



BOARD/COMMISSION: Board of Health Meeting

DATE: 3/28/2024, at 11:00 AM

**DIRECTIONS: Fishers City Services Building City Court Room, 3 Municipal Drive,
Fishers, Indiana 46038**

The public may [stream the meeting online](#).

Members of the public may [submit comments online](#) before 12pm on Monday, January 1, 0001.

1. **Meeting Called to Order**
2. **Announcements**
3. **Consent Agenda**
 - a. Request to approve the previous meeting minutes
4. **Regular Agenda**
 - a. Program Highlight – Food Protection
 - b. Communication/Marketing Update
 - c. Annual Report (draft)
 - d. Contract/Grant Proposal
5. **Regular Items - Any other Unfinished / New Business**
6. **Regular Items - Meeting Adjournment**



Fishers Board of Health

March 29, 2024

Agenda

1. Program Highlight: Food Protection
2. FHD Updates: Communications and Marketing
3. FHD Annual Report
4. Board Appointments
5. Contracts and Grant Proposals
 1. Trinity Free Clinic
 2. Shephard's Center of Hamilton County
 3. Breathe Easy
 4. Hallett grant; Club grants

Food *Protection*

Team: Dan Stuart, Tim Burbich, Briggs Gonzalez

Program Foundation: FDA Voluntary National Retail Food Regulatory Program Standards

- 9 Standards
- Facilities Inspected
- Risk Level Guidelines
- Stats
- New Indiana State Retail Food Codes







Marketing *Updates*

Firm: PLAID

Tone: accessible, trustworthy, community-centric, confident yet approachable, personable

Graphics: colors, font, patterns

- + Social media changes starting April 1
- + Flyer templates
- + Newsletters, presentations, signage
- + Next: signage, calendars, collaborations, partnerships, outreach

2023 Annual Report



**FISHERS HEALTH
DEPARTMENT**
2022 ANNUAL REPORT

Highlights:

- + Retail Food Grading System
- + Culture of Health Ambassador
- + Public Health Social Work Program
- + Teen Public Health Academy
- + Mental Health Action Teams
- + CredibleMind Mental Health Platform



Contracts & Grants

Budgeted for \$50,000 in grants from Health First Indiana for Core Health Services

01

Trinity Free Clinic

Access to Care

\$20,000

02

Shepard's Center

Access to care

Trauma & Injury
Prevention

\$20,000

03

Breathe Easy

Tobacco Prevention and
Cessation

\$10,000

Small Grants

01

Application process includes administration sign-off

Up to \$500 per year per club

For student-led services and health-focused projects

Club Grants

Funded with CoAg funds to support school health

02

Intend to apply as funds for larger projects led by clubs

Extends above grants

Club Grants

Funded by Jim Hallett, \$10,000 donation

Additional Business

- Board Appointments
- Health Officer Appointment



Thank You!



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Welcome from Chief Medical Directory Dr. Indy Lane & Public Health Director Dr. Monica Heltz

We are proud to bring forth the fourth annual report of the Fishers Health Department. As our department grows in size and capability, we hope this record will serve to highlight and accentuate the work we are doing to improve the health of Fishers residents.

Our focus in 2023 shifted from our previous focus on COVID-19 response and building the department, and onto solidifying a strong foundation of core public health services. We continued to do this while expanding our impact and demonstrating what can be done when public health is embedded in the community.

2023 was a big year for public health in Indiana. The passage of Senate Enrolled Act 4, now known as Health First Indiana, made waves around the country for the bipartisan support and financial backing to support local public health efforts. Although the associated funding for the bill did not impact the budgets of local public health until early 2024, the excitement associated with the passing and planning for this landmark funding was palpable in public health circles throughout the year. The passage of the bill ensures that every local health department receiving the new funds will invest in core public health services, which will positively impact the health of Hoosiers statewide.

In addition to planning for expansion of services and reach, we made a number of important investments with immediate impact to the community, which were implemented in 2023. A few of the big items we implemented in 2023 were: grading for food facilities, hiring of a social worker and community health advocates, a city-wide language line service, an evidence-based mental health platform with almost 10,000 users in first 7 months, a teen public health academy, and a culture of health ambassador. We added clinical services as well, including new vaccines such as RSV, childhood blood lead testing, and QuantiFERON TB tests. Additionally, we initiated four mental health teams to turn a preventive mental health focus on all city implementations. These teams resulted in additional events and activities such as the city achieving Mental Health America's Bell Seal for employee mental health, a Club Hub program, and business toolkit, a Club Day, an activation for Day of Service, a community resource list, and identification of mental health prevention efforts in the Fishers 2040 plan. Each of these efforts were notable and successful, and we are beyond proud to have implemented so many of these items in one year.

