation of the SMART Act**

Strategic Planning

Department of Public Health and  
Environment

# Input from Internal groups

- Water Quality Control Division
- Air Pollution Control Division
- Disease Control and Environmental Epidemiology Division
- Health Facilities Division
- Hazardous Materials and Waste Management Division
- Operations
- Prevention Services Division
- Environmental Health and Sustainability Division
- Center for Health and Environmental Information and Statistics Division
- Emergency Preparedness and Response Division
- Community Relations
- 3 open forums with 30-50 employees each
- 45 employees gave feedback via the online survey

# External Stakeholders

- Minority Health Advisory Committee
- Environmental Health Directors of Colorado
- Colorado Association of Local Public Health Officials
- Colorado Association of Commerce and Industry
- Colorado Public Health Administrative Directors
- Nursing Directors of Colorado
- Western Colorado Association of Environmental Health Officers
- 15 people gave feedback via the online survey



# Strengths

## Internal

- **Universal themes**
  - Talented, dedicated staff
  - Strong relationships with partners-other agencies, local public health, feds
  - Recognized as a credible source of information
- **Less common themes**
  - Customer service
  - Attributes of work environment

## External

- **Universal themes**
  - Technical expertise
  - Individual programs

# Areas for improvement

## Internal

- **Universal themes**

- Silos
- OIT-lack of support, service delays, poor customer service; overall structure
- Outdated technology
- HR-inconsistent policy interpretations, cumbersome hiring practices, lack of internal support/advocacy
- Workforce development-competitive salary, succession planning, aging workforce, lack of promotional opportunities
- Eroding pay, incentives and benefits
- Bureaucracy-procurement, signatures

- **Less common themes**

- Workforce Diversity at all levels

## External

- **Universal themes**

- Programmatic Communications
- Low performing silos/staff
- Not functioning as unified organization

- **Less common themes**

- Lack of understanding of local public health
- Not managing resources wisely

# Critical issues

## Internal

- **Universal themes**
  - Workforce development, succession planning, retention
  - Decrease funding and resources
  - OIT improvements
  - Increase Technology
  - Marketing to Public
  - Increase Organizational Efficiencies
- **Less common themes**
  - Increasing regulations and lack of funding
  - Health care reform
  - Obesity
  - Environmental and demographic trends- climate change, aging population, social determinants of health, emerging infections, multiculturalism

## External

- **Universal themes**
  - Resources/Funding
- **Less common themes**
  - Retiring
  - Workforce/Succession Planning
  - Prioritize and align resources

