

**Office of the District Health Officer
District Health Officer Staff Report
Board Meeting Date: April 23, 2026**

DATE: April 16, 2026
TO: District Board of Health
FROM: Dr. Chad Kingsley, District Health Officer
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SUBJECT: **District Health Officer Report** - Northern Nevada Public Health
Communications Update, Accreditation, Quality Improvement, Workforce
Development, Community Health Improvement Program, Equity
Projects/Collaborations, Community Events, Public Communications and
Outreach.

DHO Overview

Current Update:

Due to the nature of public health, the District Health Officer may provide updates on subject matter that affects local, state, and national interests regarding issues deemed important to NNPH and the DBOH. The scope of NNPH Public Health can be located here www.nnph.org.

Performance Measures Narrative Highlights:

In March, I focused NNPH's leadership energy on staff, EMS franchise alignment, transparent stakeholder engagement, state and federal partnerships, and strengthening internal readiness. This included interagency coordination with municipal and state partners, governance support for the District Board of Health, targeted communications to stakeholders, and standing up structures (e.g., JAC workgroup and budget "congress") that position NNPH for sustainable performance. I also invested in mediation training to enhance facilitation and conflict-resolution capacity in complex, multi-party discussions.

Effective Relationships

I actively engaged strategic partners across local government, state agencies, and regional organizations to advance EMS system clarity, data access, and governance alignment. Strategic engagements emphasized City of Sparks collaboration on PSAP/EMS data, coordination with the Washoe County District Attorney's Office, outreach to potential facilitators, and continued dialogue with DBOH leadership.

Communication

I managed high-volume internal and external communications to keep stakeholders informed on the EMS franchise process, data access, budget planning, and emergent public health topics (e.g., immunization,

PFAS). Improved stakeholder alignment and reduced misinformation risks during a sensitive EMS franchise period via consistent, documented messaging.

Community Engagement

I represented NNPH in public-facing governance and prepared materials for external boards to reinforce public health accountability and transparency. Maintained visible leadership in governance settings and advanced NNPH's voice on local health enforcement.

Effective Representation

I advocated for NNPH policy positions, reinforced the integrity of the franchise process, and ensured board-aligned public statements and legislative engagement. (board messaging, media coordination, legislative briefings, facilitation support, JAC workgroup advancement, PFAS regulatory clarifications, HPP guidance review, RNAB presentation prep).

Personal Development

I dedicated time to conflict-resolution and mediation skills to improve facilitation in multi-stakeholder settings.

Leadership

I provided focused leadership through 1:1s, team briefings, and prep sessions, reinforcing communications, coaching, and alignment across divisions. I maintained leadership visibility and growth through statewide and regional networks and ensured timely deliverables to external bodies.

DHO Activities

March advanced NNPH's strategic posture across EMS franchise governance, interagency coordination, and organizational alignment. Looking ahead, I will convert March's groundwork into April deliverables—JAC activation, budget decisions, and transparent, legally sound stakeholder engagement—ensuring NNPH continues to serve the region with stability, integrity, and measurable impact.

DHO Performance Measures:

Performance Measure	Metric	Mar 2026 Total	Mar 2025 Total	
1. Effective Relationships	Number of strategic partnerships engaged	17	18	▼ 6%
2. Communication	Number of internal/external emailed (sent) communications	360	225	▲ 60%
3. Community Engagement	Number of community meetings/forums attended	11	11	0%
4. Effective Representation	Number of public health activities advocated or supported.	14	12	▲ 17%
5. Personal Development	Hours spent on professional development	21	10	▲ 110%
6. Leadership	Number of staff leadership or mentorship activities conducted	50	27	▲ 85%
7. Strategic Decision-Making	Number of engagement activities for strategic initiatives	21	14	▲ 50%
8. Crisis Management	Number of crisis response or emergency preparedness actions	1	3	▼ 67%
9. Policy/Program/Budget Implementation	Number of public health programs evaluated	25	6	▲ 317%
Standard Practices				
Monthly Work Week		160	160	
Total Hours Worked		170.5	194	▼ 12%
Excess Hours (hours over 40/week)		10.5	34	▼ 69%
PTO		0	0	
Sick-Time		0	0	
Holiday		0	0	

Deputy District Health Officer Update:

The new Tuberculosis Clinic is complete, and clients are being seen at the new location. Staff moved in on March 11th, and after a few hiccups, clients started being seen inside the clinic the following week. The clinic offers multiple exam rooms, negative air pressure, and an overall sense of pride and comfort for staff and clients.

