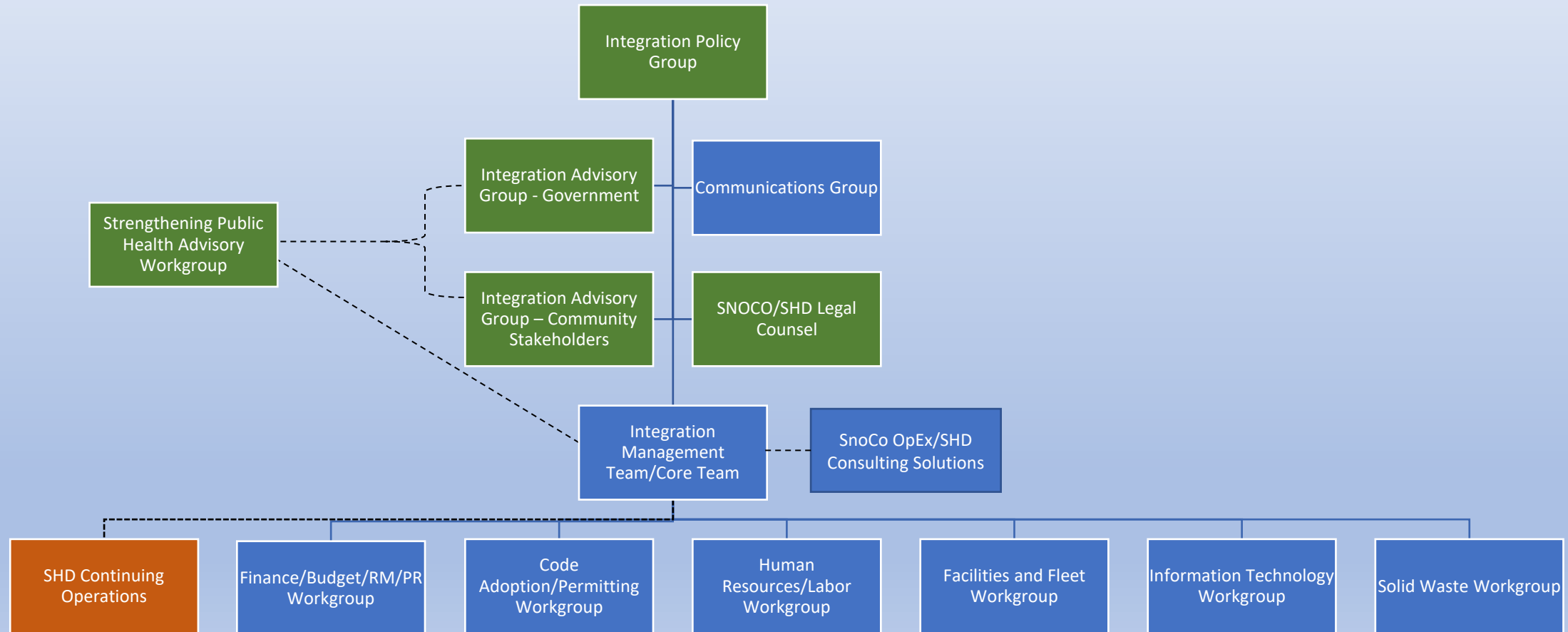


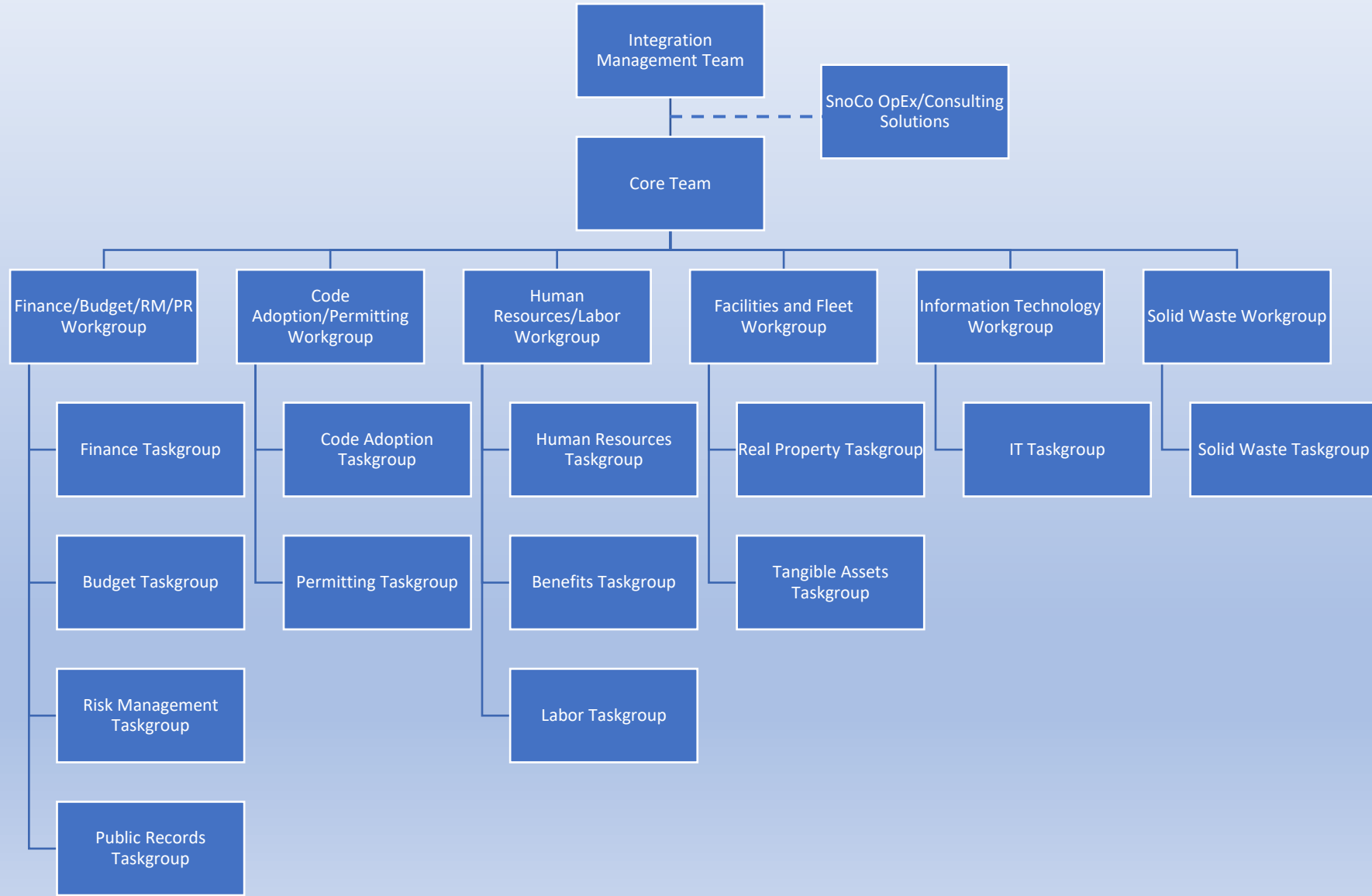
Public Health Integration Project Overview

