



Strategic Milestones

Workforce Retention and Development

We have made significant progress in reducing employee turnover, decreasing from 35% in 2024 to a 12-month running total of 17.4% and a year-to-date rate of 19.5%. This improvement was achieved through a comprehensive approach that included:

- Strengthening our onboarding and orientation process to better integrate new employees
- Prioritizing professional development and career growth through internal and external training opportunities
- Creating a positive work environment through our new kudos program, which has grown from initial recognition efforts to over 80 kudos per month
- Enhancing work-life balance by encouraging employees to utilize county wellness programs

Strategic Planning and Community Partnership

We completed both the Community Health Needs Assessment (CHNA) and the Public Health Improvement Plan (PHIP) in partnership with AdventHealth Castle Rock, AdventHealth Parker, and Omni Consulting. These foundational documents will guide our priorities and initiatives moving forward.

CHNA and PHIP will guide the development of our strategic plan, which will be expanded to include two additional priority areas: injury prevention and services for our aging population

PHAB Accreditation Progress

We completed the PHAB Readiness Assessment and received recommendations to proceed with our application for PHAB (Public Health Accreditation Board) Accreditation.

PHAB Accreditation is a multi-step process that involves demonstrating compliance with national public health standards across ten domains. The process includes submitting documentation that shows how the health department meets these standards, followed by a site visit and evaluation by trained peer reviewers. Accreditation validates that a health department has the capacity and competency to deliver essential public health services effectively.



We plan to submit our application in 2026. This process is particularly valuable for our organization as a newer health department, helping us identify and address key operational areas that might otherwise have been overlooked as we establish our practices and systems.