






Sandy Tubbs
HPH Administrator
sandyt@horizonph.org
320-763-6018



Sharon Braaten
HPH Assistant Administrator
sharon.braaten@horizonph.org
320-634-7822

**A Cross-Jurisdictional Sharing Initiative
managed by the Center for Sharing Public Health Services
with support from the Robert Wood Johnson Foundation**

The West Central Minnesota Project Partners:

-  **Douglas County – Population 36,009**
-  **Grant County – Population 6,018**
-  **Pope County – Population 10,995**
-  **Stevens County – Population 9,726**
-  **Traverse County – Population 3,558**



The Question that's Awaiting an Answer:

Will integration of three local health departments result in a more efficient and effective Public Health Department with greater capacity to meet the current and future challenges facing our communities?

Summary of the Process:

- | | |
|-------------------------|--|
| January 2012 - | The Horizon Community Health Board requests an exploration process to consider the benefits and drawbacks of integrating the 3 separate public health departments into a single 5-county Public Health Department. Public Health administrators begin to gather information in 6 primary focus areas: governance, programs and services, personnel and staffing, budget and finance, community partnerships and facilities. |
| December 2012 | The governing boards of the 5 individual county partners, based on preliminary findings in the six focus areas, unanimously lend their support to continued exploration of integration. Grant support is secured from the Center for Sharing Public Health Services, an initiative supported by the Robert Wood Johnson Foundation. |
| Summer 2013 | Project management efforts continue with development of proposed organizational chart, position descriptions, personnel policies and governing board composition. In addition, strong emphasis on change management including focused meetings with staff from the 3 Public Health Departments, governing boards from the 5 partner counties, and county department colleagues that may be impacted by the integration. |
| Winter 2013-2014 | Final details of the proposal for an integrated 5-county public health department are compiled and distributed to individual county boards as well as staff from the 3 Public Health Departments. |
| March-April 2014 | Individual county boards officially vote in favor of full integration. |
| May-Dec 2014 | The final details come together....joint powers agreement, operating procedures, budget, collective bargaining discussions, employment offers, open enrollment health insurance and ancillary benefits, and combined IT services. |
| January 2015 | A new year and a new Horizon Public Health! |