

NORTHERN NEVADA

# Public Health

## Strategic Reorganization July 1, 2025

District Board of Health

June 2025

**DR. Chad Kingsley**  
District Health Officer



# NNPH: Reorganization for Alignment

July 1, 2025

**The WHY...**

# CONTRIBUTING FACTORS

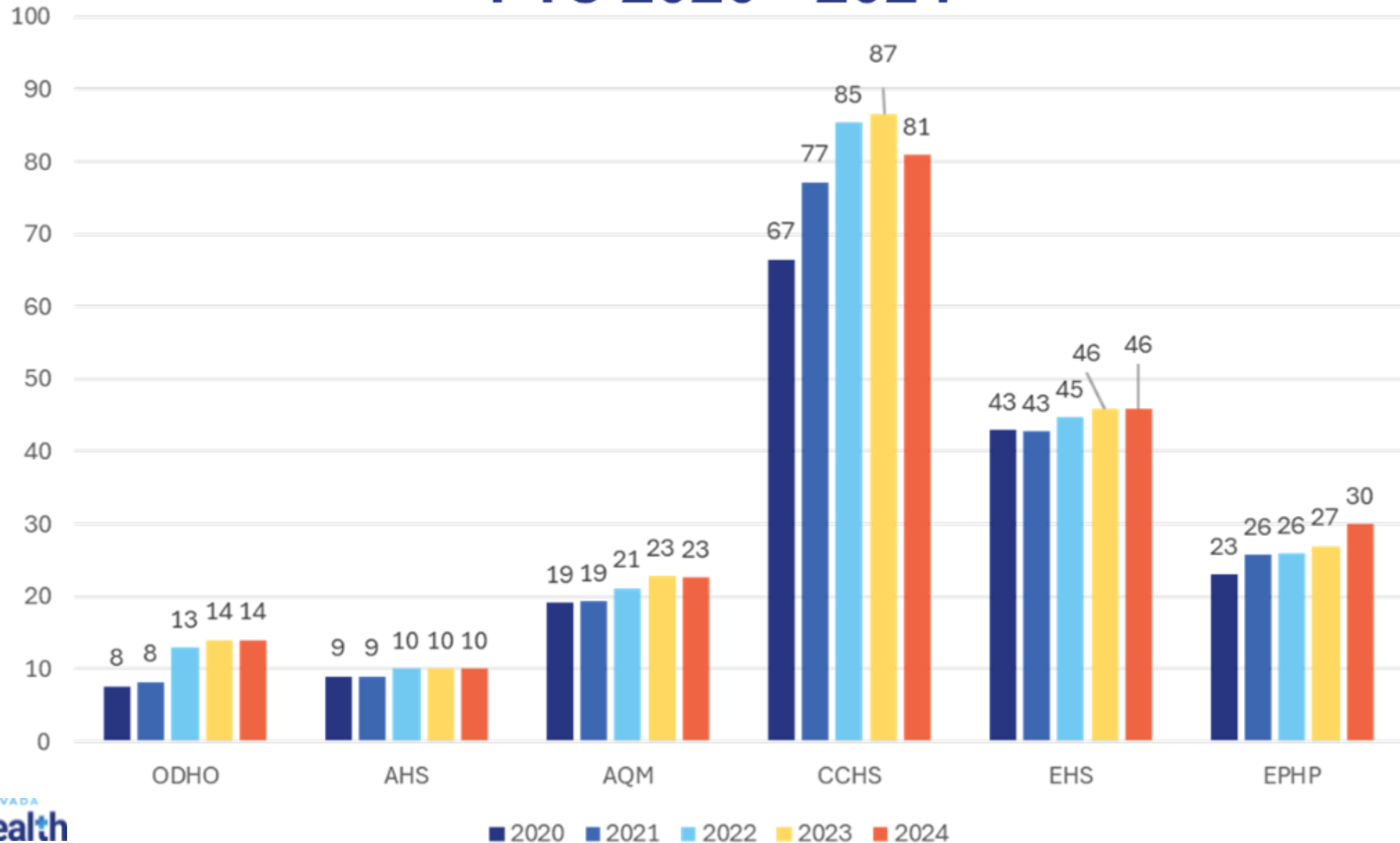


A strong organizational culture impacts the values and norms of an organization. It creates and supports the mission, vision, and values. The type of culture an organization has will influence its financial growth, internal communication, resiliency, risk-taking, and innovation.