In 2024, we will continue to build on the solid grounding we established in 2023 and will push forward as public health leaders in Indiana. We have set ambitious goals for ourselves in order to propel our community into achieving our best possible health. When we dream so ambitiously, it can be difficult to maintain the patience it requires to see projects through, but we look forward to seeing the fruits of those efforts manifested in improved health and wellness for all residents long into our future together.

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

Indy Lane, MD
Health Officer and Chief Medical Officer
And

The Fishers Health Department Model for Public Health

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^{1,2}. 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)³.

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 wellbeing 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.

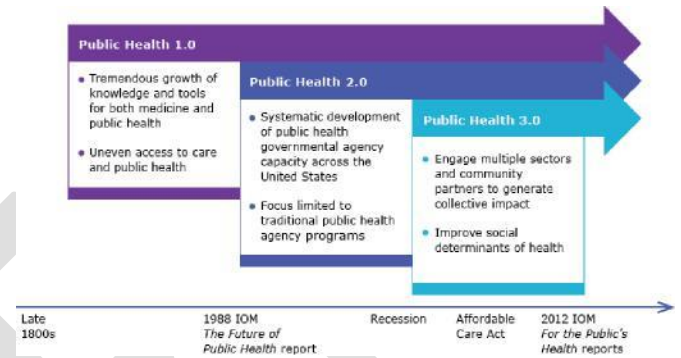


Figure 1. Public Health 3.0



Figure 2. The 10 Essential Public Health Services

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

Fishers Health Department 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. The FHD's approach to integrate evidence-informed public health policy has been highlighted by others as an exemplar for ensuring public health is at the fore of government policies⁴.

The Fishers Health Department exists to bring a high level of health and safety services to the residents of Fishers. The Fishers Health Department serves residents through:

- **VITAL RECORDS**
- **IMMUNIZATIONS**
- **FOOD SAFETY & PERMITTING**
- **SWIMMING POOLS**
- **MOSQUITO & RODENT (VECTOR) CONTROL**
- **PRIVATE WATER WELL**
- **SEPTIC SYSTEMS**
- **COMMUNICABLE DISEASE & SERVICE**
- **OPEN WATER SAMPLING**
- **HEALTH EDUCATION**

STATUTORY OPERATIONS MANAGED BY THE 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 into 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

⁴ Indiana Public Health System Review, Dec. 2020. Available [here](#).

- 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, and Karen Collins, DVM.

