



FISHERS HEALTH DEPARTMENT

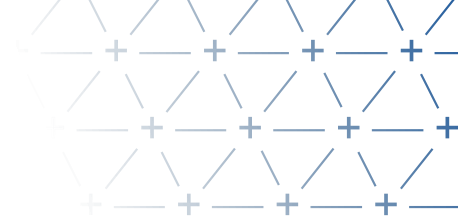
2023 Annual Report



Table of Contents

1. Welcome Message	3
2. Department Overview	4
• FHD Model	
• Department Services & Responsibilities	
• FHD Organizational Chart	
• Acknowledgments	
3. 2023 Year in Review	10
• 2023 Program Goals	
• New Program Highlights	
4. 2023 Public Health Data	15
• Communicable Disease & Event Reporting	
• Essential Public Health Services	
• Mental Health Initiative	
• Community Partnerships & Initiatives	
5. Administrative Overview	25
• Staff Accomplishments	
• Administrative Report	
6. 2024 Goals	31
• 2024 Goals & Vision	
• 2024 Health Department Goals	
7. Appendix	37

Welcome



We are pleased to present the fourth annual report of Fishers Health Department (FHD). As our department grows in size and capabilities, we hope this record will serve to highlight and accentuate the work we are doing to improve the health of Fishers' residents.

In 2023, we redirected our focus from COVID-19 response and building the department, to solidifying a strong foundation of core public health services. We expanded our reach and impact while showcasing the positive outcomes that result from integrating public health into the community.

2023 was a big year for public health in Indiana. The enactment of Senate Enrolled Act 4, now known as Health First Indiana, gained national attention for its bipartisan support and financial backing for local public health efforts. Although the allocated funding for the bill did not have an immediate impact on the budgets of local public health departments until early 2024, the anticipation and excitement associated with the passing and planning for this landmark funding was palpable in public health circles throughout 2023. The passage of the bill ensures that all local health departments receiving the new funds will prioritize investments in core public health services, ultimately benefiting the overall health of Hoosiers statewide.

In addition to planning for the expansion of services and reach, in 2023 we made several important investments with an immediate community impact. A few of the significant implementations: the introduction of a grading system for food facilities, the hiring of a social worker and community health advocates, the establishment of a city-wide language line service, the launch of an evidence-based mental health platform with over 7,000 users in first seven months, the development of a teen public health academy, and the appointment of a culture of health ambassador.

We also expanded our clinical services to include new vaccines such as RSV, childhood blood lead testing, and QuantiFERON TB tests. Additionally, we initiated four mental health teams to prioritize a preventive mental health focus across all city implementations. These initiatives resulted in various events and activities such as the attainment of Mental Health America's Bell Seal for employee mental health, a Club Hub program and business toolkit, Club Day, a Day of Service activation, a community resource list, and the integration of mental health prevention efforts into the Fishers 2040 plan. Each of these initiatives was highly successful, and we are beyond proud to have implemented such a breadth of impactful programs in a single year.

In 2024, our goal is to further enhance the strong foundation set in 2023 – continuing to lead the way as public health advocates in Indiana. We have set ambitious goals to propel our community towards optimal health outcomes. When we dream so ambitiously, it can be difficult to maintain the patience it requires to see projects through; however, we look forward to seeing the fruits of those efforts manifested in improved health and well-being for all residents for years to come.

Thank you for allowing us to continue to serve the Fishers community.



Indy Lane, MD

Health Officer and
Chief Medical Officer



Monica Heltz, DNP, MPH

Health Administrator and
Public Health Director



SECTION 1

Department *Overview*



Fishers Health Department Model

Fishers Health Department (FHD) actions the Public Health 3.0 model through strategic planning, policy, and programming to ensure every resident has an equitable opportunity to achieve their best health. This requires evidence-based and evidence-informed approaches to public health service delivery that prioritize addressing the social determinants of health impacting every person's ability to be healthy. This approach necessitates emphasizing the importance of health equity, cross-sectoral collaborations, and innovative approaches to policies and programs to address complex physical, social, behavioral, and environmental conditions influencing the health of communities (Figure 1).

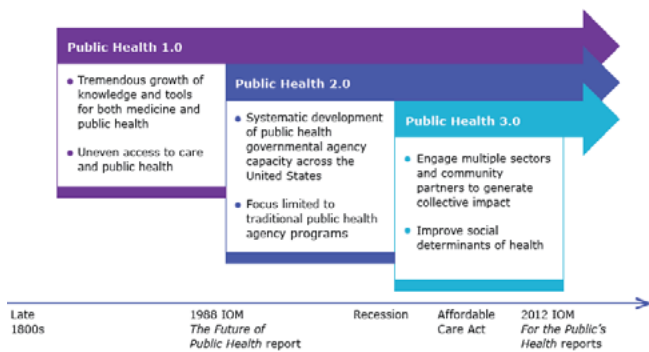


FIGURE 1 Public Health 3.0

As FHD continues to build a strong foundation of core public health services, the department and city will continue to prioritize addressing the broader factors impacting the health and well-being of residents. Delivering on the 10 Essential Public Health Services (Figure 2) and addressing social determinants of health in 2023 and beyond will ensure a meaningful transformation of local public health service delivery to best serve the needs of Fishers as the community continues to develop a smart, vibrant, and entrepreneurial city.



FIGURE 2 The Ten Essential Public Health Services

CITATIONS

¹ Public Health 3.0: A Call to Action for Public Health to Meet the Challenges of the 21st Century. Indiana Public Health System Review, Dec. 2020. Available [here](#).

² More information on social determinants of health, and the role of health departments to improve health and wellbeing is available from the following: [i](#), [ii](#), [iii](#).

³ CDC: 10 Essential Public Health Services. Available [here](#).

Department Services & Responsibilities

FHD was formed on April 24, 2020, upon the approval of the City Council to create a health department that will be agile, resilient, and proactive in protecting and promoting the health and wellbeing of Fishers residents. As one of three municipal health departments in the state, FHD was borne out of the recognized need to provide local public health services amidst a global pandemic. The FHD Team collaborates across the City of Fishers government to provide public health expertise during policy decisions, ensuring evidence-informed and health-in-all policy approaches to local government. FHD's approach to integrating evidence-informed public health policy has been highlighted by others as an exemplar for ensuring public health is at the fore of government policies.

FHD exists to bring a high level of health and safety services to the residents of Fishers through the following:

- Vital records
- Mosquitoes and rodent (vector) control
- Immunizations
- Private water well
- Open water sampling
- Food safety and permitting
- Septic systems
- Swimming pools
- Communicable disease and service
- Health education

Statutory Operations Managed by FHD

- Any action authorized by state statute or rule of the state department to control communicable diseases
- Making sanitary and health inspections necessary to carry out the purposes of Ind. Code §16-20-4
- Investigating the existence of any contagious or infectious disease
- Adopting measures, not inconsistent with the rules of the state department, to arrest the progress of contagious or infectious disease
- Making all necessary sanitary and health investigations and inspections



Statutory Operations Managed by The Public Health Board

- Entering contracts for the provision of health services within the board's jurisdiction in accordance with Ind. Code §16-20-1-8
- Contracting or purchasing planning services considered essential to the development of an effective community health program in accordance with Ind. Code §16-20-1-8
- Confirming the appointment of professional employees who are appointed by the health officer and who meet the qualification requirements of the board for the respective professional employee positions
- Providing reports of department activities to the State Department in accordance with State Department rules
- Enforcing the board's or officer's orders, citations, and administrative notices by an action in the circuit or superior court in accordance with Ind. Code §16-20-1-26
- With the approval of the City Council, establishing and collecting fees for specific services and records established by local ordinances and state law; however, fees may not exceed the cost of services provided. The fees shall be accounted for and transferred to the health fund of the taxing jurisdiction
- All other powers and duties as provided by Indiana law