NOW  
or  
TOMORROW

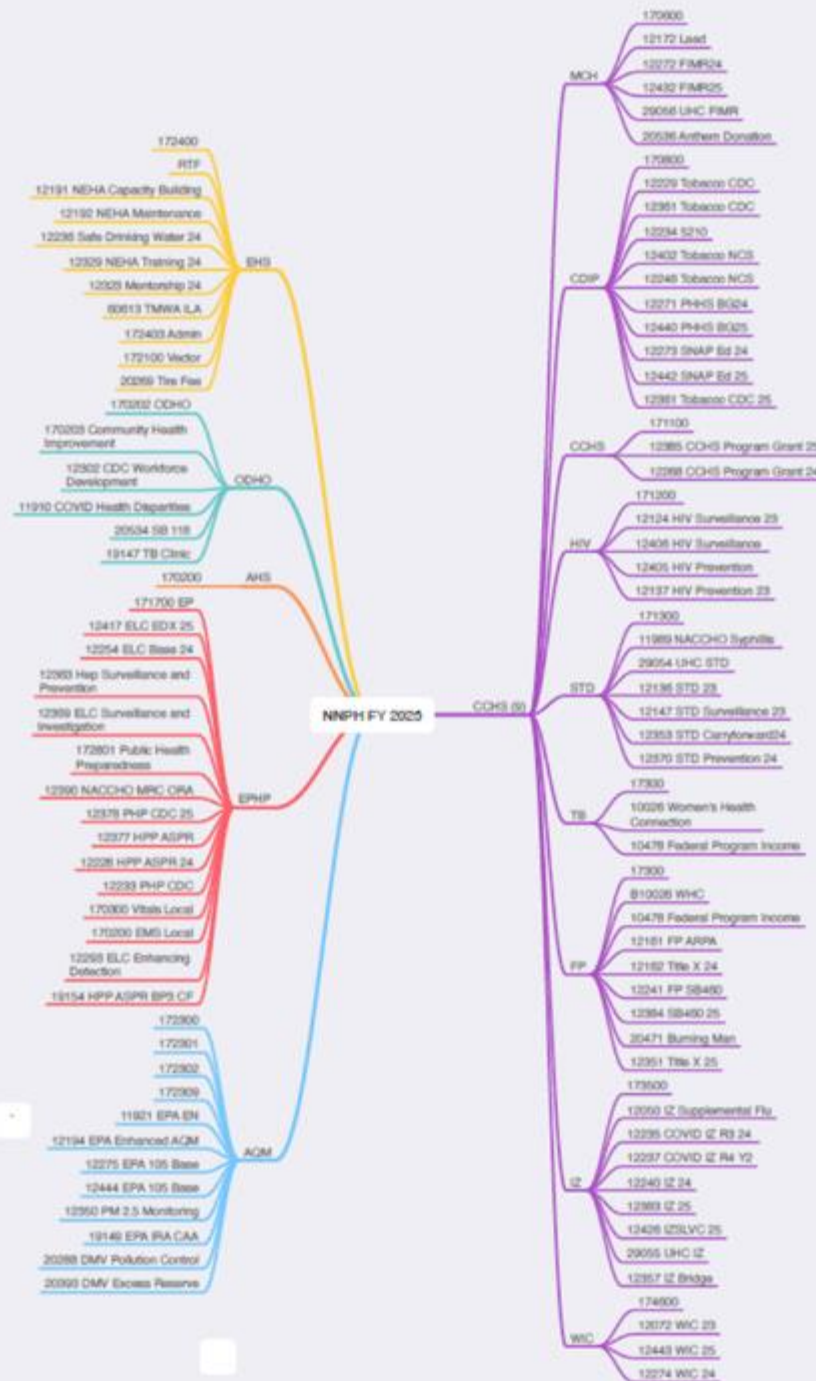
- 360 Partners Clinical Operations Assessment
- CCHS Director Transition
- Foundational Public Health Services
- Budget Resilience in Uncertain Funding
- Staff capacity
- Innovation and Synergy
- Facilities