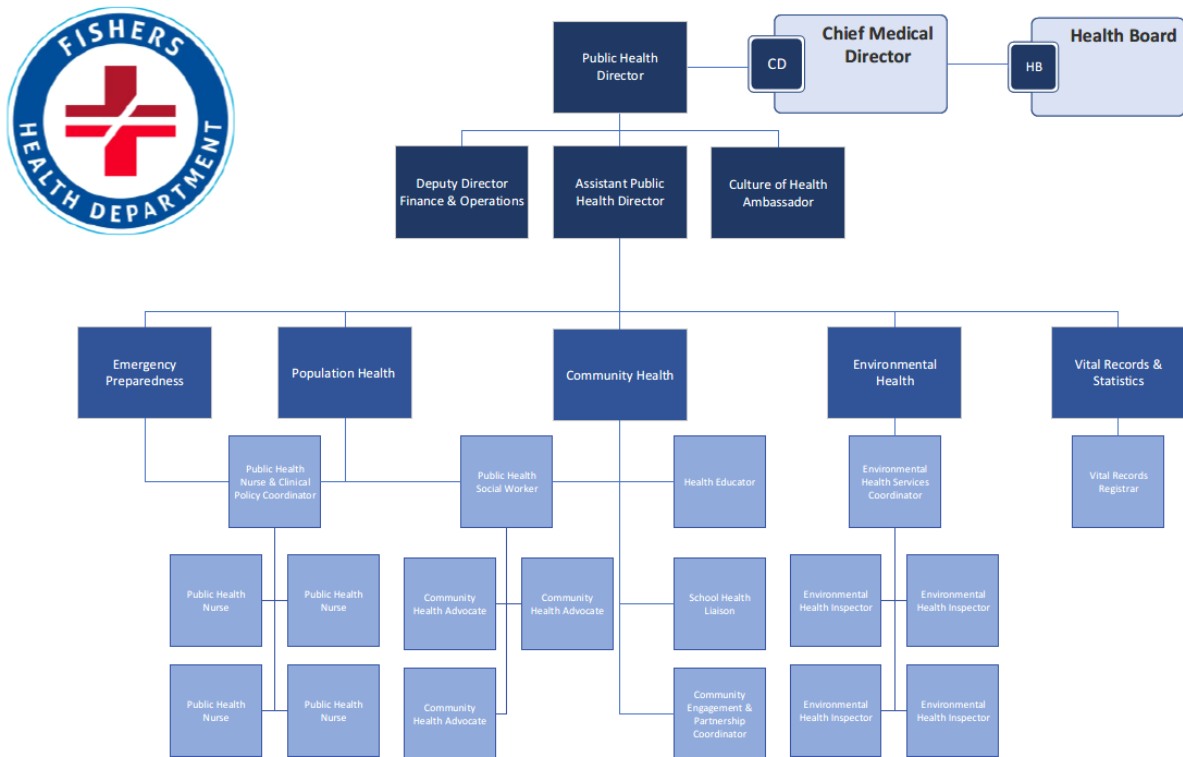


Figure 3. The Fishers Health Department Organizational Chart

Fishers Health Department Acknowledgments

The Fishers Health Department would like to acknowledge the assistance and support of many of our community partners and advocates who have made it possible for us to continue to effectively serve our residents. Also, the employees at the City of Fishers who continue to support innovative ways to improve health and wellness for all our residents.

First and foremost, we thank our residents! Our community continues to show strong support for our efforts to improve the health of our community in ways which 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 work to prove our value to you.

Our elected officials, including our Mayor and City Council members, have continued to show unwavering support for our new department. Although health department ordinances and initiatives are a new area, you have nevertheless supported our actions with enthusiasm. Thank you! Your actions continue to support the culture of health we are building in Fishers.

We continue to appreciate and value our awesome interns. In 2023 we were fortunate to host six amazing interns. From HSE High School, FHD appreciates the dedication and work of Alicia Nguyen, Gloria Lane and Allison Lu. From Butler University, Elijah Heslop supported departmental mental health efforts. Jaxson Schoenlein, IUPUI student, assisted our environmental health team in the busy summer pool and open water sampling season. Layla Qureshi, IU Bloomington student, provided support for health education activities, including our Teen Public Health Academy. We wouldn’t have achieved so much without our interns support.

Our partners in Hamilton Southeastern Schools, who have worked with us to ensure a coordinated approach to care for whole families in need of social services, nursing services, language services, and much more. Our city staff, HSE partners, Hamilton East Public Library partners, and our consultant, Suzanne Clifford, for the many hours of work dedicated to ensuring we take all city services through a mental health preventative lens and continue to push for systemic change to improve all residents mental health.

We received grant, scholarship, 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, and the Food and Drug Administration and the Indiana Department of Health.

2023 Program Goals

In 2023, the Fishers Health Department laid out three core goals with specified focus areas. As you read through the report, we hope you will appreciate the dedication and efforts our team has made towards these efforts. Although we did not achieve all our areas of focus under the goals, we came very close, and did much more that we had not laid out at the beginning of the year.

GOAL 1: Excel in Foundational Public Health Services

Areas of focus:

- 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
- Incorporate public health preparedness into routine operations.
- Continue quality improvement processes to assure ease of use, quality and increased ability to recapture revenue where able
- Expand the Stigma Free Fishers/Mental Health Initiative into a preventative action-oriented approach including City leadership and staff using a Health in All policy approach
- Continue supporting staff development and training opportunities to increase meaningful certifications and institutional knowledge

GOAL 2: PROMOTE A "CULTURE OF HEALTH AND WELLBEING"

Areas of focus:

- 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 network of internal and external partners to encourage a health in all 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

