

DeKalb County Board of Health Meeting

TUESDAY, JULY 25, 2023

I. Approval of Agenda

APPROVAL OF THE BOARD OF HEALTH MEETING AGENDA OF 07-25-2023

II. Approval of Minutes

APPROVAL OF THE BOARD OF HEALTH MEETING MINUTES OF 5-23-2023

APPROVAL OF THE PERSONNEL COMMITTEE MINUTES OF 6-14-2023

APPROVAL OF THE PERSONNEL COMMITTEE MINUTES OF 7-13-2023

III. Committee Reports

PERSONNEL COMMITTEE

IV. Persons To Be Heard From The Floor*

* ANY MEMBER OF THE PUBLIC MAY ADDRESS THE BOARD OF HEALTH OR COMMITTEE FOR UP TO 3 MINUTES ON ANY TOPIC OF THEIR CHOOSING, LIMITED TO THIRTY MINUTES IN TOTAL.

V. Presentation

SOLID WASTE & RECYCLING

1. Solid Waste & Recycling

PRESENTED BY:

GREG MAURICE, LEHP

DIRECTOR OF HEALTH PROTECTION

History

- In 1988, the Illinois Environmental Protection Agency passed the Solid Waste Planning and Recycling Act.
- The purpose of this Act was to provide incentives for decreasing generation of municipal waste, to require counties to develop comprehensive waste management plans that would place emphasis on recycling and other alternatives to landfills, to encourage municipal recycling and source reduction, and to promote composting of yard wastes.
- The Act required that by March 1, 1995, the County officially adopt a plan for the management of municipal waste generated within its boundaries and set target goals for recycling.

History

- In March of 1995, the DeKalb County Board adopted the DeKalb County Solid Waste Plan.
- The Board appointed the DeKalb County Health Department to be the administrative agency to manage the Solid Waste Management Program for the county.
- Implementation of the Plan by the Health Department began in January 1996. In 2000, 2005, 2010 and 2015, the DeKalb County Board of Health and DeKalb County Board completed reviews, updates and approval of the Plan.
- Beginning in 1995, the Solid Waste Program was funded by a \$1.10 per ton tipping fee on waste deposited in the landfill.

History

- In 2007, the tipping fee was increased to \$1.27 per ton. The Host Fee Agreement for the landfill expansion went into effect in 2014.
- In August 2014, revenue for the Solid Waste Program transitioned from tipping fees to the Host Fee Agreement.
- The County Board adopted Resolution 2014-65 on September 17, 2014 to adopt zero waste as a guiding principle within the DeKalb County Solid Waste Management Plan, as recommended by the Zero Waste Task Force, and directed that the initial task focus on:
 - the expansion of Rural Recycling
 - development of an ordinance to address Commercial/ Multi-Unit Recycling
 - development of a pilot program to harvest organic waste
 - establishment of a community advisory committee to provide input

History

- Over the course of the last twenty-five years, the Solid Waste program has committed to managing Solid Waste with the intention of diverting as much away from the landfill as possible.
- Each year, the Program follows the plan to work toward the goal of reducing the landfill rate by 50 percent by the year 2034.
- Based on the data limitations of reporting businesses, data suggests about 20% of waste was diverted from landfills. Another way of measuring the amount of waste generated is by measuring the Pounds per Person per Day (ppd).
- In 2022, the landfill rate measured 2.99 ppd; this is a decrease from 2021 data which measured at 3.49 ppd.

Staffing

- Solid Waste Funds support a portion of the Health Protection Director and 1 FTE Solid Waste Associate (new staff as of November of 2022).
- Funded through the landfill host benefit agreement with the County.

2023 Program Goals

Rural Recycling

- Continue to increase community awareness of the availability of rural recycling sites in order to encourage rural residents to utilize.
- Continue talks to expand Rural Recycling by creating a drop off site location within the city of DeKalb.

Commercial/Multi-Unit Housing Recycling

- Work with Municipal leaders to advocate for stronger recycling ordinances.
- Encourage commercial and multi-unit owners to voluntarily institute recycling policies.

2023 - Events Completed

- **Events completed for 2023:**
 - June 24, 2023 - Electronic/Textile/Book/Aerosol Product/Latex Paint Collection - DeKalb Airport
 - Approximately 375 cars served during the event, filling 3 semi-trailers.
 - Approximately 25 tons of electronic waste, 282 aerosol cans, 52 mini propane tanks, and 630 1-gallon cans of latex paint were recycled.
 - Outreach events
 - 6/6 DeKalb Public Library tabling event 9-11 am with 65 participants,
 - 6/8 Farmers Market 9-3 pm with 30 participants.
- Expanded Rural Recycling by creating a pilot drop off site in the parking lot of the Health Department.