FHD Organizational Chart

Figure 3 displays the current FHD organizational chart. Overseen by the Board of Health and led by Drs. Indy Lane and Monica Heltz, FHD has a core team of full- and part-time employees. Our current board includes:

- Mayor Scott Fadness
 - Fire Chief Steven Orusa
 - Kyle Hultgren, Pharm.D
- Sal Migliore, MD
 - Michelle Saysana, MD
 - Shobana Pandian, MD
- Karen Collins, DVM

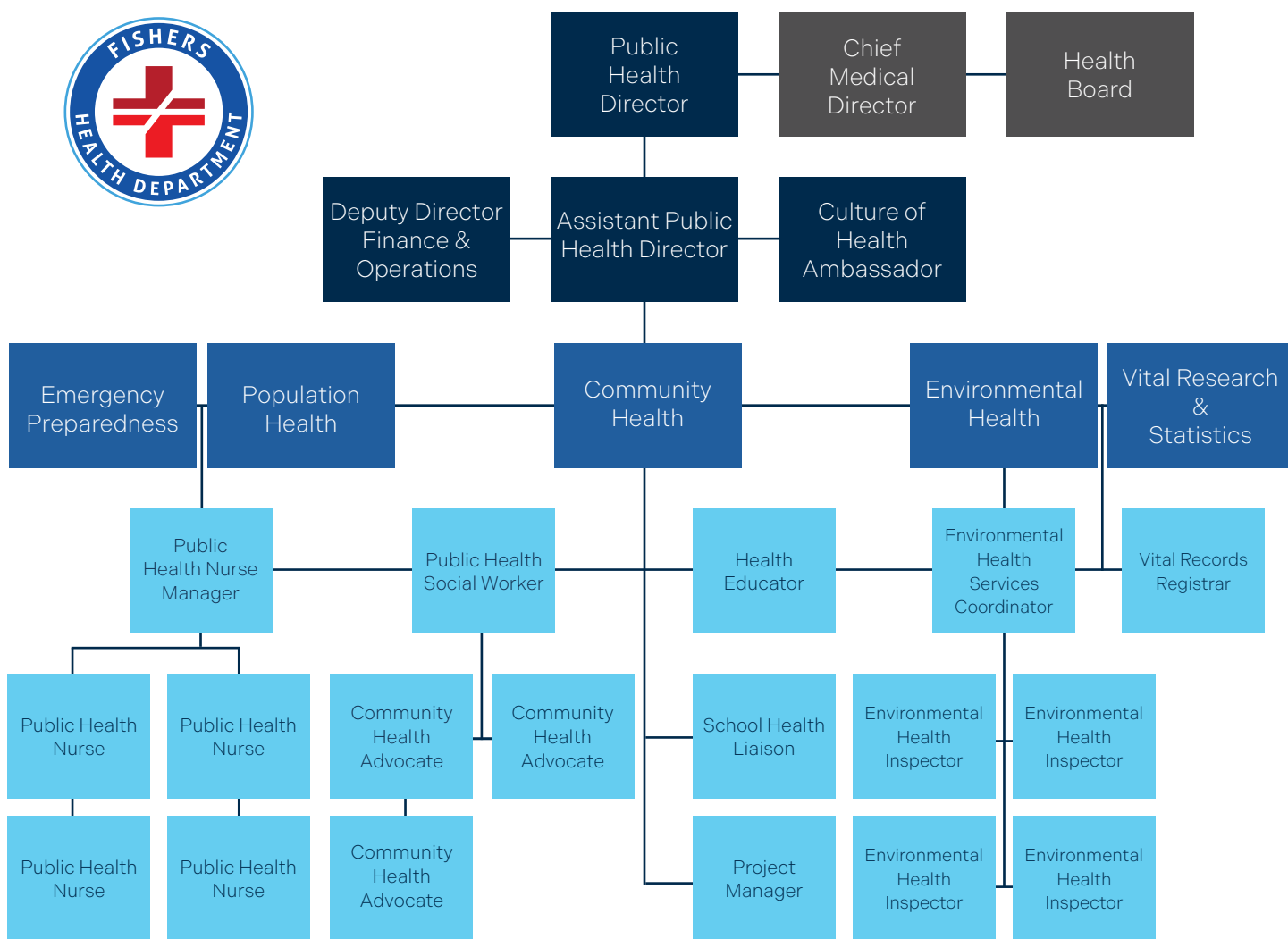


FIGURE 3 FHD Organizational Chart

Acknowledgments

FHD would like to acknowledge the assistance and support of our many community partners and advocates who have made it possible to continue effectively serving our residents. We also recognize and appreciate the dedication of the employees at the City of Fishers for their ongoing commitment to supporting innovative initiatives aimed at enhancing health and wellness for all our residents.

First and foremost, we thank our residents! This community continues to show strong support for our initiatives to improve the overall community—in ways that are different than those enacted by other health departments. We frequently hear “I’m so glad we have our own health department,” a sentiment which we hope only continues to build in the hearts and minds of our community as we continue to demonstrate our dedication and value to you.

Our elected officials, including our Mayor and City Council members, have continued to show unwavering support. Despite health department ordinances and initiatives being a relatively new area, your enthusiastic support is truly appreciated. Your ongoing support plays a crucial role in fostering the culture of health that we are cultivating in Fishers. Thank you for your continued encouragement and partnership in this important endeavor!

We continue to appreciate and value our awesome interns. In 2023 we were fortunate to host six amazing students. From HSE High School, FHD appreciates the dedication and work of Alicia Nguyen, Gloria Lane, and Allison Lu. From Butler University, Elijah Heslop contributed to our mental health initiatives within the department. Jaxson Schoenlein, an IUPUI student, aided our environmental health team during the hectic summer season of pool and open water sampling. Layla Qureshi, a student from IU Bloomington, assisted with health education activities, including our Teen Public Health Academy. The valuable contributions of our interns were instrumental in our accomplishments, and we are so grateful for their support.

Thank you to our partners at Hamilton Southeastern Schools (HSE) for their dedicated collaboration in establishing a coordinated approach to providing comprehensive care for families in need of social services, nursing services, language services, and much more. We express endless gratitude for our city staff, HSE partners, Hamilton East Public Library partners, and our consultant, Suzanne Clifford, for the countless hours dedicated to ensuring we view all city services through a mental health preventative lens and continue pushing for systemic change to improve all residents’ mental health.

We received grants, scholarships, and training support from a variety of agencies. These include: the National Association of City and County Health Officials, the Immunization Action Coalition, the District 5 Healthcare Coalition, Region V Public Health Leadership Institute, the Indiana Public Health Association, the National Environmental Health Association, the Fairbanks School of Public Health at IUPUI, the Food and Drug Administration, and the Indiana Department of Health.

STATE OF INDIANA
Forensic & Health Sciences Laboratories

SECTION 2






2023 Year in Review






2023 Program Goals

In 2023, FHD established **three core goals** with specific focus areas. As you review the report, we hope that you will recognize the commitment and hard work that our team has invested in these endeavors. While we may not have accomplished all our intended objectives within the specified goals, we made significant progress and achieved additional accomplishments that exceeded our initial expectations for the year.






