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...

NORTHERN NEVADA
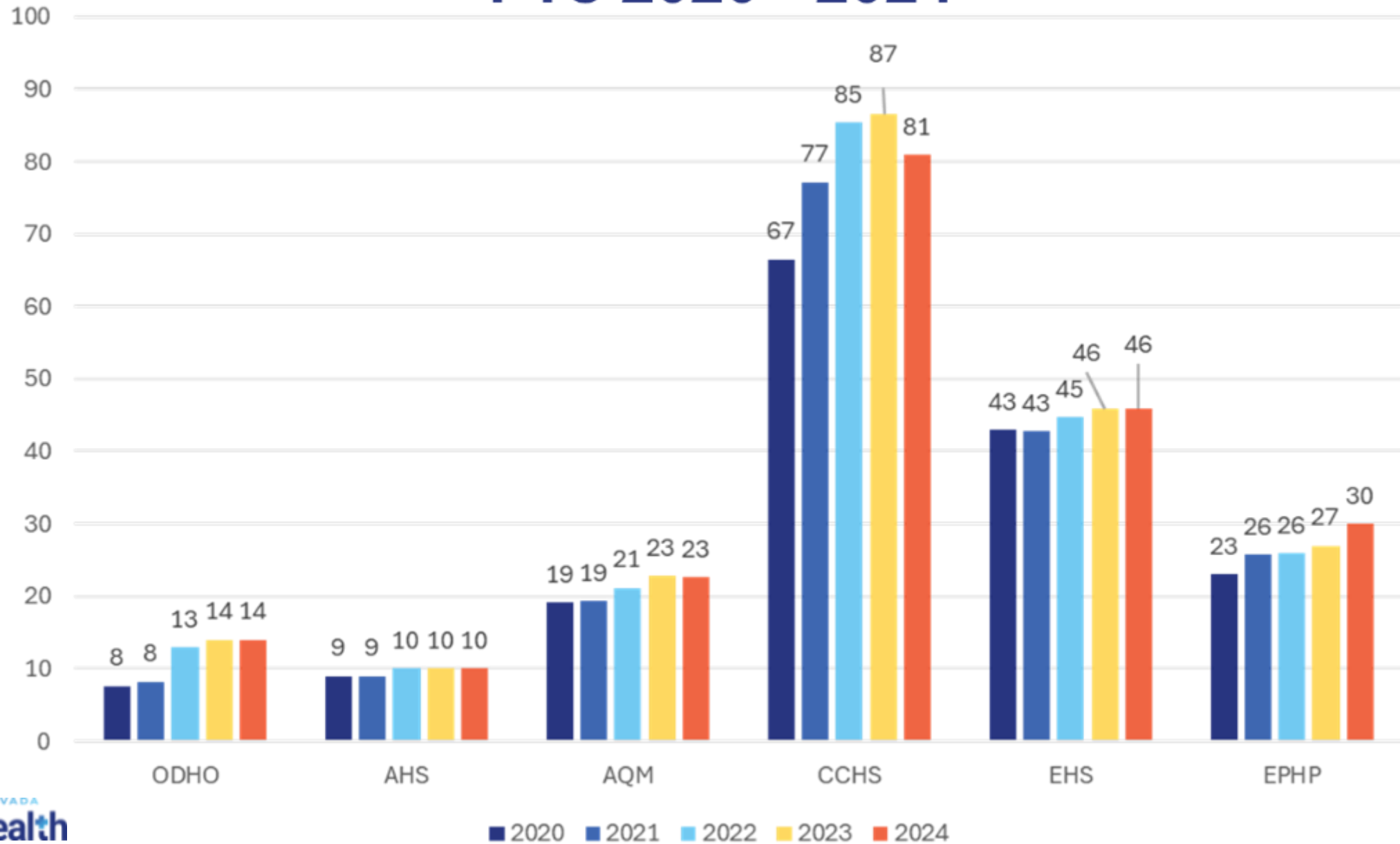Public Health

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.
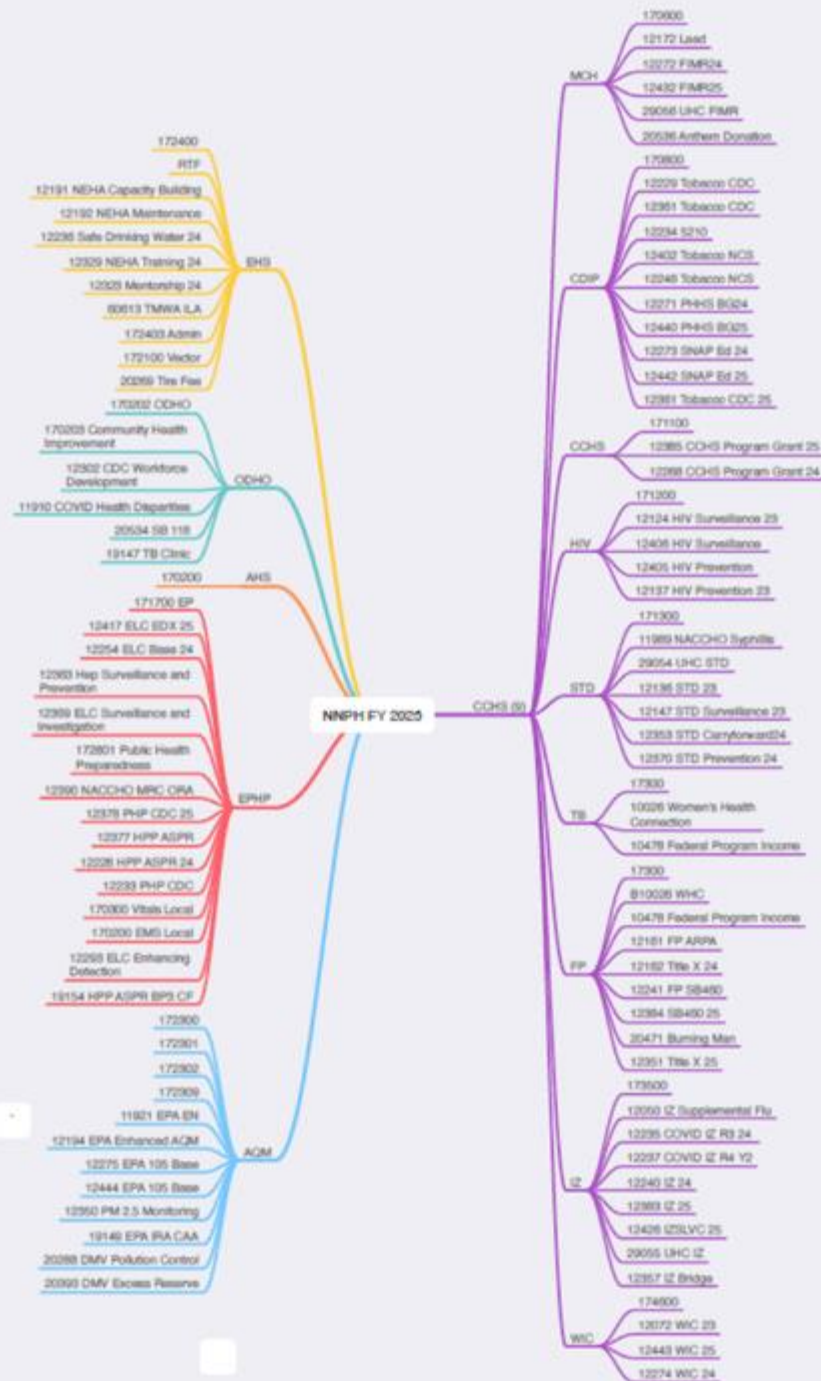
NOW or TOMORROW

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

NORTHERN NEVADA
Public Health

FTE by Division Year Over Year
FYs 2020 - 2024

BUDGET:
Snapshot

NORTHERN NEVADA
Public Health

Foundational Public Health Services

Foundational Areas

Community-specific Services

- Communicable Disease Control
- Chronic Disease & Injury Prevention
- Environmental Public Health
- Maternal, Child, & Family Health
- Access to & Linkage with Clinical Care

Foundational Capabilities

| Assessment & Surveillance | Community Partnership Development | Equity | Organizational Competencies |
| Policy Development & Support | Accountability & Performance Management | Emergency Preparedness & Response | Communications |

E Q U I T Y

Air Quality
WIC
Vital Statistics

Disease Investigation
CDIP
CHIP
EHS
Family Planning
TB
Sexual Health
Immunizations
Maternal and Child health

Epidemiology
Preparedness
CHIP
Equity
Workforce Development
Strategic Planning/PM
Communications
Government Affairs