# Strategic priorities

## Internal

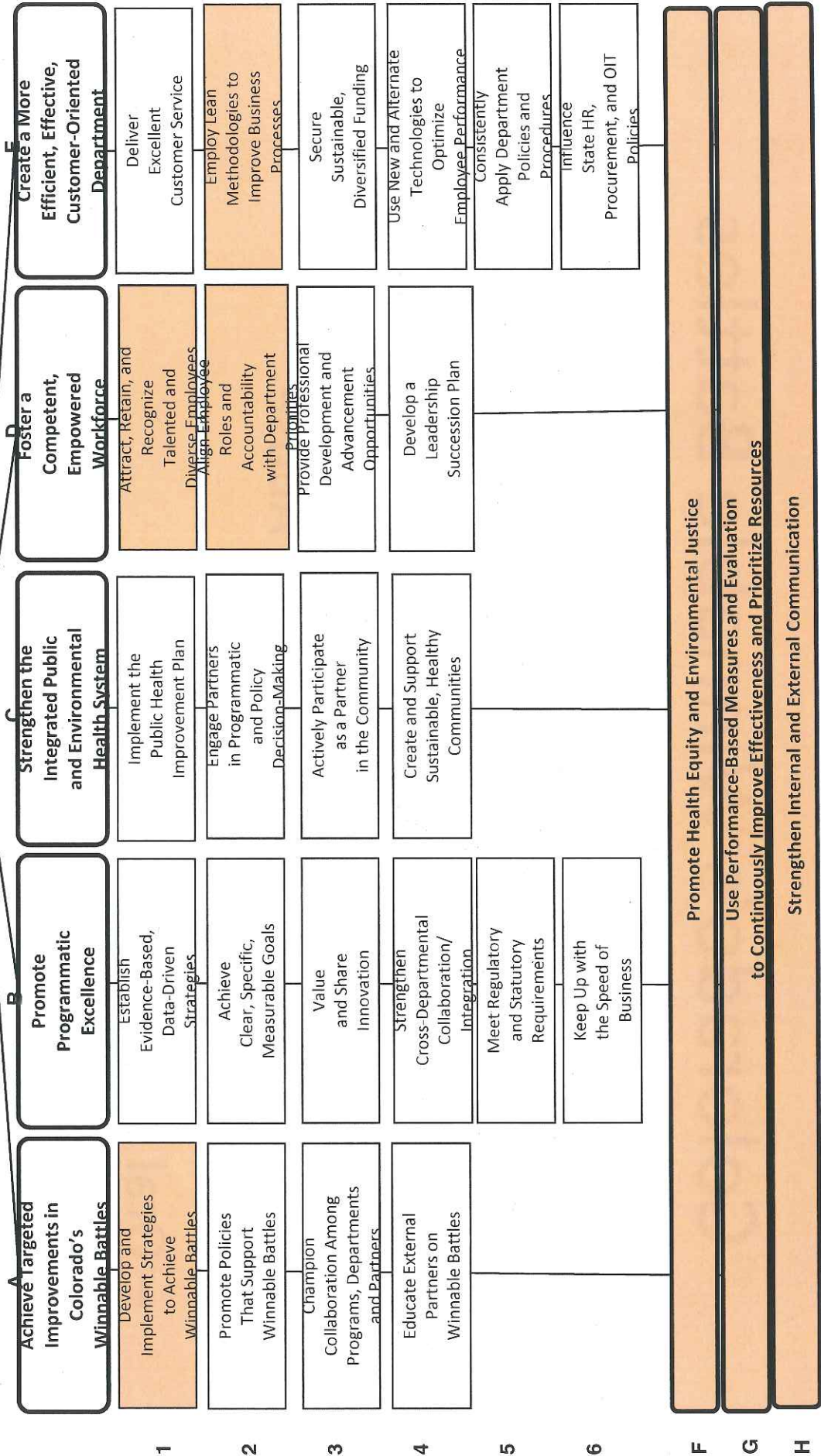
- **Universal themes**
  - Breakdown silos
  - Workforce development/succession planning
  - Winnable Battles/Key priorities
  - Increase Technology
  - Improve IT support and services
  - Efficiency, effectiveness and accountability/Lean
  - Marketing to the public
  - Communications b/w divisions, programs and with stakeholders

## External

- **Universal themes**
  - Prioritize
  - Funding
  - Strengthen Collaboration/Communication

# Colorado Department of Public Health and Environment Strategic Map: 2011-2015

Align Priorities and Resources  
to Improve and Sustain Public Health  
and Environmental Quality



# Colorado's Winnable Battles

- Clean Air
- Clean Water
- Infectious Disease Prevention
- Injury Prevention
- Mental Health and Substance Abuse
- Obesity
- Oral Health
- Safe Food
- Tobacco
- Unintended Pregnancy

# Progress to Date

- LEAN events accomplished
  - Some examples of processes that have already been improved include:
    - Environmental Health & Sustainability-Local Assistance Program, Food Inspection Plan Review Process- the institution of paperless inspection
    - Prevention Services-streamlined contracting process, standard communication plan and just in time training, streamlined Nurse Home Visitor program submission requirements for grantees;
    - CDPHE wide-fiscal restructuring and streamlining.
    - Health Facilities and EMS has scheduled 8 LEAN events focusing on customer service, reducing and eliminating unnecessary regulation and revising work flow to complete surveys in a timely manner
- Work plan/IPG alignment
- Tackling issues identified in the statewide employee survey

# Legislative Agenda

- HB 06-1302 Repeal (LAC Bill)
- Extend sunset of Colorado Children's Trust Fund Program
- Extend sunset of Environmental Agriculture Fee
- Infant Eye Prophylaxis
- Electronic Death Registry System



# Department Successes

- *Listeria*
  - *Food Safety*
  - *Communicable Disease*
- *Streamline internal processes*
- *Financial Risk Management System*
- *Department Budget Efficiencies*
  - *Amendment 35*
  - *Long Bill Realignment*
  - *Preventive Health Block Grant*

## Department Successes Cont.

- *Working with local health departments*
- *Health and environmental data website*
- *Acute water responses*
- *Oil and Gas partnership with industry to reduce pollution*
- *Summitville*
- *Primary Care Office*

# Challenges

- Budget Challenges
  - Federal funds uncertainty,
- 70% increase in oil & gas permits since 2008 and changes to National Ambient Air Quality Standards (NAAQS) from EPA
- Projected population growth of 39% over next three decades
  - Straining water resources
  - Increasing public health needs
  - Food safety standards
  - Management and disposal of solid waste

# Summary

- Department strategic plan is the department's roadmap for success.