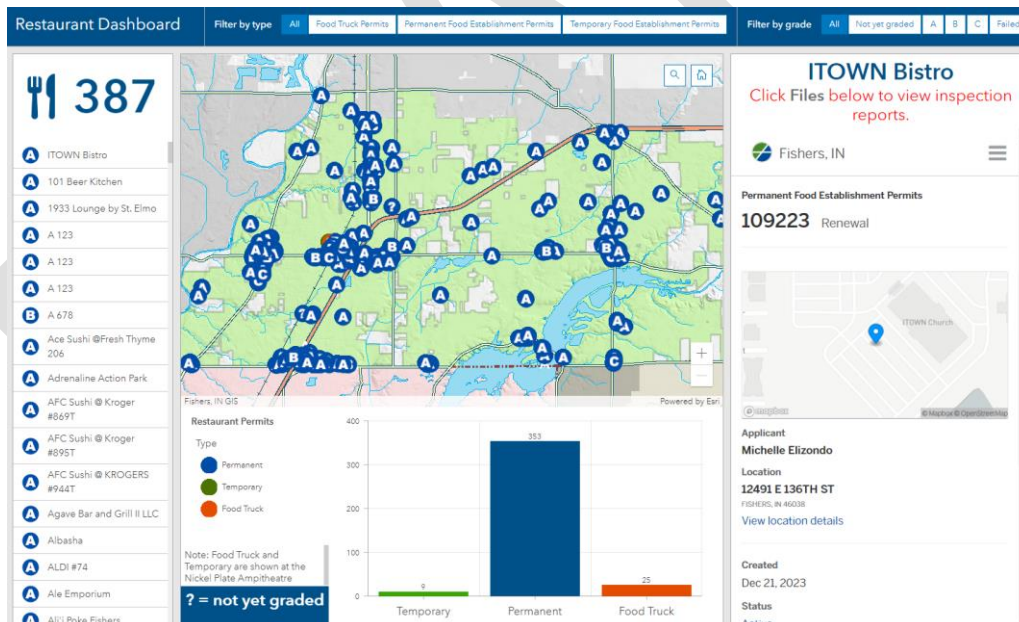
Areas of focus:

- Ensure all new initiatives are in line 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 timeline for accreditation

New Program Highlights: Retail Food Inspection Grading System, Culture of Health Ambassador, Public Health Social Work, and Fishers Mental Health Action Teams

Retail Food Inspection Grading System

The Fishers Health Department launched a Retail Food Inspection Grading System ('Food Grade') in 2023, becoming the second local health department in Indiana to require posting food grades for permanent food establishments. 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 outbreaks⁵. Fishers Health Department inspected and assigned grades to 369 permanent food establishments in 2023 with 324 receiving a Grade A, 31 Grade B, and 14 Grade C. The FHD also manages an online, interactive dashboard for any internet user to have full access to food establishment inspection reports and grades. The interactive dashboard can be found at <https://map.fishers.in.us/restaurants/> and 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 interactive dashboard.



Culture of Health Ambassador

⁵ [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](#)

In 2023, the Fishers Health Department allocated funding for a new position, the Culture of Health Ambassador. This position is funded by the Fishers Health Department, but straddles work of both public health and Fishers Parks. The aim of this position is to intentionally integrate health into the operations, offerings, and activities that city puts on, primarily through the Parks department. The largest task for this role is managing the Geist Half-Marathon. For this position, FHD has hired Ginny Zimmerman, 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.

Public Health Social Work Program

Fishers Health Department 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 are able to access resources needed to support their physical, behavioral, and socioeconomic wellbeing. In addition to assisting residents who engage with FHD, the Social Work program works closely with 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 models in the City to promote civic engagement and an understanding of department activities, the FHD developed and inaugurated the Teen Public Health Academy. This one-week half-day summer camp for high school students offered teens hands-on interactive activities to experience public health in action, with FHD staff. The week was coordinated by the FHD 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 question of Mayor Fadness, Dr. Lane, Dr. Heltz, and other health department staff through the course of the week. The week culminated in participants delivering a health education lesson designed by them at the Fishers Farmers Market. Following rave reviews from the

initial 11 participants, FHD will be offering the academy again, and will be offering a 2.0 option for participants desiring additional experiences with the health department. FHD staff have been selected to present on this unique model at the 2024 NACCHO Annual meeting.

Fishers Mental Health Action Teams

FISHERS MENTAL HEALTH ACTION TEAMS



**FISHERS
HEALTH DEPARTMENT**

The City of Fishers has been committed to developing a preventative approach to mental health and wellbeing of the community since 2014. Under direction of Fishers Health Department, 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 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.

The committee brings together leadership from across city government to develop and implement programs, activities, and policies supportive of improving each community members' lived experience and opportunity to live their healthiest life. The People team promotes social connectiveness and belonging by designing programs to build social connection. The Place team integrates mental health into development plans for the city, ensuring connection between community and built environment. The Purpose team works to enable opportunity 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 Stigma Free Fishers powered by Credible Mind website that hosts evidence-based mental health assessments, videos, resources, articles and more, available 24/7 at <https://fishers.crediblemind.com>. FHD staff have been selected to present on the unique framework presented here at the 2024 NACCHO annual meeting.