NNPH

PHAB   phnci

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**

NNPH

Efficiency, Policy, Advocacy

Opportunity to further align Leadership & Divisions:

DHO   Strategy, Comms, AHS, ODHO
DDHO   4 Divisions

EPHP   Population Health

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
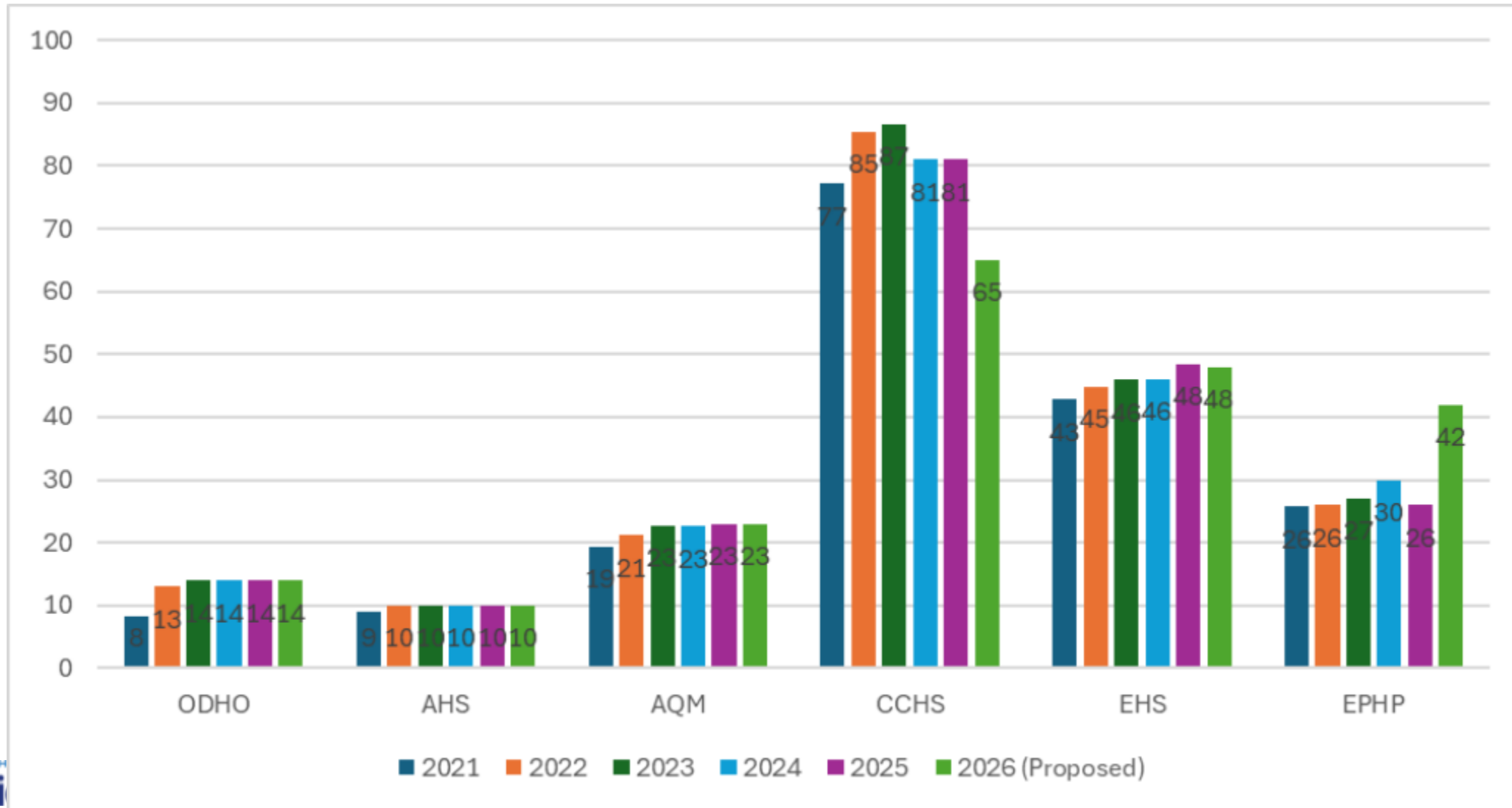 - Staff Update & Transition Planning
- July 1, 2025
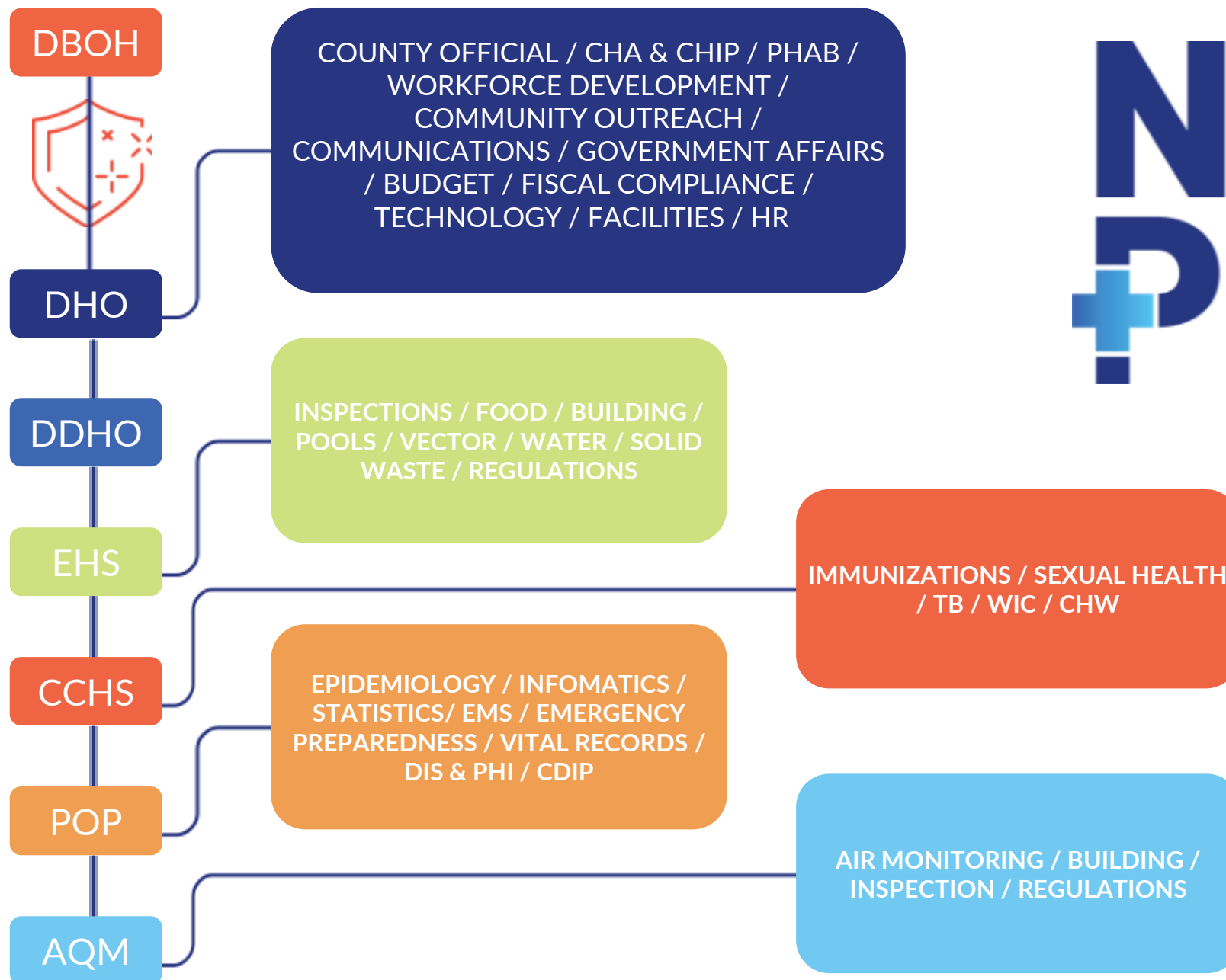
FTE by Division Year Over Year
FYs 2020 - 2025 w/ FY26 Projections

Legend: ■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025 ■ 2026 (Proposed)

Divisions: ODHO, AHS, AQM, CCHS, EHS, EPHP

ODHO: 8, 13, 14, 14, 14, 14
AHS: 9, 10, 10, 10, 10, 10
AQM: 19, 21, 23, 23, 23, 23
CCHS: 77, 85, 87, 81, 81, 65
EHS: 43, 45, 46, 46, 48, 48
EPHP: 26, 26, 27, 30, 26, 42

CHALLENGES:

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

OPPORTUNITES:

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

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Public Health

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