The Deputy District Health Officer continues to collaborate with State and internal partners on the allocation of State Public Health Funds. Data and a statewide collaborative presentation were provided to the Joint Interim Standing Committee on Health and Human Services on March 31st regarding the importance of consistent and stable public health funding.

Communications & Public Information

NNPH Communications led development and approval of the spring school vaccination clinics communications package, including flyer revisions, Spanish translation, and an NNPH press release that saw coverage from KOLO, KRNV, FOX11, KOH, and This Is Reno. We managed inquiries on the BA.3.2 (“Cicada”) COVID-19 variant by aligning internal guidance and issuing consistent external responses, we provided the Reno Gazette-Journal with timely food-inspection records, and worked with Ben Margiott on a sensitive media matter related to REMSA Health and the District Board of Health.

Internally, we distributed our monthly employee newsletter, coordinated efforts on digital accessibility, worked on planning for public-facing materials for the Tuberculosis Clinic opening in April, worked with Public Health Preparedness on videos for two upcoming exercises as well as some other community outreach, worked on Public Health Week prep with the University of Nevada, Reno – School of Public Health, conducted a media training for EHS staff, coordinated with Make the Road on outreach for street food vendors, helped organize outreach activity for WIC regarding their move for their Moana location, and other duties as assigned.

Financial Activities

Funding

CCHS

\$10,000 in additional grant funding allocated for Immunization Outreach Events, with all activities required to be completed by June 30, 2026. This funding will support expanded community vaccination efforts, increased outreach capacity, and enhanced access to immunization services for underserved populations.

\$391,000 grant awarded for the Family Planning Title X Program, a significant and unanticipated funding award that strengthens the program’s ability to deliver comprehensive reproductive health services. These funds will support contraceptive access, clinical care, and ongoing efforts to reduce unintended pregnancies across the community.

EHS

Received NEHA Grant Award Letters: Training \$4,000 and Mentorship \$12,000.

PHD

CDIP applying for FFY27 Office of Traffic Safety Grant.

Contracts

Contract activity continued across multiple divisions during the reporting period:

- AQM: 1 Contract with ERG for BSC framework
- CCHS: 1 Amendment for additional supplies for the FP clinic remodel, 1 revised agreement with Cribs for Kids for current Fiscal year
- EHS: 1 Amendment with Make the Road NV, to extend end date, 1 PSA with CityGovApp currently being reviewed and revised
- ODHO: 1 contract and 1 amendment with Quest Counseling to extend end date
- PHD: 1 Memorandum with Saint Mary's for Emergency planning. 1 amendment with Dr Murphy to add additional funding

Invoices

A total of 79 invoices were processed for payment during the reporting period, in addition to one Employee Payment Voucher and two Vendor Payment Vouchers.

Invoice activity by division:

- AQM: 5
- CCHS: 55
- EHS: 4
- ODHO: 4
- PHD: 11

Journal Entries

AHS processed 35 journal entries, including recurring entries for copiers and Vonage services, as well as multiple mass journal entries.

Human Resources

Benefits and Employee Health

The Influenza mask wearing requirement was removed as of March 13, 2026. County HR is holding multiple retirement sessions for any staff who is considering retiring in the next 0-5 years.

Management held multiple events for employees to participate in during Public Health Week April 6th – 10th, 2026.

Leave

FMLA information was sent to multiple staff who either let us know they were going to need time off or who missed multiple days of work. 3 new FMLA requests were submitted to County HR during March.

Flexible Hybrid Work Agreements

Human Resources continues to work with staff to complete/update annual Flexible Hybrid Work Agreements to ensure current work schedules are on file. This helps ensure employees are appropriately covered by Workers' Compensation when authorized to work remotely.