# FTE by Division Year Over Year FYs 2020 - 2024

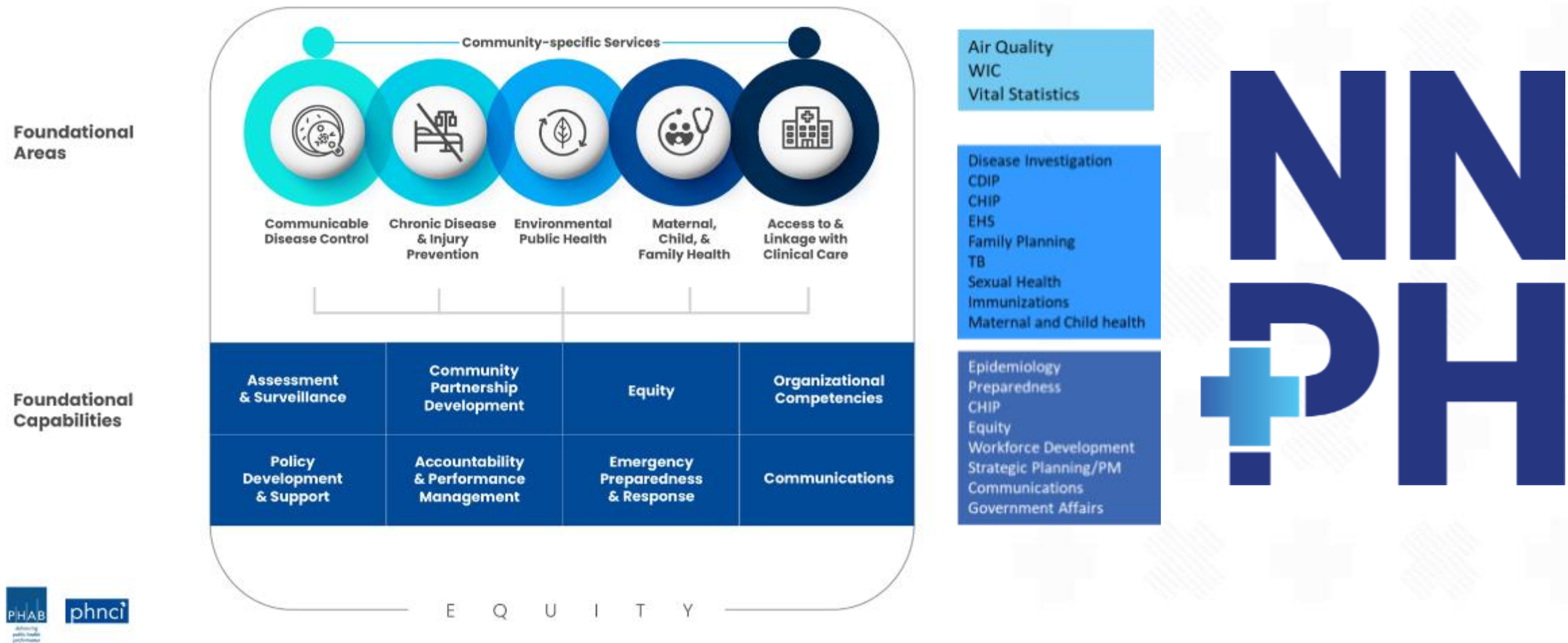




# BUDGET: Snapshot



# Foundational Public Health Services



Opportunities for Improved Capacity & Growth

# 360 PARTNERS CLINICAL OPERATIONS ASSESSMENT



**It is the nature of this type of assessment to identify and focus on issues that present some deficiency or opportunity for improvement**

Several overarching themes emerged as challenges in the current environment across all CCHS programs. These themes include communication (both formal and informal), training (documentation of processes), and organizational culture (including issues with administrative functions).

CCHS employees noted that opportunities exist to enhance the organization's ability to adapt to change and address perceived inequities in treatment, as well as internal communication gaps.

The survey question regarding "What could NNPH do differently to help you in your job?" Responses included increasing opportunities for advancement, addressing workforce morale, and enhancing communication between supervisors/managers and programs.

**DIS/PHI**



**CDIP**



**Efficiency, Policy, Advocacy**



Opportunity to further align Leadership & Divisions:

DHO  
DDHO

Strategy, Comms, AHS, ODHO  
4 Divisions

EPHP

Population Health





Maximizing Public Health Impact/ Streamlined Public Health Strategy



Improved Collaboration and Synergy

Enhanced Data Utilization

Increased Efficiency and Resource Allocation

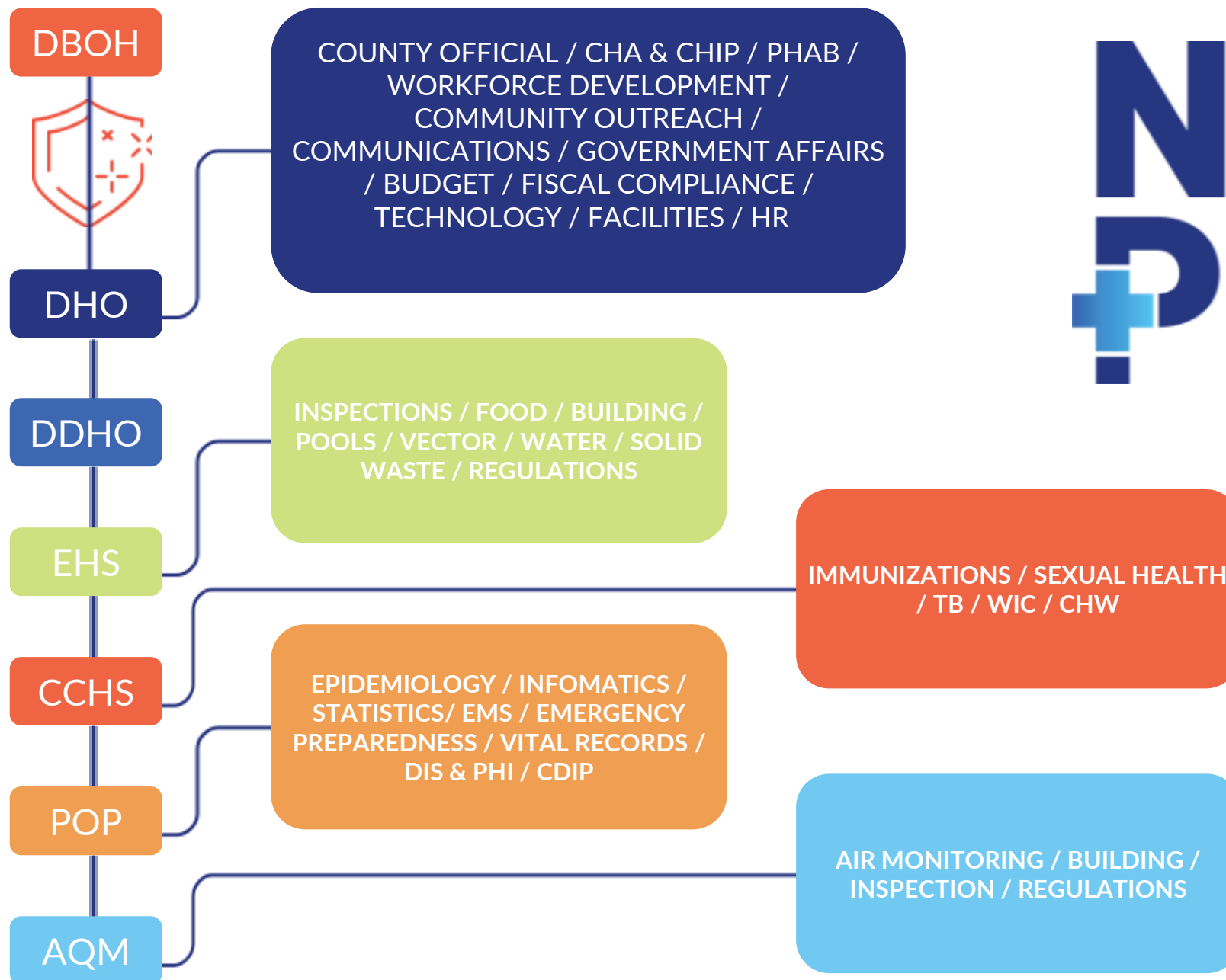
Efficient Policy Development and Advocacy

# TIMELINE:

- August to November 2024
  - Exploration, Research, Concept, Budget
- December 2024
  - Leadership Discussion
- January 2025
  - Decision for DIS/PHI and L&D
- February 2025
  - Staff Update
  - Transition planning
- April 2025
  - Decision for CDIP
  - Staff Update & Transition Planning
- July 1, 2025