Goal 1: Excel in Foundational Public Health Services

-  Refine the organizational framework for program management, clinic processes, document management, and onboarding
-  Ensure both health inspectors complete the FDA's Retail Program Standards training and continue work toward completing the Voluntary Retail Food Standards
-  Continue quality improvement processes to assure ease of use, quality, and increased ability to recapture revenue where able
-  Expand the StigmaFree Fishers/Mental Health Initiative into a preventative action-oriented approach including City leadership and staff using a Health in All Policies approach
-  Continue supporting staff development and training opportunities to increase meaningful certifications and institutional knowledge

Goal 2: Promote a “Culture of Health and Wellbeing”

-  Expand the public health communications, education, and outreach program
-  Coordinate with Parks Department and the Director of Recreation and Wellness to identify opportunities for collaboration to expand health promotion through recreational supports
-  Continue to develop a network of internal and external partners to encourage a Health in All Policies approach to events and planning
-  Establish a Community Advisory Board to sense check activities and provide consistent and ongoing feedback to FHD administration and the Health Board

Goal 3: Prepare for Accreditation

-  Ensure all new initiatives are in line with standards outlined by the Public Health Accreditation Board
-  Complete the Community Health Assessment
-  Initiate Strategic Planning process
-  Initiate the Community Health Improvement Plan
-  Assess readiness and develop accreditation timeline

FHD launched a Retail Food Inspection Grading System ('Food Grade') in 2023, becoming only the second local health department in Indiana to require posting food grades for permanent food establishments. This system is an evidence-based approach to improving sanitation standards at food service locations. Posting of food grades allows greater transparency to consumers while reducing the number of associated food-borne illness outbreaks⁴. In 2023, FHD inspected and assigned grades to 369 permanent food establishments, with 324 receiving a Grade A, 31 Grade B, and 14 Grade C. FHD also manages an online, interactive dashboard for users to have full access to food establishment inspection reports and grades. The [interactive dashboard](#) is available 24/7. Starting in 2024, all food establishments including temporary establishments and food trucks will receive a grade and have records viewable through the dashboard.



In 2023, FHD allocated funding for a new position, the Culture of Health Ambassador. This position is funded by FHD, but straddles work of both public health and Fishers Parks. This position aims to intentionally integrate health into the operations, offerings, and activities that the city puts on, primarily through the Parks department. The largest task for this role is managing the Geist Half Marathon. For this position, FHD hired Ginny Zimmerman, an avid health enthusiast, from the Fishers Parks Department. In addition to managing the big race, our Culture of Health Ambassador is looking for opportunities to increase our trail usage, improve access to and knowledge about options to be active and access healthy foods, and ways to improve community connectedness. This position is unique among health departments, many of which are interested to see how these actions will extend preventative health to the population. We hope we can build a template for promoting active, healthy lifestyles that others can emulate.

[4 Restaurant Inspection Letter Grades and Salmonella Infections, New York, New York, USA](#) and [Foodborne Outbreak Rates Associated with Restaurant Inspection Grading and Posting at the Point of Service: Evaluation Using National Foodborne Outbreak Surveillance Data](#)

Public Health Social Work Program

FHD started a Public Health Social Work program in April 2023 to provide social work and behavioral health support to community members. Staffed with a licensed clinical social worker and three community health advocates, FHD's Social Work program aims to ensure all residents can access resources needed to support their physical, behavioral, and socioeconomic well-being. In addition to assisting residents who engage with FHD, the Social Work program works closely with the City of Fishers Public Safety departments (Fishers Fire and Emergency Services [EMS] and Fishers Police Department) to address emergency behavioral health needs of residents largely through the City of Fishers Mobile Integrated Health program, We Care – We Connect. FHD's Social Work activities aim to enhance mobile integrated health by providing direct preventative health and social care services and connections to resources for all populations with a particular focus on vulnerable and historically disadvantaged groups. Led by FHD's social worker, the efforts enhance mobile integrated health by connecting with individuals suffering from acute mental and/or behavioral health illness (approximately 26% of annual Fishers Fire and Emergency Service calls). More information on community resources to help those in need may be found at <https://health.fishersin.gov/home/resources/community-resources/> or by contacting socialwork@fishers.in.us.

Teen Public Health Academy

Following other City models to promote civic engagement and an understanding of department activities, FHD developed and inaugurated the Teen Public Health Academy. This one-week half-day summer camp for high school students offers teens hands-on interactive activities to experience public health in action. The week was coordinated by FHD's Health Educator and Project Manager and featured a variety of trainings including: Stop the Bleed, hands-only CPR, QPR (mental health training), and naloxone administration, as well as tabletop exercises in outbreak response and epidemiology. Participants toured the state public health laboratory, conducted a kitchen inspection, trapped and processed mosquito samples, and collected and analyzed open water for contaminants. Students were also able to interact and ask questions of Mayor Fadness, Dr. Lane, Dr. Heltz, and other health department staff throughout the week. The week culminated in participants delivering a health education lesson that they designed at the Fishers Farmers Market. Following rave reviews from the initial 11 participants, FHD will be offering the academy again as well as offering a 2.0 option for original participants desiring additional experiences with the health department. FHD staff have been selected to present this unique model at the 2024 NACCHO Annual Meeting.

FHD Mental Health Action Teams

Since 2014, the City of Fishers has been committed to developing a preventative approach to the mental health and well-being of the community. Under the direction of FHD, the Fishers Mental Health Advisory Committee works to ensure a Health in All Policies approach to government work led by the committee's four Mental Health Action Teams. The teams include People, Place, Purpose, and Prevention Resources, and briefly, each focuses on the following:

- The People Team focuses on belonging, social connectedness, positive relationships, and a sense of community.
- The Place Team intentionally creates a built environment that fosters positive mental health.
- The Purpose Team includes the concept of "your why," mattering, opportunity, economic stability, employment, faith, and volunteerism.
- The Prevention Resources Team increases access to services and resources that proactively enhance mental health and wellbeing.

FHD Mental Health Action Teams (Cont.)

The committee brings together leadership from across city government to develop and implement programs, activities, and policies supportive of improving each community member's lived experience and opportunity to live their healthiest life. The People Team promotes social connectedness and belonging by designing programs to build social connections. The Place Team integrates mental health into development plans for the city, ensuring a connection between the community and the built environment. The Purpose Team works to enable opportunities for people to explore and discover passion, purpose, and a sense of belonging in the Fishers community. Lastly, the Prevention Resources Team provides resources to proactively promote wellness and prevent mental illness such as launching the free, online StigmaFree Fishers powered by Credible Mind website that hosts evidence-based mental health assessments, videos, resources, articles, and more, available 24/7 at [StigmaFree Fishers](https://fishers.crediblemind.com/). FHD staff have been selected to present this unique framework at the 2024 NACCHO Annual Meeting.