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. The 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 across Indiana 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 DISEASES & EVENT REPORTING

Fishers Health Department 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 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 surveillance⁶. 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. Fishers Health Department wastewater surveillance data can be found at: https://zus1idohdevv2nwssdl.z13.web.core.windows.net/wastewater_report_lhd_wwtp/wastewater_site_2357.html

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

DISEASE / EVENT	CONFIRMED 2022 CASES	CONFIRMED 2023 CASES
2019 Novel Coronavirus	9,368*	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	8	7
Lead	Suppressed	6

⁶ <https://www.cdc.gov/nwss/wastewater-surveillance/index.html#how-wastewater-surveillance-works>

Strep pneumoniae, invasive	5	Suppressed
Legionellosis	Suppressed	Suppressed
Giardiasis	Suppressed	Suppressed
Shiga toxin-producing Escherichia coli	Suppressed	Suppressed
Streptococcal disease, invasive, Group	Suppressed	Suppressed
Cyclosporiasis	Suppressed	Suppressed
Cryptosporidiosis	Suppressed	5
Pertussis	Suppressed	Suppressed
Vibriosis (non-cholera Vibrio species)	Suppressed	Suppressed
Haemophilus influenzae, invasive	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	Suppressed	Suppressed
Shigellosis	Suppressed	Suppressed
Monkeypox	Suppressed	Suppressed
Coccidioidomycosis	Suppressed	Suppressed
Tuberculosis	Suppressed	Suppressed
HIV	Suppressed	Suppressed

*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 2.

ENVIRONMENTAL HEALTH

The Environmental Health division of FHD protects the wellbeing of residents through sanitation standards compliance by food establishments (e.g., restaurants, groceries), inspections of open and communal water sources to minimize 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. There was a total of 33 complaints at retail food establishments in Fishers in 2022. Less than five food establishments were temporarily closed in 2023 due to issues with sanitation standards. The FHD is one of only a few local health departments in Indiana enrolled in the FDA's Retail Program Standards program and established a letter grading system for retail food establishments in 2023. As discussed above on page XX, a letter grade system for food establishments an evidence-based approach associated with decreased food borne illnesses⁷. 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.

INSPECTIONS, PERMITS, & 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

OPEN WATER SOURCES, POOLS, SEPTIC, & WELLS

Inspections of open water sources, recreational water sources (e.g., pools, spas), and septic systems and wells are important in preventing water-borne illness and injury. Fifteen private water wells submitted satisfactory laboratory results for safe consumption. The FHD monitored 163 water samples for safe levels of bacteria and contaminants and conducted 73 pools/spas and 21 environmental inspections. A total of 92 public pool and beach permits were issued in 2023. Due to high levels of E. coli, the beach at Geist Waterfront Park was temporarily closed in response to active water testing performed by FHD. In 2024, FHD will launch an online dashboard to improve ease of 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 the FHD Environmental Health website.

VITAL RECORDS

Fishers Health Department is responsible for providing vital records pertaining to births and deaths that occur in Fishers, Indiana, from April 24, 2020, to present. FHD provides complimentary onesies to new residents who are born in Fishers. The Vital Records division is supported by FHD's vital record registrar with advanced training in vital records and vital statistics. New this year is reporting on deaths and births

⁷ [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](#)

for Fishers residents regardless of location where the life event occurred. In 2023, 549 residents passed and 1,023 were born.

INSPECTIONS, PERMITS, & RECORDS	TOTAL
Death Certificate Requests	3,217
Birth Certificate Requests	590
Deaths	549
Births	1,023

VECTOR CONTROL

Vector-borne diseases are spread through contact between infected animals and humans. In Fishers, most vector-borne disease transmission is likely to occur via mosquitoes. The FHD vector control program samples area mosquito populations utilizing trapping and laboratory analysis via the Indiana Department of Health. Once West Nile Virus or other vector-borne disease is identified in Indiana, the FHD assesses public standing water sources and utilizes an environmentally friendly water-soluble larvicide to reduce the potential for contact between mosquitoes potentially carrying disease and residents.

PUBLIC HEALTH EMERGENCY PREPAREDNESS

Fishers Health Department 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 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, the 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 Health Department to ensure onsite testing, results, and care coordination for impacted individuals.