Working Draft Version 9.0

Overall Integration Structure



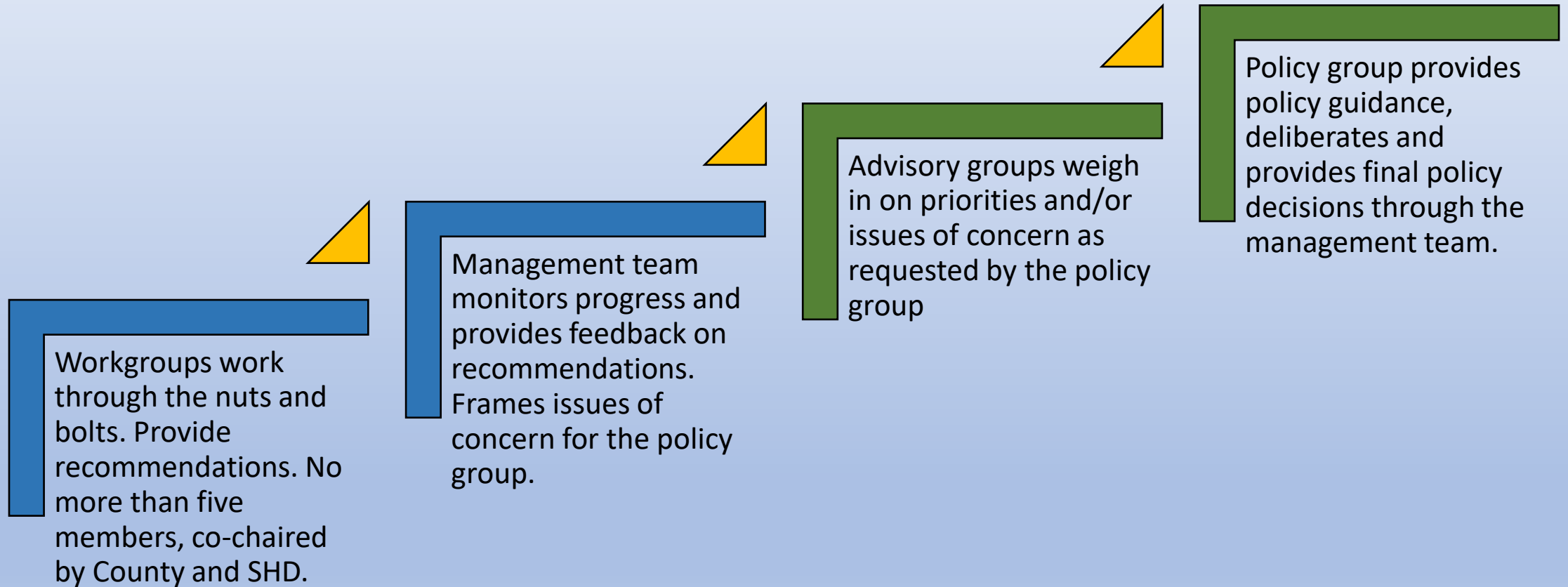
Integration Substructure



Guiding Priorities

- Strengthen Public Health
- Keep SHD's staff whole
- Engage representatives from both organizations as well as stakeholders from the community
- Emphasize equity
- Form a fully functioning County Public Health Department NLT 1/1/2023
- Start looking beyond the integration, now

Decision Making



Integration Policy Group

- Composition:
 - County Executive and Executive Leadership Team
 - Board of Health Chair, Past Board of Health Chair, SHD Administrative Officer, Health Officer
 - County Council Chair
- Purpose: Provides the overall objectives and final policy decisions affecting the integration. Approves unified messaging.
- Information Pathway(s):
 - Gets briefed by the Integration Management Team
 - Provides guidance to the Workgroups through the Integration Management Team
 - May solicit advice from the advisory groups

Integration Advisory Group - Government

- Composition: ED Klein (co-chair), Vice-chair Jorstad (co-chair), SHD Deputy AO, large city BoH rep, small city BoH rep, Tribal representative, County department directors and SHD division directors as needed.
- Purpose: Informs final policy decisions affecting the integration and provides general guidance to the Strengthening Public Health Advisory Workgroup.
- Information Pathways:
 - Gets briefed by the Integration Management Team
 - Advises the Policy Group, as requested
 - Works with the IAG-CS to provide guidance directly to the Strengthening Public Health Advisory Workgroup

Integration Advisory Group – Community Stakeholders

- Composition: One rep from each Council district, two PHAC members, two business community representatives, two representatives from agencies representing marginalized communities
- Purpose: Informs final policy decisions affecting the transition and provides general guidance to the Strengthening Public Health Advisory Workgroup.
- Information Pathway(s):
 - Gets briefed by the Integration Management Team
 - Advises the Policy Group, as requested
 - Works with the IAG-G to provide guidance directly to the Strengthening Public Health Advisory Workgroup