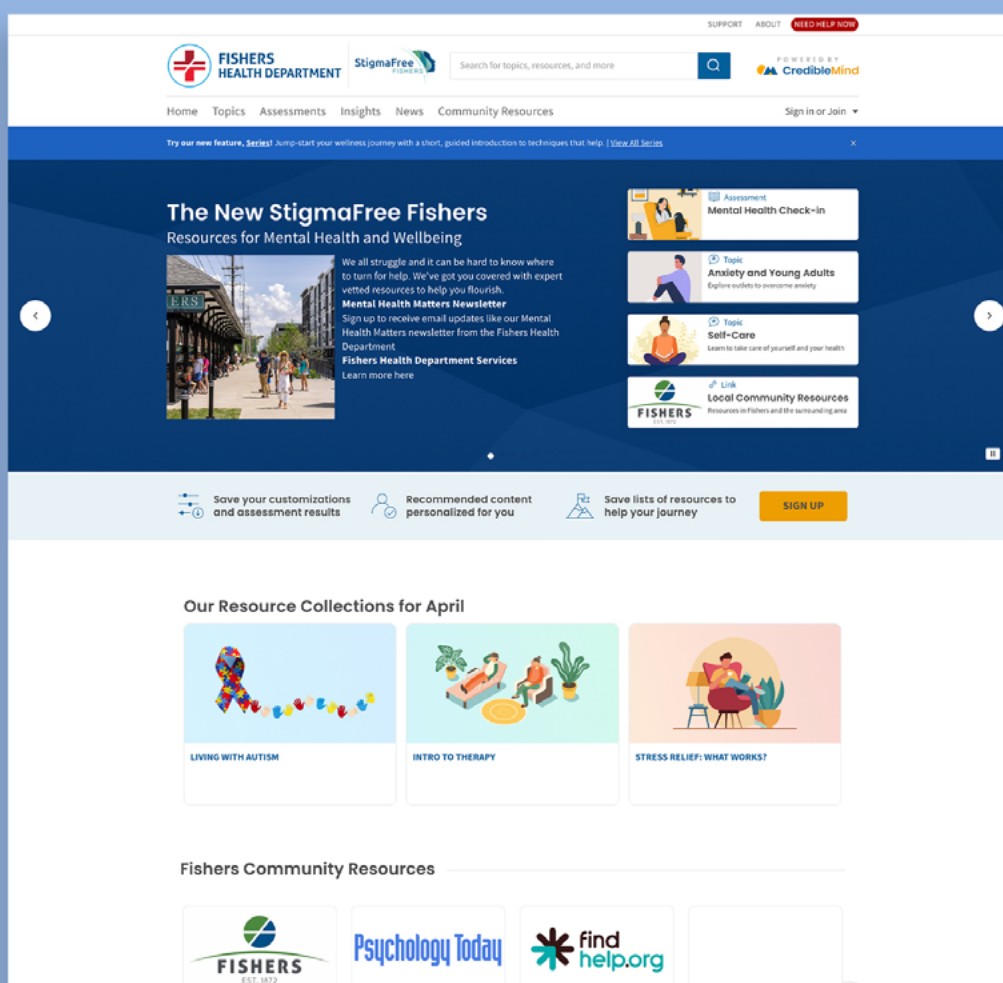


FIGURE 2 FHD's StigmaFree Fishers website, <https://fishers.crediblemind.com/>, powered by Credible Mind

START

THANKS TO OUR 5K SPONSORS!

Community
Saxony Hospital
Marathon
willard
miller

SECTION 3

2023 Public Health

Data





2023 Public Health Data

Communicable disease investigations, surveillance, and public health mitigation measures are key elements of public health work to reduce or eliminate health risks to the community. FHD coordinates with the Indiana Department of Health (IDOH) on these activities. Largely conducted by public health nurses, communicable disease investigations and surveillance activities are recorded in the National Electronic Disease Surveillance System (NEDSS) Base System (NBS). The NBS is a CDC-developed electronic disease reporting and case management system. The use of NBS by FHD, IDOH, and other health departments statewide allows for the identification, monitoring, and case management of communicable diseases to reduce exposure risks to others.

The following section reports on the public health data for communicable disease investigation and surveillance in 2023.

Communicable Disease and Event Reporting

FHD is responsible for communicable disease investigations for over 70 reportable conditions defined in 410 IAC. Table 1 displays confirmed cases of reportable conditions in Fishers for 2023 compared to 2022. The top five reported conditions in 2023 were COVID-19 (1,979 cases), chlamydia (262), latent tuberculosis (62), gonorrhea (61), and animal bites (45). Underreporting of COVID-19 cases in 2023 likely occurred due to decreased mass testing options and increased availability of vaccines to reduce the risk for severe outcomes. In 2023, FHD observed a marked increase in latent tuberculosis (LTBI) cases as care-seeking behavior reverted to more normal activities post-pandemic. The increase in LTBI from 2022 to 2023 represents a 30% increase year over year (from 48 to 62 cases).

FHD continued participating in the Centers for Disease Control and Prevention's National Wastewater Surveillance System for COVID-19 surveillance. In collaboration with the City of Fishers Water Quality Division, samples from the wastewater treatment plant are collected and analyzed at a laboratory facility to detect the presence and concentration of SARS-CoV-2, the virus that causes COVID-19. This evidence-based surveillance tool gives insight into viral shed by symptomatic and asymptomatic individuals infected with COVID-19. FHD wastewater surveillance data can be found at https://zus1idohdevv2nwssdl.z13.web.core.windows.net/wastewater_report_lhd_wwtp/wastewater_site_2357.html.

Disease/Event	Confirmed 2022 Cases	Confirmed 2023 Cases
2019 Novel Coronavirus	9,638*	1,979
Chlamydia trachomatis infection	259	262
Latent Tuberculosis	48*	62
Gonorrhea	65*	61
Animal Bites	34	45
Adult Syphilis	8*	9
Salmonellosis, excluding S. typhi and S. paratyphi	7*	9
Campylobacteriosis	Suppressed	8
Hepatitis C Virus Infection, past or present	8	7
Lead	Suppressed	6
Strep pneumoniae, invasive	5	Suppressed
Legionellosis	Suppressed	Suppressed
Giardiasis	Suppressed	Suppressed
Shiga toxin-producing Escherichia colio (STEC)	Suppressed	Suppressed

Communicable Disease and Event Reporting (Cont.)

Disease/Event	Confirmed 2022 Cases	Confirmed 2023 Cases
Streptococcal disease, invasive, Group A	Suppressed	Suppressed
Cyclosporiasis	Suppressed	Suppressed
Cryptosporidiosis	Suppressed	5
Pertussis	Suppressed	Suppressed
Vibriosis (non-cholera Vibrio species infections)	Suppressed	Suppressed
Haemophilus influenzae, invasive disease	Suppressed	Suppressed
Hepatitis B virus infection, Chronic	Suppressed	Suppressed
Malaria	Suppressed	Suppressed
Varicella (Chickenpox)	Suppressed	Suppressed
Influenza-Associated Death	Suppressed	Suppressed
Hepatitis C, acute	Suppressed	Suppressed
CP-CRE (Retired)	Suppressed	Suppressed
Lyme disease	Suppressed	Suppressed
Influenza-Associated Pediatric Mortality	Suppressed	Suppressed
Shigellosis	Suppressed	Suppressed
Monkeypox	Suppressed	Suppressed
Coccidioidomycosis	Suppressed	Suppressed
Tuberculosis	Suppressed	Suppressed
HIV	Suppressed	Suppressed

TABLE 1 Communicable Disease & Event Totals in Fishers for 2023 compared to 2022.

*Corrected case counts for 2022 due to delayed reporting.

To ensure confidentiality, it is necessary to suppress data for events with case counts fewer than five.

Essential Public Health Services

The department’s dedicated nursing, environmental, and health education staff provided inspections, approval of health permits, and record requests in 2023 indicated in Table 3.

Vital Records

FHD is responsible for providing vital records of births and deaths that occur in Fishers, Indiana, from April 24, 2020 - present. As part of their services, FHD provides complimentary onesies to new residents who are born in Fishers. The Vital Records division is supported by a vital record registrar with specialized training in vital records and statistics. A new initiative introduced this year is the reporting on deaths and births for Fishers residents irrespective of where the life event took place. In 2023, 549 residents passed and 1,023 were born.