Compliance and Audits

An invoice for the latest 2 new hire fingerprints was received, routed, and submitted for payment.

As of end of March, Nevada Dept of Public Safety has not rescheduled our fingerprint audit that was cancelled by them. It was originally scheduled for January 21, 2026.

The list of employees with photos was updated and distributed to all Division Directors, the Account Clerks and the ODHO Administrative Assistant, since they work with all staff on multiple topics.

Staffing Activity

No New hires for March.

Termed (resigned):

Joelle Gutman Dodson – Gov. Affairs Liaison 2/13/2026

Jessica Gearhart – Environmental Health Specialist 4/24/26

Promotions:

Josh Foster from EHS Trainee to Environmental Health Specialist 3/11/26

Enrique Llamas from EHS Trainee to Environmental Health Specialist 3/9/26

Years of service:

Sunita Monga 30 years hired – 3/6/1996

Michael Crawford 10 years hired 3/21/2016

Nicholas Florey 20 years hired 3/27/2006

Kelly Verling 10 years hired 4/21/2016

Recruitments in Progress

Public Health Informatics Specialist (PHD) - Offer made and accepted – Elijah Golish starts on May 4, 2026.

Environmental Health Public Service Intern (Int Hrly) for Vector - job posted on County Job Board.

Evaluations and Merits

Five performance evaluations were completed between March 1, 2026, and April 1, 2026.

Four Merit increases were processed in February 2026.

Employee Medical Screenings

Medical documentation and results were received and processed during March for the following required medical screenings:

- Two Pulmonary Function Tests for clinic staff

- Two OSHA clearance for clinic staff
- One TB tests for TB clinic staff

Training and Compliance

Reminder notices were sent on April 2, 2026, to nine employees overdue on one or more required Bridge trainings.

A virtual Title VI training has been set up for April 9th for those employees who missed the January training. A reminder email was sent to all NNPH staff who have not yet attended the mandatory training.

The annual Blood Borne Pathogens training was sent to 99 employees whose position may expose them to blood at some time during the course of their duties. 96 of those employees have completed the required BBP annual review.

During the last quarter of 2025 NNPH achieved a 99.39% training completion rate, which indicates our current method of ongoing reminders was successful.

Technology Services

Service Activity

Technology Services processed 98 support tickets during the reporting period, providing technical assistance across divisions.

Projects and System Enhancements

Assisted with TB clinic's computers and printers set up and began the process of updating staff monitors.

Strategic Plan and Workforce Development

Efforts are currently underway in collaboration with all divisions to develop a new action plan aligned with the Strategic Plan and the forthcoming Workforce Development Plan. Workshops have been scheduled with each program to ensure broad engagement and input.

Program-level outcomes, along with organizational culture priorities, will be integrated into the overarching Strategic Plan. Progress on these efforts will be reported to the Board on a quarterly basis to support ongoing monitoring, transparency, and shared accountability.

Community Health Assessment (CHS) Updates

A final draft of the CHA is scheduled to be released in June 2026.

Community Health Improvement Plan

5210 Health Washoe

The 5210 Healthy Washoe Program aims to make the healthy choice the easy choice by partnering with organizations such as WCSD Title 1 elementary schools to promote healthy eating and active living among students, families, and staff. The team is currently partnering with Donner Springs Elementary, which recently completed a whole-school assessment to identify opportunities for policy, systems, and environmental (PSE) changes that support a healthier school environment. Following the assessment, an action plan was developed with key staff to prioritize two to three initiatives for the school year. One key strategy identified is to educate families on adopting and maintaining healthy eating and active living habits. As part of this effort, a parent engagement session was held in March, focusing on increasing fruit and vegetable intake at meals, reducing recreational screen time, and providing ideas for staying active during Spring Break. By the end of the session, two families committed to increasing fruits and vegetables in their meals and reducing personal screen time, such as avoiding electronic devices an hour before bedtime. Next steps include continuing to implement the strategies selected by Donner Springs and conducting outreach to two additional Title 1 schools interested in adopting the 5210 program. These efforts aim to support long-term behavior change and reduce the risk of chronic disease in the community.