E-waste/ Aerosol/ Latex Paint Event 6-24-23



E-waste/ Aerosol/ Latex Paint Event 6-24-23



Past HHW Events



Upcoming Events 2023

- Events scheduled for 2023 at the DeKalb Airport:
 - September 9, 2023 - Household Hazardous Waste Collection
 - September 30, 2023 - Electronic/Textile/Book/Aerosol Product/Latex Paint Collection

Solid Waste & Recycling Program

Questions

VI. Combined Report

MAY AND JUNE 2023

VII. Financial Data

REVIEW AND APPROVAL OF FINANCIAL STATEMENT FOR MAY AND JUNE 2023

REVIEW AND APPROVAL OF CLAIMS FOR JUNE AND JULY 2023

VIII. Old Business

DCHD STRATEGIC PLAN UPDATE

Strategic Planning Process

- ✓ Focus Groups (Front-Line Staff and Coordinator Staff)
- ✓ Stakeholder Input Survey (Board of Health)
- ✓ Board of Health and Administrative Leadership Interviews
- ✓ Strategic Planning Workshop (Directors and Coordinators)
- ✓ Goal Ranking Survey (Board of Health & DCHD Staff)
- ✗ Action Planning Launch



* Model generally represents the steps that are taken for this type of initiative.

Focus Group & Survey Identified Themes



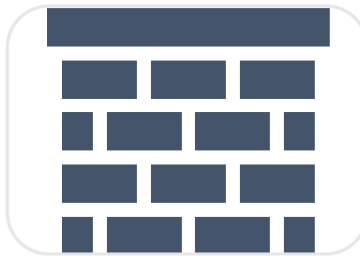
Workforce
Development and
Staff Investment



Communication,
Outreach, and
Transparency



Organizational
Improvement



Address Health
Equity Barriers

Strategic Priority Areas



Organizational Management



Communication and Branding



Partnership and Collaboration

Short-Term Goals

- Improve recruitment and retention efforts
 - I.e. Compensation study, program-by-program fiscal analysis & flexible scheduling
- Develop & implement an employee development/staff training program
- Evaluate Health Department services and programs to determine gaps, redundancy with other organizations, and potential opportunities

Short-Term Goals Cont.

- Improve marketing and communication plans
- Reduce barriers to health services by focusing on inclusivity and equitability
- Utilize web-based solution to onboard and train employees
- Explore workforce improvement strategies for local workforce
 - i.e. internship program, expanded partnerships & resource sharing

Long-Term Goals

- Enhance compensation/benefits based on study results and develop a recruitment strategy
- Increase revenues in preparation for grant funding reductions and to support more competitive wages.
- Implement workforce development and recruitment strategies through expanded collaboration

Long-Term Goals Cont.

- Advocate for a more centralized registration, billing and EMR system to reduce redundancy, “silos” and increase efficiency
- Develop and adopt a formal succession plan
- Develop a roadmap for process and timeline of meeting the requirements for community health assessments such as the Illinois Project for Local Assessment of Needs (IPLAN)

Questions?

IX. New Business

STRENGTHENING ILLINOIS PUBLIC ADMINISTRATION (SIPA-24)
GRANT OVERVIEW

Strengthening Illinois Public Administration (SIPA-24) Grant

- Grant Period: July 1, 2023 – November 30, 2027
- Amount: \$350,000
- Background:
 - Stagnant funding and cumbersome hiring processes have left departments struggling to attract, retain and train the specialized and diverse talent they need to better reach, serve, and reflect their communities.
 - Funding is intended to support workforce development activities, including hiring, retention, training, and other incentives to support and sustain the public health workforce.

SIPA-24 Grant – Funding Requests

- 0.4 FTE PH Nurse Salary/Fringe
- Onboarding & Training Platform
- Compensation Study
- Professional Development/Training
- Outreach & Media Campaigns
- Breakroom Enhancements
- Contractual Volunteer Management Coordinator
- Hiring and Retention Incentives
- Recruitment Marketing
- Public Health Recruitment Video
- Chamber of Commerce Memberships

SIPA-24 Next Steps

- Application Submission
 - *Completed pending IDPH approval*
- Grant requires that LHDs have a current policy for any SIPA-24 related incentive compensation to employees and employee benefits
 - *Drafted and will require BOH review and approval*
- Bargaining Unit negotiations may be required
- Board of Health and County Board Action on any expenditures > than \$30,000

Questions?

X. Executive Session

EMPLOYMENT MATTERS - ANNUAL PERFORMANCE REVIEW OF THE
PUBLIC HEALTH ADMINISTRATOR

XI. Correspondence and News

XII. Adjournment