Inspections, Permits, and Records	Total
Death Certificate Requests	3,217
Birth Certificate Requests	590
Resident Deaths	549
Resident Births	1,023

TABLE 2

Environmental Health

The Environmental Health division of FHD protects the well-being of residents through sanitation standards compliance by food establishments (e.g., restaurants, groceries), inspections of open and communal water sources to minimize the potential for water-borne disease transmission, lead home inspections, and disease control prevention programs to protect residents from disease transmitted by insects and rodents such as vector control (e.g., mosquitoes). Permitting fees for food establishments and pools totaled \$158,275.00 in 2023.

Retail Food Establishments

A total of 498 food establishment permits were issued by FHD and 659 health inspections were performed. In 2023, there was a total of 33 complaints at Fishers retail food establishments. Less than five food establishments were temporarily closed in 2023 due to issues with sanitation standards. FHD is one of only a few local health departments in Indiana enrolled in the FDA’s Voluntary National Retail Food Regulatory Program Standards and established a letter grading system for retail food establishments in 2023. As discussed above in New Program Highlights, a letter grade system for food establishments is an evidence-based approach associated with decreased food-borne illnesses⁴. Only permanent food establishments were issued a food grade in 2023. There were 324 graded A, 31 graded B, and 14 graded C, with two facilities requesting a grade change inspection. All food establishment types (e.g., permanent, temporary, food trucks) will receive a letter grade in 2024.

CITATIONS

⁴[*Restaurant Inspection Letter Grades and Salmonella Infections, New York, New York, USA*](#) and [*Foodborne Outbreak Rates Associated with Restaurant Inspection Grading and Posting at the Point of Service: Evaluation Using National Foodborne Outbreak Surveillance Data*](#)

Retail Food Establishments (Cont.)

Inspections, Permits, and Records	Total
Permanent Food Establishment Permits	377
Temporary Food Establishment Permits	81
Food Truck Permits	49
Food Facilities Complaints	37
Farmers Market Food Vendor Permits	57
Total Inspections	659

TABLE 3

Open Water Sources, Pools, Septic, and Wells

Inspections of open water sources, recreational water sources (e.g., pools, spas), and septic systems and wells play a crucial role in preventing water-borne illness and injury. In 2023, 15 private water wells submitted laboratory results that confirmed safe consumption. FHD monitored 163 water samples for acceptable levels of bacteria and contaminants and also conducted 73 inspections of pools/spas and 21 environmental inspections. A total of 92 permits for public pools and beaches were issued during the year. The beach at Geist Waterfront Park was temporarily closed in response to elevated levels of E.coli detected during active water testing. In 2024, FHD plans to introduce an online dashboard aimed at improving access to water source testing results, similar to the Retail Food Inspection Grading System dashboard. To learn more about water sampling and safety, please visit <https://health.fishersin.gov/about-us/environmental-health/>.

Vector Control

Vector-borne diseases are spread through contact between infected animals and humans. In Fishers, the primary mode of transmission for these diseases is likely through mosquitoes. FHD’s vector control program samples area mosquito populations utilizing trapping and laboratory analysis via the Indiana Department of Health (IDOH). Upon identification of diseases such as West Nile Virus or other vector-borne diseases in Indiana, FHD evaluates public standing water sources and employs an environmentally safe water-soluble larvicide to minimize the risk of contact between disease-carrying mosquitoes and residents.

Public Health Emergency Preparedness

FHD participates in the IDOH Public Health Emergency Preparedness (PHEP) grant program to ensure capable response to public health and healthcare emergencies. The FHD PHEP Coordinator is trained in Center for Disease Control (CDC) Public Health Preparedness, National Incident Management Systems, and other state and federal training programs to identify, evaluate, and respond to natural and man-made disasters. Further, FHD PHEP Coordinator participates and leads city-, county-, and state-level emergency operations planning groups, including the IDOH District 5 Healthcare Coalition Executive Board. In 2023, the PHEP coordinator was also responsible for managing a large-scale communicable disease exposure at a local workplace, coordinating with Marion County Public Health Department to ensure onsite testing, results, and care coordination for impacted individuals.

Clinical Services

FHD clinic provides screening and prevention services. Screening services include tests for diseases or exposures such as COVID-19, tuberculosis (TB), and blood lead levels. In 2023, FHD administered 553 TB tests, 150 COVID-19 tests, and seven blood lead level tests. Vaccines are a key component of prevention services. Vaccines offer a cost-effective method for primary prevention against vaccine-preventable diseases. The department provides all ACIP recommended childhood and adult vaccines. FHD's clinic, open to all individuals regardless of insurance status, administered 4,984 vaccines in 2023. They also organized 13 vaccine clinics in area neighborhoods, schools, organizations, and events. Additionally, FHD collaborated with area schools to offer 'back-to-school' vaccination clinics on-site at schools and through extended hours at FHD clinic. Through these efforts, over 600 students were able stay current on their vaccines.



Public Health Education and Outreach

Public health education and outreach is a vital initiative aimed at enhancing community health and well-being by disseminating information and empowering individuals with the knowledge needed to lead healthy lives. This work encompasses a wide array of activities, including engaging in informed discussions with community members, raising awareness, and providing education through outreach efforts, social media, and various forms of engagement, as well as developing and implementing educational programs and resources tailored to meet the specific community needs.

In 2023, FHD offered a wide array of public health education and information through outreach events, interactions with community members, and health education courses on a range of topics including communicable and chronic diseases, environmental health, mindfulness, sexual and reproductive health, substance use and harm reduction, emergency preparedness, nutrition, financial insecurity, and more. Public health education courses and sessions were delivered at 80+ community education events across 40 various topics and delivered to nearly 7,000 participants. Most health education events are offered free of charge. In addition to a large curriculum of existing health education offerings, our health educator can custom-develop appropriate training on any public health topic to meet the needs of any group or organization in Fishers.

FHD also utilizes website updates and social media accounts to provide evidence-based information to thousands of individuals as important tools to expand the reach of public health education. More information on the impact of our website and social media accounts can be found in the following section.

School Health Liaison

The School Health Liaison plays a crucial role as a public health partner for Fishers schools. This position acts as the central communication and partnership hub between local schools and FHD, providing support to school nurses and staff in addressing the needs of students and families, ultimately working towards enhancing overall public health outcomes.

The school health liaison assists with identifying needs within the community and developing supportive measures to meet those needs such as co-developing programs, coordinating health screenings, scheduling immunization clinics, setting up health education opportunities, and other community services. In 2023, the School Health Liaison Program assisted schools with 30 communicable disease investigations, ensured adequate supply of naloxone for emergency overdose reversal, connected over 60 families to area partner organizations for social needs, and provided professional development opportunities to school nurses. If you are interested in learning more or partnering with FHD, contact us at schoolhealth@fishers.in.us.

FHD Digital Metrics, January - December 2023

WEBSITE

Data Center

16,875

Views

FHD Landing Page

13,919

Views

Food Grading Scale

13,218

Views

Testing

4,269

Views

Vaccinations

4,156

Views

COVID

2,516

Views

X (TWITTER)

208,212

Impressions

14,851

Engagements

3,356

Link Clicks

4,932

Total Followers

FACEBOOK

82,446

Impressions

2,393

Engagements

1,397

Total Followers

Mental Health Initiative

Launched in 2014, the City of Fishers' mental health initiative, StigmaFree Fishers, was established to tackle mental and behavioral health challenges within the community. Integrated into FHD's services in 2021, StigmaFree Fishers complements the existing community paramedicine program, which focuses on assisting individuals in mental health crises. FHD takes a public health approach that targets upstream factors impacting mental health by implementing interventions aimed at preventing issues such as binge drinking, substance misuse, depression, anxiety, and mental distress. Alongside the social work program and mental health action teams mentioned earlier in this report, the initiative adopts a holistic and collaborative approach to enhancing wellness for all residents through advocacy, proactive service delivery, and a preventive focus.