CLINICAL SERVICES

Fishers Health Department clinic provides screening and prevention services. Screening services include tests for disease or exposures such as COVID-19, tuberculosis (TB), and blood lead levels. In 2023, FHD provided 553 TB tests, 150 COVID-19 tests, and seven blood lead level tests. Prevention services come via vaccinations. Vaccines provide a cost-effective primary prevention strategy to control vaccine-preventable diseases. The department offers all childhood and adult vaccines recommended by the Centers for Disease Control (CDC) and Prevention. Open to all individuals regardless of insurance status, the FHD clinic provided 4,984 vaccines and hosted 13 vaccine clinics at area neighborhoods, schools, organizations, and events in 2023. Additionally, FHD partnered with area schools to offer ‘back-to-school’ vaccination clinics on site at schools and through extended hours at the FHD clinic. In total, over 600 students were able to remain up to date on vaccines through these efforts.

PUBLIC HEALTH EDUCATION & OUTREACH

Public health education is an essential activity to improve community health and wellbeing by promoting and increasing knowledge to empower individuals the opportunity to live their healthiest life. The work spans the range of informed conversations with community members, awareness and education through outreach, social media, and other forms of engagement, and designing and delivering educational programs and other resources to meet the needs of communities. In 2023, Fishers Health Department 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 over 80 community education events across 40 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 trainings on any public health topic to meet the needs of any group or organization in Fishers.

The 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 impact from website and social media accounts can be found in the following section.

SCHOOL HEALTH LIAISON

The School Health Liaison serves as a public health partner for Fishers schools. This position acts as the communication and partnership hub among area schools and FHD, supporting school nurses and staff to meet the needs of the students and families, and improve 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. Interested in learning more or partnering with FHD? Contact us at schoolhealth@fishers.in.us.

FHD DIGITAL METRICS, JANUARY - DECEMBER 2023

WEBSITE

Top Pages:

- Fishers Health Department landing page – 13,919 views
- Food Grading Scale: 13,218
- Testing: 4,269
- Vaccinations: 4,156 views
- COVID : 2,516 views
- Data Center – 16,875 views

FACEBOOK

- 208,212 impressions (number of times that any content associated with FHD page was displayed to a user during the reporting period)
- 14,851 engagements (number of times that users reacted to, commented on, shared, or clicked on FHD posts)
- 3,356 link clicks (number of times that users clicked on the links within FHD posts)
- 4,932 total followers

TWITTER

- 82,446 impressions
- 2,393 engagements
- 1,397 total followers

MENTAL HEALTH INITIATIVE

Launched in 2015, the City of Fishers' mental health initiative, Stigma Free Fishers, aims to address mental and behavioral health issues within the community. Stigma Free Fishers was integrated into FHD's services in 2021 to complement the existing community paramedicine program that addresses individuals in mental health crises. Fishers Health Department's public health approach targets upstream factors impacting mental health through interventions aimed at prevention for issues such as binge drinking and other substance use, depression, anxiety, and mental distress. In addition to the social work program and the mental health action teams highlighted earlier in this report, the initiative seeks to take a wholistic, collaborative approach to improving wellness for all residents through advocacy, proactive implementation of services, and a preventative approach.

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 (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 here: <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 HSE 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 over 8,545 sessions. 36.58% of visitors to the site during that period completed a mental health assessment. The most utilized topic to the site was depression, which saw 1,875 visits. This tool is complemented by the Community Resource List, compiled, and managed by our team, which was the most utilized local resource list accessed via the site.

COMMUNITY PARTNERSHIPS AND INITIATIVES

Fishers Health Department continues to build and collaborate with community partners. In 2023, we collaborated with dozens of area nonprofits, community organizations and area service providers, such as

Aspire, IU Health, Fishers Youth Assistance Program, Good Samaritan Network, Shepherd's Center of Hamilton County, Trinity Free Clinic and area food pantries on numerous community-based events and initiatives. We were a key partner with Hamilton Southeastern and Fishers High School Bring Change to Mind student organization in the annual Hope for Happiness event to highlight mental health with over 20 community organizations. Our staff serve on multiple workgroups, boards, and committees for organizations such as 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 business 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 for improving the health and wellbeing of all Fishers residents in 2023 and beyond.

STAFF ACCOMPLISHMENTS

Fishers Health Department staff were busy again in 2023, collecting awards and certifications.

Dr. 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.

Joshua Robinson, Assistant Director: Presented at the NACCHO annual meeting in Denver, Colorado. Received "SMART" employee award from the City of Fishers.