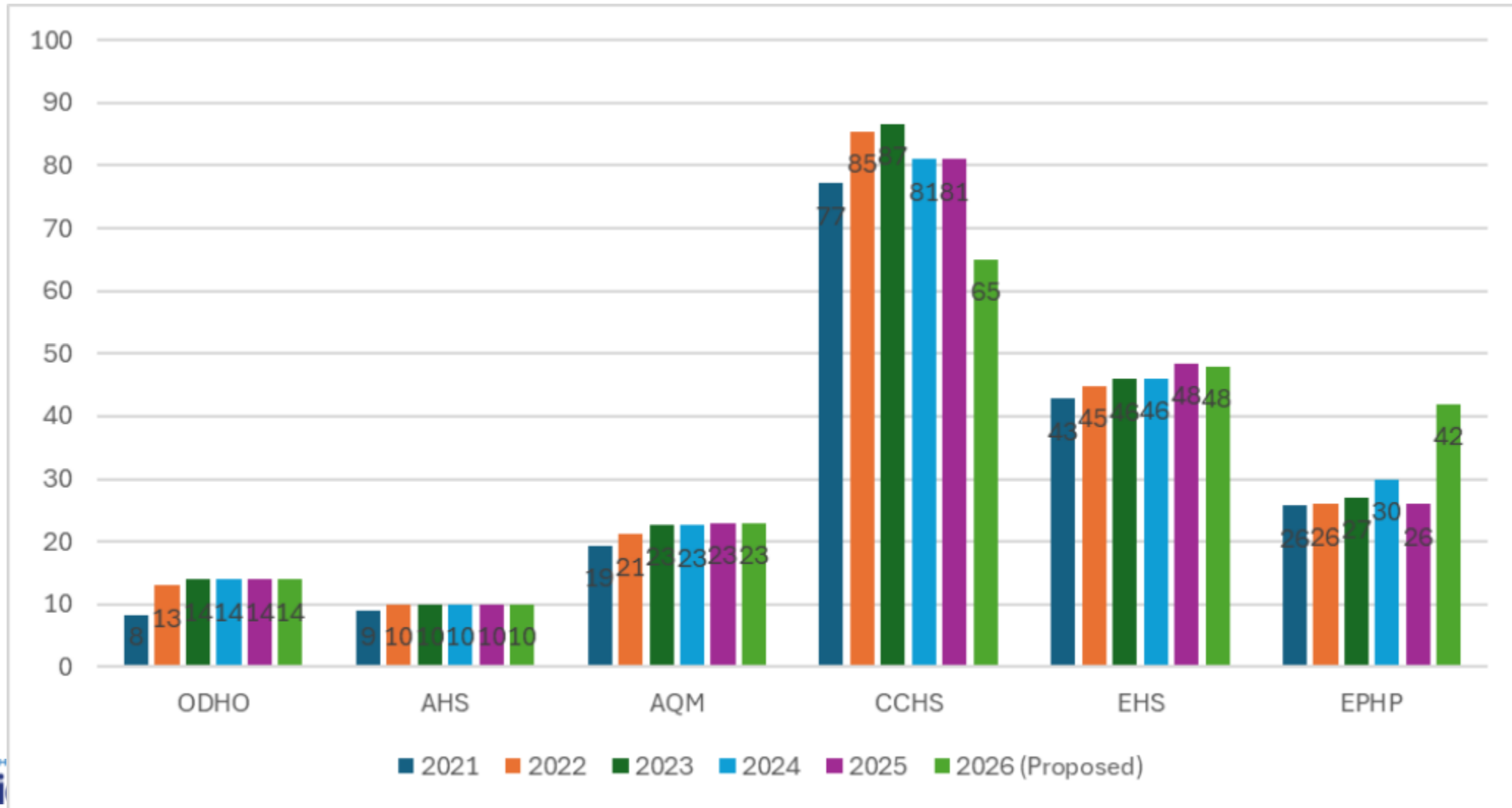


JULY 1, 2025



# FTE by Division Year Over Year

## FYs 2020 - 2025 w/ FY26 Projections



# CHALLENGES:

- DIS/PHI Work Flow (360 Assessment)
- Budget
- Team Cohesion
- Facilities

# OPPORTUNITIES:

- FPHS Capabilities
- Synergy EPI/Info/Stats
- Opportunities for Advancement
- Communication
- Efficiencies
- Budget realignment

# Organizational Culture

What do we need to achieve our vision?

## **Whole-Organization Approach & Team Unity**

- Shared vision among all staffing levels to avoid fragmentation
- Shift toward a holistic, agency-wide focus

## **Data-Driven & Community-Centered Culture**

- A culture grounded in data-informed decisions, continuous quality improvement, and public health problem-solving

## **Inclusive & Transparent Communication**

- Stresses the value of inclusivity, transparency, and data-driven dialogue
- Respectful discussion—even when conversations are challenging
- Fostering a culture of curiosity and collaboration





Questions?



NN  
+PH