Although Senate Enrolled Act 4 (Health First Indiana) was landmark public health legislation and funding in Indiana for 2023, our mental health team was instrumental in advocating for the passing of Senate Enrolled Act 1, which provided funding for mental health centers across the state. Mayor Fadness and Brooke Lawson (former HSE Mental Health Coordinator) both served on the Indiana Behavioral Health Commission through the passage of that legislation.

In 2023, the initiative purchased a mental health platform from CredibleMind, which provides evidence-based resources for mental health, with an option to highlight local resources, available at <https://fishers.crediblemind.com/>. The platform was launched in May of 2023 in conjunction with Mental Health Month and the Hope for Happiness event organized by Fishers and Hamilton Southeastern High School students' Bring Change to Mind clubs. Concurrently, we launched a Mental Health Matters monthly newsletter to highlight events with a mental health focus, and resources in the CredibleMind tool. From the launch in May through December 2023, the platform saw 7,197 distinct users of the tool, with over 8,545 sessions. 36.58% of site visitors during that period completed a mental health assessment. The most utilized topic on the site was depression, with 1,875 visits. This tool is complemented by the Community Resource List which is compiled and managed by our team. It has been the most accessed local resource list accessed via the site.



Community Partnerships and Initiatives

FHD continues to build and collaborate with community partners. In 2023, we partnered with numerous local nonprofits, community organizations, and service providers, including Aspire, IU Health, Fishers Youth Assistance Program, Good Samaritan Network, Shepherd's Center of Hamilton County, Trinity Free Clinic, and local food pantries, to collaborate on various community events and initiatives. We also played a pivotal role in supporting Hamilton Southeastern and Fishers High School's Bring Change to Mind student organization for the annual Hope for Happiness event, which aimed to raise awareness about mental health and involved over 20 community organizations.

Our staff serves on multiple workgroups, boards, and committees for organizations such as the National Association of City and County Health Officials, the Indiana Public Health Association, A Healthier Hamilton County: Systems of Care, the Hamilton County Community Foundation's Behavioral Health Community Action Plan, Hamilton County Food Resource Coalition, Indiana Department of Health's statewide public health workgroups, and more.

We partnered with IU Health to deliver free flu vaccines to attendees at Fishers Farmer's Market. We held on-site vaccination events (over 285 vaccines administered), provided free COVID-19 testing kits, and tailored health education services to area neighbors and events in partnership with organizations serving neighbors in need such as Come-To-Me Food Pantry, Hamilton County Humane Society, Good Samaritan Network, and others. Additionally, FHD worked with area businesses to launch Club Hub for area residents to socialize around common interests and launched the first annual Club Day to highlight diverse social clubs around the city. FHD will continue to prioritize and strengthen ties with area organizations to ensure a community-based approach to improving the health and well-being of all Fishers residents in 2024 and beyond.



SECTION 4

Administrative *Overview*



Staff Accomplishments

In 2023, FHD staff were busy obtaining new certifications and completing training programs to improve service offerings that benefit the Fishers community.

Indy Lane

Chief Medical Officer

- Earned Physician MBA degree from Indiana University's Kelley School of Business

Monica Heltz

Public Health Director

- Presented at the National Association of City and County Health Officials (NACCHO) annual meeting in Denver, Colorado
- Continued work with the NACCHO workgroup on workforce development
- Joined the board of the Indiana Public Health Association
- Attended the National Environmental Health Association annual meeting via FDA scholarship

Kelly Brobst

Health Educator

- Earned ServSafe Manager, Instructor and Proctor certifications
- Became a certified CATCH My Breath (anti-vaping curriculum) Trainer

Tim Burbich

Health Inspector

- Completed all courses required for FDA Standardization
- Attended the National Environmental Health Association annual meeting via FDA scholarship
- Attended the Indiana Environmental Health Association annual meeting

Brittany Cheviron-Smith

Licensed Social Worker

- Obtained CAMS Certified status for suicide prevention.
- Presented at the NACCHO Annual meeting in Denver Colorado

Audrey Douglass

Community Health Advocate

- Trained in QPR training for suicide prevention

Emily Edwards

Public Health Nurse Manager

- Received the Indiana Immunization Public Health Advocate award from the Indiana Immunization Coalition
- Received a scholarship to attend the IU Master of Public Health Program
- Received a scholarship to study for an Infection Control Certification

Briggs Gonzalez

Health Inspector

- Hired from Code Enforcement team
- Completed Food Protection and Inspection Training at Ivy Tech
- Attended the Indiana Environmental Health Association annual meeting

Laura Grupp

Deputy Director of Finance & Operations

- Completed QPR training in suicide prevention

Barbara Hathaway

Vital Records Registrar

- Achieved VRP-Specialist certification for Births/Statistics Management
- Appointed the Central Indiana Chapter Representative for the Indiana Vital Records Association

Chadon Hudson

Community Health Advocate

- Earned Certified Community Health Worker (CCHW) designation from Health Visions Midwest

Spencer Martin

Environmental Health Inspector

- Achieved Indiana State Certified Lead Inspector status and Indiana State Certified Lead Risk Assessor status
- Attended the Indiana Environmental Health Association annual meeting

Joshua Robinson

Assistant Director, Public Health

- Presented at the NACCHO annual meeting in Denver, Colorado.
- Received the "SMART" employee award from the City of Fishers

Staff Accomplishments

Caitlin Schumaker

Public Health Nurse

- Obtained BLS Instructor Certification
- Attended the Public Health Nurse Conference, the TB Summit, and the Adult Immunization and Influenza Summit

Daniel Sterling

Community Health Advocate

- Completed QPR training for suicide prevention

Dan Stuart

Health Inspector

- Attended the National Environmental Health Association annual meeting via FDA scholarship
- Attended the Indiana Environmental Health Association annual meeting

JJ Sharp

Project Manager

- Completed Youth Mental Health First Aid training
- Trained in Foundations of Public Health
- Completed "Power Analysis and Power Mapping" training





Administrative Report

Transparent fiscal reporting is vital for government organizations and ensures the ability to maintain the trust of Fishers residents and deliver public health services. The 2023 balance sheet for FHD is listed in Table 2. In Indiana, local health departments are primarily funded through property taxes. FHD, among local health departments in the state, operates with one of the lowest property tax rates. In addition to property tax funding, the department receives some additional revenue streams that are incorporated into the annual budget approved by the Health Board and City Council. These additional revenues mainly come from vital records fees and licensing fees for food establishments and pools.

To enhance core health department functions and boost health outcomes for Fishers residents, FHD actively pursues various grant funding opportunities and reimbursement sources in addition to its traditional funding sources.