Aca Entre Nos

On March 10th the Aca Entre Nos mental health initiative had its first session of the year at Clayton Middle School with facilitators Ana de la Maza and Jessica Rosas from Quest Counseling and the Children's Cabinet. Parent University provided childcare and made interpretation available. The topic was focused on *Cómo reconocer señales de alerta de suicidio en estudiantes de secundaria* (How to recognize warning signs of suicide in high school students). Four families, ten participants in total (five adults & five children) were in attendance. While children chose not to be part of the conversation, learnings from parents trickles down to the entire family unit. Many parents cited hearing about the event through a school phone call, highlighting direct communication from the school as an effective strategy to drive attendance.

Family Health Festival

The Family Health Festival dates have been established, and the hosting sites have been booked. The planning committee recently released the annual “save the date” flier to community partners, highlighting all festival dates for the 2026 series and ensuring we receive intent to register from a multitude of organizations.

Dates & Locations:

May 20th 3 – 6pm, Neil Road Recreation Center

August 1st 9am – 12pm, Hug High School and

October 8th 3 – 6pm, Livestock Events Center

Reducing Health Disparities

BARHII

The Bay Area Regional Health Inequities Initiative (BARHII) is a nationally recognized tool to help local health departments assess how well their services and programs improve health outcomes. Northern Nevada Public Health (NNPH) first completed the assessment in 2022 and again in 2025 to measure progress over time and inform future priorities. Findings from the 2025 assessment informed the development of an organization-wide action plan with four priority areas, each outlining specific strategies, timelines, and deliverables to advance efforts to reduce health disparities. NNPH is now transitioning from assessment to implementation. One key priority area of the assessment focuses on addressing factors that influence community health. As part of this effort, NNPH identified a strategy to establish an internal standard for subawards and Requests for Proposals (RFPs), requiring applicants to demonstrate how proposed activities address community needs and deliver community benefit. This strategy is in the early stages of development. Current efforts are focused on reviewing existing subaward and RFP processes, as well as identifying frameworks and scoring methods that effectively assess community need and impact. NNPH aims to pilot a standardized framework at the start of the new fiscal year, to help strengthen alignment between funding decisions and community health outcomes.

Community Health Survey

The Community Health Survey Pilot was developed by an internal committee at NNPH after identifying a need to collect consistent and reliable data across the organization. The goal of the survey is to understand better who is accessing NNPH services, the barriers clients face, and where opportunities exist to strengthen programs. With input from leadership, the committee developed and launched the survey in November 2025, and data was collected through December 2025. In the first month, 48 responses were collected, providing valuable insights to help guide next steps. Survey respondents primarily speak English and Spanish, live in high-need zip codes, and report having a high school diploma or GED as their highest level of education. The data highlighted where clients are getting their health information, which NNPH programs they are NOT familiar with, and the challenges they experience when accessing care. One key takeaway is that clients are just as likely to seek health information from online platforms as from a medical provider. This presents an opportunity for NNPH to expand its online presence and serve as a trusted source of public health information. Next steps are to continue promoting the survey to increase response rates and strengthen the data collected. By

continuing to identify who our clients are, the barriers they face, and areas of opportunity, NNPH can take meaningful steps to improve programs, increase access to services, and better support the health of our community.

WIC

NNPH's Women, Infants, and Children (WIC) program is developing an outreach plan to connect with multi-sector partners and inform the community about the upcoming closure of the Moana WIC office. The plan ensures that community members can continue to access WIC benefits and services without gaps in care. The Office of the District Health Officer (ODHO) has been collaborating with the WIC team to provide a health disparities lens, identifying populations that may be missed through traditional outreach. Through this process, a gap in engagement with the faith-based community was identified. As a result, the outreach plan now includes a focus on churches and other faith-based organizations. The outreach plan also targets the school district, community healthcare clinics, and Medicaid managed care organizations, which serve populations closely aligned with WIC eligibility criteria. Medicaid eligibility often overlaps with WIC eligibility, and these partnerships can help increase referrals and improve program reach. WIC aims to begin outreach in April to strengthen community partnerships, promote WIC services, and ensure continuity of care for families in the affected service area.