Laura Gropp, Deputy Director of Finance & Operations: Received QPR training in suicide prevention.

Barbara Hathaway, Vital Records Registrar: Achieved VRP-Specialist certification for Births/Statistics Management. Was appointed as the Central Indiana Chapter representative for the Indiana Vital Records Association.

Dan Stuart, Health Inspector: Attended the National Environmental Health Association annual meeting via FDA scholarship. Attended the Indiana Environmental Health Association annual meeting.

Tim Burbich, Health Inspector: Completed all required courses for FDA Standardization. Attended the National Environmental Health Association annual meeting via FDA scholarship. Attended the Indiana Environmental Health Association annual meeting.

Briggs Gonzalez, Health Inspector: Hired from Code Enforcement team. Completed Food Protection & Inspection Training at Ivy Tech. Attended the Indiana Environmental Health Association annual meeting.

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.

Kacy Brobst, Health Educator: Earned ServSafe Manager, Instructor and Proctor certifications. Became a certified CATCH My Breath (anti-vaping curriculum) training.

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 Masters of Public Health Program. Received a scholarship to study for an Infection Control Certification.

Caitlin Shumaker, Public Health Nurse: Obtained BLS Instructor Certification. Attended the Public Health Nurse Conference, the TB Summit, and the Adult Immunization and Influenza Summit.

Chadon Hudson, Community Health Advocate: Earned Certified Community Health Worker (CCHW) designation from Health Visions Midwest.

Brittany Cheviron-Smith, Licensed Clinical Social Worker: Obtained CAMS Certified™ status for suicide prevention. Presented at the NACCHO Annual meeting in Denver, Colorado.

Daniel Sterling, Community Health Advocate: Trained in QPR model for suicide prevention.

Audrey Douglass, Community Health Advocate: Trained in QPR model for suicide prevention.

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 the FHD is listed here in Table 2. In Indiana, through 2023, Local Health Departments are funded primarily through property taxes. Among local health departments in Indiana, The Fishers Health Department receives funding based on one of the lowest property tax rates. The Fishers Health Department receives some additional revenues which are incorporated into the annual budget approved by the Health Board and City Council. Vital records fees and licensing fees for food establishments and pools make up the majority of additional revenues.

In addition to property tax funding received for maintenance of core health department functions, the Fishers Health Department seeks out and takes advantage of a variety of grant funding and reimbursement sources to augment the core functions and improve health and wellness outcomes for Fishers residents.

Table 2. 202

	2023 Actuals	2024 Budget
General Operating Revenue		
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 Inspections	320	
Other Fees	4,095	
Refunds	90	
Total General Revenue	1,091,822	1,130,539
Health First Indiana Revenue		
State Shared Revenues		1,001,726
Total Health First Indiana Revenue		1,001,726
Grant Revenue		
Local Health Maintenance Funds (2121)	20,701	-
Indiana Local Health Trust Funds (2122)	33,188	-
Health Issues & Challenge Grant-Community Paramedicine	52,221	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
Total Revenue	1,715,826	2,523,327
Expenses- General Operating Revenue		
Full Time Salaries	465,893	595,748

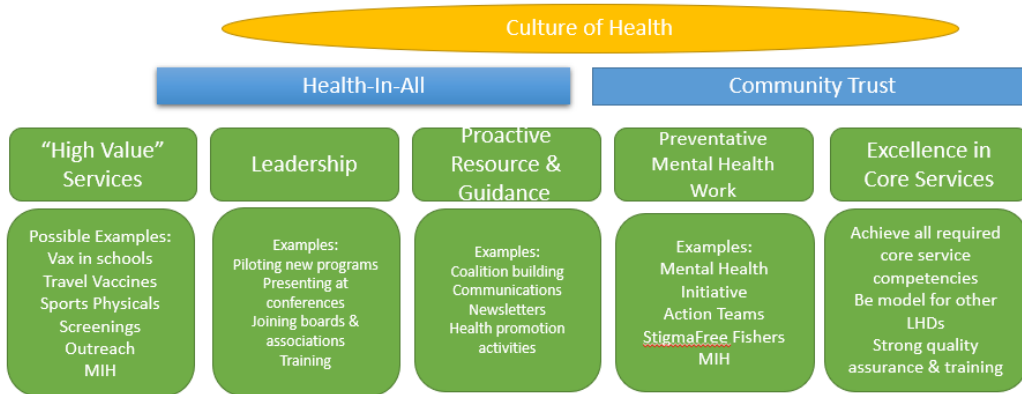
Part Time Salaries	50,046	51,159
Employee Benefits	260,406	276,292
Operating Supplies	78,757	109,000
Professional Services	132,973	127,810
Comms And Transportation	17,339	18,500
Postage	2,000	2,500
Printing & Advertising	2,349	5,000
Capital**		3,000,000
Total General Operating Expenses:	1,009,762	4,186,009
Expenses- Health First Indiana*new in 2024		
Full Time Salaries		446,252
Employee Benefits		193,513
Operating Supplies		32,650
Professional Services		211,638
Comms And 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
Health Department Net Income	706,064	(1,662,682)