Revenue

General Operating Revenue	2023 Actuals	2024 Budget
General Property Taxes	\$786,105	\$830,539
Vaccine Administration Fees	\$83,962	
Health Department Licensing	\$158,560	\$300,000
Vital Records Certificates	\$58,690	
Health Department Licensing	\$320	
Other Fees	\$4,095	
Refunds	\$90	
Total General Revenue	\$1,091,822	\$1,130,539
Grant Revenue	2023 Actuals	2024 Budget
Local Health Maintenance Funds (2121)	\$20,701	N/A
Indiana Local Health Trust Funds (2122)	\$33,188	N/A
Health Issues & Challenge Grant: Community Paramedicine	\$52,229	\$197,779
Health Issues & Challenge Grant: Lead	\$7,907	\$7,589
Vaccine Grant-VFC (2715)	\$320,259	\$101,263
Public Health Preparedness Grant	\$56,600	\$21,871
NEHA FDA Base Grant	\$3,307	\$10,000
NEHA FDA Training Grant	\$7,500	\$7,500
COVID Supplemental	\$122,322	\$45,060
Total Grant Revenue	\$624,004	\$391,062
Health First Indiana Revenue	2023 Actuals	2024 Budget
State Shared Revenue	N/A	\$1,001,726
Total Health First Indiana Revenue	N/A	\$1,001,726
Total Revenue	\$1,715,826	\$2,523,327

Expenses

General Operating Expenses	2023 Actuals	2024 Budget
Full-Time Salaries	\$465,893	\$595,748
Part-Time Salaries	\$50,046	\$51,159
Employee Benefits	\$260,406	\$276,292
Operating Supplies	\$78,757	\$109,000
Professional Services	\$132,973	\$127,810
Comms and Transportation	\$17,339	\$18,500
Postage	\$2,000	\$2,500
Printing & Advertising	\$2,349	\$5,000
Capital**		\$3,000,000
Total General Operating Expenses	\$1,009,762	\$4,186,009
Health First Indiana Expenses* (New in 2024)	2023 Actuals	2024 Budget
Full-Time Salaries		\$446,252
Employee Benefits		\$193,513
Operating Supplies		\$32,650
Professional Services		\$211,638
Comms & Transportation		\$12,500
Postage		
Printing & Advertising		\$5,000
Capital		\$100,172
Total Health First Indiana Expenses		\$1,001,725
Total Expenses	\$1,009,762	\$5,187,734

2024

2024 Goals



2024 Goals & Vision

As we enter our fifth year in operation, we are dedicated to refining our vision and expanding our goals. In our efforts to cultivate a culture of health, we acknowledge that it will require a Health in All Policies approach, which is rooted in trust. To this aim, we have hired a Culture of Health Ambassador to highlight the importance of this to our planning, and we have engaged a communications agency to ensure our messaging and planning are meeting residents’ needs. We will focus efforts on ensuring we offer our residents high-value services while exhibiting leadership in public health among our peers. We always work to be proactive and ahead of any emergency. Our work in preventative mental health is highly unique, and we will continue to expand our services in that space, all while ensuring that we promote excellence in our core services.

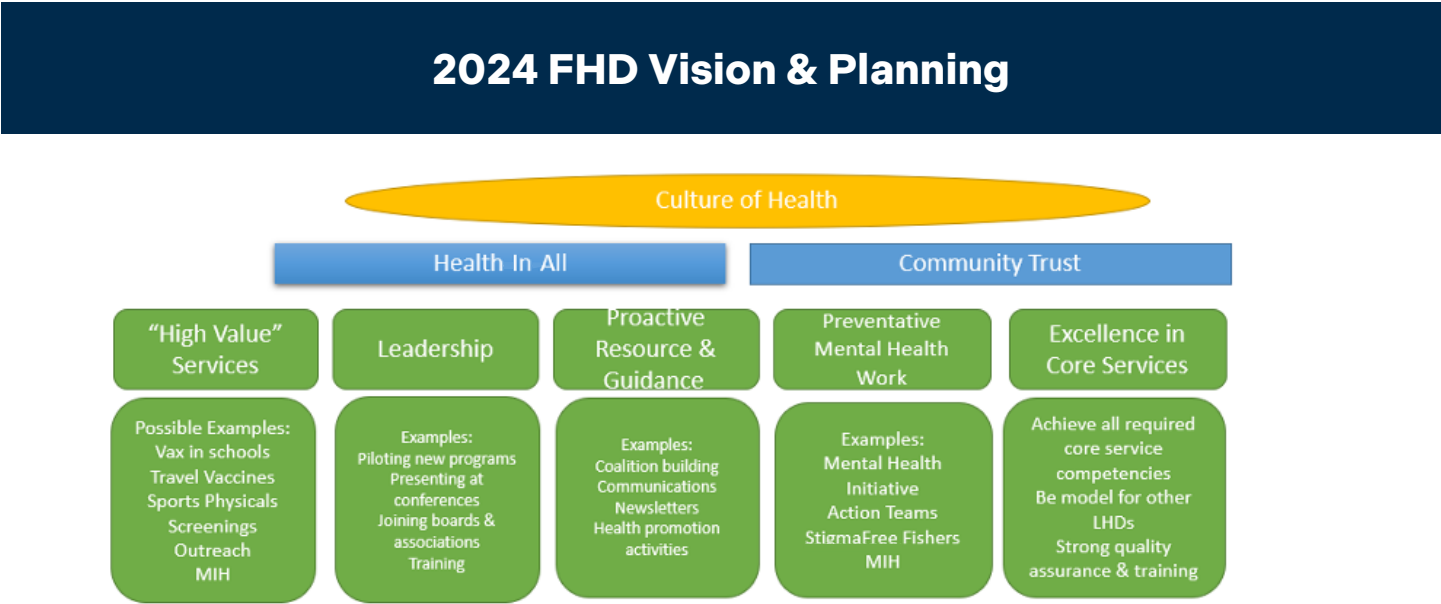


FIGURE 1
2024 FHD Vision and Planning

As we transition into 2024, we remain committed to pursuing many of the goals established in 2023, while also setting our sights on even more ambitious objectives. Our goals for 2024 encompass the expansion of core public health services in alignment with the Health First Indiana program. Additionally, we have outlined a comprehensive plan to enhance clinical services, bolster mental health initiatives, strengthen environmental capabilities, implement administrative enhancements, and broaden education and outreach opportunities across all program areas. We are excited to embark on these initiatives to further improve public health and well-being in our community.

2024 Health Department Goals

1. Drive Excellence & Innovation

ADMINISTRATIVE

- | | |
|---|--|
| <p>+ Pursue Accreditation</p> <ul style="list-style-type: none"> • Complete and publish community health assessment <p>+ Implement Statewide Vital Records</p> | <p>+ Develop Internal Financial and Administrative Processes</p> <ul style="list-style-type: none"> • Develop written policies and procedures <p>+ Administer Grant/Partnership Program</p> |
|---|--|

MENTAL HEALTH

- | | |
|---|---|
| <p>+ Develop and Implement Social Worker Program</p> <ul style="list-style-type: none"> • Fully integrate SWP with Police and Fire <p>+ Finalize Data Integration with Public Safety</p> | <p>+ Identify and Prioritize Organizational Goals from Mental Health Teams</p> |
|---|---|

CLINICAL OPERATIONS

- | | |
|--|--|
| <p>+ Consolidate Offices</p> <p>+ Develop and Implement Insurance Billing Capabilities</p> | <p>+ Hire and Train Staff</p> <p>+ Expand Clinic Services</p> <ul style="list-style-type: none"> • Develop list of services to provide to residents |
|--|--|

PUBLIC EDUCATION & OUTREACH

- | | |
|---|--|
| <p>+ Evaluate and Develop Strategic Goals for Education and Outreach</p> <ul style="list-style-type: none"> • Develop & Evaluate Public Education Goals • Develop & Evaluate Outreach Goals <p>+ Work with Culture of Health Ambassador to Implement Priority Initiatives</p> | <p>+ Develop Priorities and Programs for Community Advocates</p> <p>+ Select and Implement Communications Plan That Drives Demand for Services, Awareness of Health Issues, Optimization of Online Tools</p> |
|---|--|

