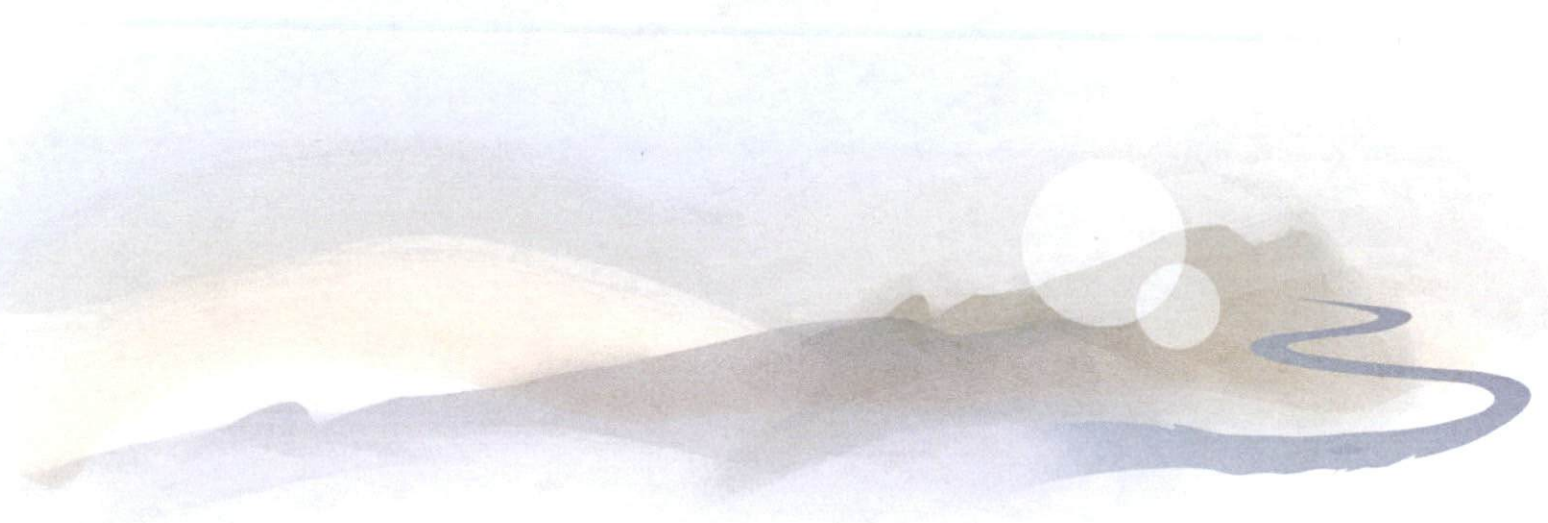


July 2018



Department of Health and Human Services

Blue Ribbon Task Force



History



- March 2015: DHHS Director Phillip Crandall announced plans to retire January 2016
- April 2015: Wendi Brown Creative Partners (WBCP) hired to complete a organizational assessment
- September 2015: WBCP presented final Transition Organizational Assessment Study
 - 48 recommendations including creation of Blue Ribbon Task Force
- August 2016: Resolution forming Task Force
- October 2016: Appointments made
- January 2017: First BRTF meeting



Blue Ribbon Task Force Members



- Bill Damiano, department head
- Chris Hartley, education
- Connie Stewart, data/outcomes
- Drew Redden, labor
- Dale Maples, religious organization
- Lance Morton, community member
- Cole Vanwey, transition – age youth
- Melissa Norwood, foster parent
- Angela Sundberg, tribal member
- Dan Fulks/Lisa DeMatteo, Human Resources
- Amy Nilsen, CAO
- Tim Ash, Behavioral Health Board member

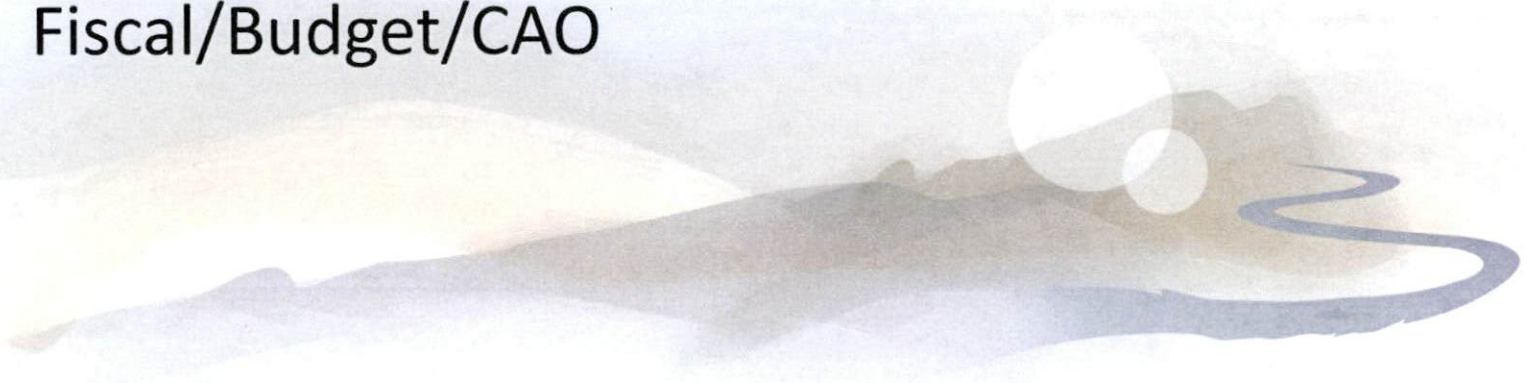


Recommendation Topics



The 48 WBCP Report recommendations were grouped into topic areas:

- Organizational Culture
- Hiring & Personnel
- Partnering
- Regionalization
- Fiscal/Budget/CAO
- Mental Health
- Data
- Tribal relationships
- “Other”



Blue Ribbon Task Force Meetings



- Jan. 12, 2017 Introductory meeting
- Feb. 28 Organizational Culture
- Mar. 29 Hiring & Personnel
- May 31 Partnering, Regionalization
- July 27 Fiscal/Budget/CAO, Mental Health
- Sept. 28 Tribal relationships
- Nov. 30 Data, Other
- Feb. 22, 2018 Last meeting/final report work



Process in Meetings

- DHHS Director prepared material clarifying current DHHS status and efforts in each topic area and distributed to members prior to meeting
- Professional facilitator led discussion to elicit recommendations for director
- Each meeting, BRTF members' discussion and recommendations captured in meeting minutes



Final Report Prepared



- Chair Bill Damiano and Co-Chair Connie Stewart synthesized the work of the Group
- BRTF recommendations took into account WBCP recommendations, input from DHHS and Task Force member knowledge and experience



Highlights and Challenges



Highlights

- Productive solution-oriented conversation
- Extensive participation by Director Beck
- High level of engagement of members

Challenges

- Timing: Task Force convened a year after DHHS Director Beck hired and over two years after report issued
- Scope: Quantity of WBCP recommendations and size of DHHS



Recommendations



- Continue implementation of High-Performance Organizations (HPO) and Humboldt Practice Model (HPM)
- Support for Cooperative Personnel Services study re: centralization of services
- Extensive recommendations on certain topics such as tribal relationships, fewer recommendations on other topics such as Work Participation Rate



Recommendations



Overall:

- Report back to the Board of Supervisors with an action plan for the prioritized recommendations that has measureable outcomes

Implement through:

- Regular DHHS Director evaluation process
- Updates in the external newsletter and inclusion of data in performance measures in outward facing data repository



Questions?