**captial earmarked for Health Department Offices/clinic at Community Center
3 Fishers Health Department Balance Sheet

2024 Goals and Vision

As we begin our fifth year of operation, we continue refining our vision and expanding our goals. As we work to build a culture of health in Fishers, we recognize that it will require a “health-in-all” policy approach built on a backbone of public 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 is meeting the needs of our residents. We will focus our 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 the core services.

Visioning & Planning



We still hold and pursue many of our goals from 2023 as we head into 2024, but our 2024 aims are even more ambitious. Our 2024 goals include expansion of core public health services as required by the Health First Indiana program, as well as an ambitious series of efforts in every program area to expand clinical services, mental health efforts, environmental capabilities, administrative improvements, and education and outreach opportunities.

FHD 2024 Goals:

2024 Health Department Goals

Goal #1: Drive Excellence & Innovation

Administrative

Objective: Pursue Accreditation

Complete and publish community health assessment

Objective: Develop internal financial and administrative processes

Develop written policies and procedures

Objective: Implement statewide vital records

Objective: Administer grant/partnership program

Mental Health

Objective: Develop & Implement Social Worker Program

Fully integrate SWP with Police & Fire

Objective: Identify & Prioritize Organizational Goals from Mental Health Teams

Objective: Finalize Data Integration with Public Safety

Clinical Operations

Objective: Consolidate Offices

Objective: Hire & Train Staff

Objective: Develop & Implement Insurance Billing Capabilities

Objective: Expand Clinic Services

Develop list of services to provide to residents

Public Education & Outreach

Objective: Evaluate & develop strategic goals for education & outreach

Develop & Evaluate Public Education Goals

Develop & Evaluate Outreach Goals

Objective: Develop priorities & programs for community advocates

Objective: Select & implement communications plan that drives demand for services, awareness of health issues, optimization of online tools

Objective: Work with culture of health ambassador to implement priority initiatives

Environmental Health

Objective: Develop sustainable succession plan

Objective: Hire & train new staff
Objective: Conduct review of grading system

Goal #2: Meet Health First Indiana (HFI) expectations not outlined above

Tobacco Prevention & Cessation

Objective: Through a tobacco prevention & cessation coalition, have a comprehensive program to address youth tobacco and addictive nicotine prevention

Chronic Disease Prevention

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

Trauma & Injury Prevention

Objective: 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

Objective: 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

Objective: Identify an opportunity to improve birth outcomes, and implement an evidence-based or promising program or activity to improve birth outcomes.

Objective: 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

School Health Liaison

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

Lead Case Management & Risk Assessment

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

Access to & Linkage to Clinical Care

Objective: Provide accessible, equitable clinical services, such as those related to communicable diseases, to meet the needs of the community.

Objective: 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

Objective: 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

Objective: Have updated public health emergency response plans

Objective: Exercise current emergency response plans with community partners biennially

Objective: Meet all grant deliverables

Immunizations

Objective: Have ability to vaccinate all individuals at time of services regardless of insurance status

Objective: 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

Objective: Initiate public health investigations within 24 hours for 95% of immediately reportable conditions and within 2 business days for 85% of non-immediately reportable conditions.

Vital Records

Objective: Provide birth certificates to all Hoosiers irrespective of county of birth (M, HFI)

Objective: Offer Vital Records services without disruption to business continuity during natural disasters/emergencies

Food Protection

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

Environmental Public Health

Objective: Respond to all housing and nuisance complaints within a timeframe determined by urgency or risk

Objective: 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.

Objective: Develop & Implement an ordinance and permitting process for tattoos and microblading

Appendix – County Tax Rates

Appendix A

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
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
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
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		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

* Health Department operations funded through General Fund

Population data source: Stats Indiana, 2022 estimates for County
City Census data 2020 from Stats Indiana
DLGF County Budget Orders