2024 GOALS

ENVIRONMENTAL HEALTH

- + Develop Sustainable Succession Plan
- + Hire and Train New Staff
- + Conduct Review of Grading System

2. Meet Health First Indiana (HFI) Expectations Not Outlined Above

TOBACCO PREVENTION & CESSATION

- + Through a tobacco prevention and cessation coalition, have a comprehensive program to address youth tobacco and addictive nicotine prevention

CHRONIC DISEASE PREVENTION

- + Through a healthy community coalition, have a comprehensive, evidence-based program to address obesity and obesity-related disease prevention

TRAUMA & INJURY PREVENTION

- + Identify a leading cause of injury and/or harm in the community and implement a comprehensive, evidence-based program or activity for prevention

FATALITY REVIEW

- + Participate in a local child fatality review, fetal-infant mortality review, and suicide-overdose fatality review team, and provide birth certificates, stillbirth certificates, and death certificates to review teams

MATERNAL & CHILD HEALTH

- + Identify an opportunity to improve birth outcomes, and implement an evidence-based or promising program or activity to improve birth outcomes
- + Have a documented process to refer families to needed services including: contraceptive care, WIC, home visiting, prenatal care, substance use disorder treatment and insurance navigation

2024 GOALS

SCHOOL HEALTH LIAISON

- + Partner with schools, based on community need, to implement wellness policies and comprehensive strategies to promote student health
-

LEAD CASE MANAGEMENT & RISK ASSESSMENT

- + Access to a trained or licensed case manager and risk assessor and offer weekly lead testing at a location in the county
-

ACCESS & LINKAGE TO CLINICAL CARE

- + Provide accessible, equitable clinical services, such as those related to communicable diseases, to meet the needs of the community
 - + Engage with the local and state health delivery system to address gaps and barriers to health services and connect the population to needed health and social services that support the whole person, including preventative and mental health services
-

TB PREVENTION & CASE MANAGEMENT

- + Establish partnerships for housing, food security, and interpretation services to assist in case management services for patients with TB and latent TB in the community
-

HEALTH-RELATED AREAS DURING EMERGENCIES/DISASTERS

- + Have updated public health emergency response plans
 - + Exercise current emergency response plans with community partners biennially
 - + Meet all grant deliverables
-

IMMUNIZATIONS

- + Have ability to vaccinate all individuals at time of services regardless of insurance status
-

2024 GOALS

IMMUNIZATIONS (CONT.)

- + Have extended vaccination hours beyond routine business hours to meet the needs of the community either through LHD or through community partners
-

INFECTIOUS DISEASE SURVEILLANCE & PREVENTION

- + Initiate public health investigations within 24 hours for 95% of immediately reportable conditions and within two business days for 85% of non-immediately reportable conditions
-

VITAL RECORDS

- + Provide birth certificates to all Hoosiers irrespective of county of birth (M, HFI)
 - + Offer Vital Records services without disruption to business continuity during natural disasters/emergencies
-

FOOD PROTECTION

- + Develop a timely and professional risk-based food inspection standard operation procedure
-

ENVIRONMENTAL PUBLIC HEALTH

- + Respond to all housing and nuisance complaints within a time frame determined by urgency or risk
- + Have trained and licensed, if required, staff conducting required environmental inspections, such as onsite sewage systems, vector control, public and semi-public pools, and property-related complaints
- + Develop & implement an ordinance and permitting process for tattoos and microblading

Appendix



County Tax Rates

County	Tax Rate (\$)	Population
Adams County	0.0178	36,068
Allen County	0.0160	391,449
Bartholomew County	0.0200	83,540
Benton County	0.0061	8,719
Blackford County	0.0381	11,919
Boone County	0.0060	74,164
Brown County	0.0288	15,570
Carroll County	0.0072	20,555
Cass County	0.0271	37,540
Clark County	0.0032	124,237
Clay County	0.0055	26,379
Clinton County	0.0204	32,843
Crawford County	0.0441	10,536
Daviess County	0.0238	33,418
Dearborn County	0.0092	51,138
Decatur County	0.0232	26,416
DeKalb County	0.0175	43,731
Delaware County	0.0068	112,031
Dubois County	0.0111	43,632
East Chicago (city)	2.3814*	26,370
Elkhart County	0.0235	206,890
Fayette County	0.0148	23,349
Fishers (city)	0.0100	98,977

APPENDIX

County	Tax Rate (\$)	Population
Floyd County	0.0148	80,714
Fountain County	0.0102	16,574
Franklin County	0.0167	23,028
Fulton County	0.0127	20,327
Gary (city)	4.4531*	69,093
Gibson County	0.0143	32,993
Grant County	0.0194	66,022
Greene County	0.0214	31,006
Hamilton County	0.0116	364,921
Hancock County	0.0073	83,070
Harrison County	0.0371	39,851
Hendricks County	0.0166	182,534
Henry County	0.0227	48,915
Howard County	0.0237	83,574
Huntington County	0.0097	36,834
Jackson County	0.0182	46,300
Jasper County	0.0073	33,281
Jay County	0.0283	20,198
Jefferson County	0.0083	32,946
Jennings County	0.0229	27,536
Johnson County	0.0098	165,782
Knox County	0.0061	35,789
Kosciusko County	0.0066	80,826
LaGrange County	0.0115	40,866

APPENDIX

County	Tax Rate (\$)	Population
Lake County	0.0047	499,689
LaPorte County	0.0238	111,675
Lawrence County	0.0060	45,222
Madison County	0.0254	131,744
Marion County	0.1883	969,466
Marshall County	0.0054	46,332
Martin County	0.0096	9,803
Miami County	0.0242	35,674
Monroe County	0.0116	139,745
Montgomery County	0.0000	38,273
Morgan County	0.0000	72,236
Newton County	0.0174	13,823
Noble County	0.0114	47,367
Ohio County	0.0360	6,114
Orange County	0.0024	19,623
Owen County	0.0097	21,482
Parke County	0.0000	16,369
Perry County	0.0367	19,183
Pike County	0.0375	12,168
Porter County	0.0092	174,791
Posey County	0.0142	25,063
Pulaski County	0.0128	12,485
Putnam County	0.0239	37,301
Randolph County	0.0173	24,437

APPENDIX

County	Tax Rate (\$)	Population
Ripley County	0.0203	29,087
Rush County	0.0252	16,673
St. Joseph County	0.0189	272,234
Scott County	0.0349	24,588
Shelby County	0.0181	44,991
Spencer County	0.0010	19,967
Starke County	0.0123	23,258
Steuben County	0.0090	34,725
Sullivan County	0.0212	20,670
Switzerland County	0.0513	10,006
Tippecanoe County	N/A	188,717
Tipton County	0.0106	15,361
Union County	0.0124	6,952
Vanderburgh County	0.0365	179,744
Vermillion County	0.0160	15,451
Vigo County	0.0462	106,006
Wabash County	0.0198	30,828
Warren County	0.0371	8,461
Warrick County	0.0124	65,185
Washington County	0.0341	28,224
Wayne County	0.0000	66,273
Wells County	0.0076	28,335
White County	0.0058	24,598
Whitley County	0.0234	34,627

APPENDIX

** Health Department operations funded through General Fund*

CITATIONS

Population data source: Stats Indiana, 2022 estimates for County

City Census data 2020 from Stats Indiana

DLGF County Budget Orders



FHD

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