Strengthening Public Health Advisory Workgroup

- Works in parallel with other workgroups
- Goal: Identify and recommend public health enhancements achievable in years 1-3.
 - Examples include enhanced direct services, environmental health, behavioral health, etc.
- Incorporate emphasis on Equity and Trauma Informed in recommendations
 - Solicit participation of SHD Community Equity Advisory Board and Trauma Informed expertise groups
- Gets general direction from the Advisory Groups, informs the Integration Management Team.
- Members may include:
 - Three PHAC members
 - SnoCo OSJ, HS, PDS, and DEM representatives
 - Sound Foundation for Public Health (SFPH)
 - SHD representative(s)

Integration Management Team

- Composition: ED Harper (Project Sponsor), Josh Dugan (Project Champion), SHD AO Shawn Frederick (or designee).
- Supported by Core Team: County/SHD Directors, SHD Deputy AO Pam Aguilar, SnoCo OpEx, Gossett Consulting Solutions, and Alessandra Durham.
- Purpose: Project/workgroup management; brief the advisory groups and policy group; mitigate issues in conjunction with the legal team.
- Goal: Build a fully operational County Public Health Department
- Information Pathway(s):
 - Accountable to the Policy Group
 - Briefs advisory groups, as requested by the Policy Group
 - With the support of the Legal Team, works to address complex issues as much as possible before referring them to the Policy Group

SHD Continuing Operations

- SHD responsibility to ensure current public health operations continue.
- Vital two-way learning opportunity for SnoCo to learn about public health program administration and for SHD staff to learn about county government policies, procedures, and operations.
- Encourage job-shadowing and mentorship between agency peers.
- Identifies early and easily implementable initiatives (e.g., Savvy Septic, opioid/SUD, housing, mental health, etc.)
- Reports recommendations through the Integration Management Team
- SHD and SnoCo staff as necessary to continue operations and learn about public health and government operations.
 - SHD EH and CD staff
 - County PDS, SWM, Solid Waste, and HS staff
 - PHAC member(s) representing applicable disciplines and/or issues

Finance/Budget/Risk Management/Public Records Workgroup

- SnoCo integrate SHD's budget structure and financial systems fully into the County's
- SnoCo factor-in future financial impact of enhanced clinical/direct services both near-term and in out-years.
- Reports through the Integration Management Team
- Members include:
 - County Finance - Nathan Kennedy (or designee)
 - SHD Finance
 - SHD Accounting Supervisor
 - County/SHD – Grants and Contracts
 - County budget analyst
 - County fiscal analyst
 - Risk Management
 - Public Records

Code Adoption/Permitting Workgroup

- Prepare integration of Snohomish Health District Code into Snohomish County Code.
- Consider and recommend updates/revisions as warranted for adoption.
- Develop permitting process recommendations for future implementation.
- Reports through the Integration Management Team
- Members include:
 - PDS representative(s)
 - SHD representative(s)
 - PW-Solid Waste

Human Resources/Labor Workgroup

- Integrate SHD's personnel and benefits fully into the County's
- SHD responsibility: updating or extending CBU labor agreements prior to integration.
- SnoCo awareness of CBU labor agreements, process, and outcomes.
- SHD advises and SnoCo reports through the Integration Management Team
- Members include:
 - Pam Aguilar (SHD)
 - Rhea Reynolds (Central HR)
 - Rob Sprague
 - County Finance representative
 - SHD Rep
 - SHD Rep
 - SHD Rep

Facilities and Fleet Workgroup

- Integrate SHD's real property and tangible assets fully into the County.
- Reports through the Integration Management Team
- Members include:
 - SNOCO Representative(s)
 - SHD representative(s)

Information Technology Workgroup

- Integrate SHD's IT assets, licenses, and accounts fully into the County.
 - Protect Health Insurance Portability and Accountability Act (HIPAA) information.
- Support Public Records systems and records transfer and accessibility.
- Reports through the Integration Management Team.
- Large portion of work will be County-centric, SHD engagement as necessary.
- Members include:
 - SNOCO Representative(s)
 - SHD representative(s)

PW Solid Waste Workgroup

- Integrate SHD's Solid Waste oversight functions fully into the County.
- Consider various functional structures, i.e. self-regulated, PDS, County Public Health Department, other regulatory body
- Reports through the Integration Management Team.
- Large portion of work will be County-centric, some SHD engagement necessary.
- Members include:
 - SNOCO Representative(s)
 - SHD representative(s)