



Public Health
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Grand Forks Public Health

GRAND FORKS BOARD OF HEALTH MEETING
Thursday, October 9th, 2025 @ 4:00 p.m.
Hybrid Meeting over Zoom or at Council Chambers

A G E N D A

Board Members: Dr Joel Walz (Chair), Rebecca Osowski (Vice Chair),
Cynthia Pic, Dr. David Bradley, Chris Harsell

Notice is hereby given that the Grand Forks Board of Health will meet at the above date and time. Members of Grand Forks Board of Health may be attending this meeting electronically or in person.

Members of the public may view the live stream of the meeting which will be held via Zoom (see below for details). Meeting materials are posted to the [city website](#). If you are attending in person and would like a packet, please contact Tess Wall at the below email address by the specified time. Any member of the public seeking to submit comments relating to an agenda item should submit their comments to Tess Wall at twall@grandforksgov.com or call 701-787-8100 for further information. All comments received prior to 3:00 p.m. on October 9th, 2025 will be considered part of the meeting record as if personally presented.

I. Call to Order and Roll Call

Walz Osowski Bradley Pic Harsell

II. Approval of Meeting Minutes from August 14th, 2025

III. Old Business
None

IV. New Business
Public Health Workforce Interests and Needs Survey (PH WINS) – GFPH
Workforce Committee
Community Health Needs Assessment (CHNA) – GFPH & Monica Arrowsmith,
Blue Zones
Approval of 2026 meeting dates
Director’s Report -Tess Wall
Other New Business

V. Next Regularly Scheduled Meeting: January 8th, 2026

VI. Adjournment

Virtual Meeting Information:

<https://us06web.zoom.us/j/81806214326?pwd=ARTbt3qvC824awa7xlqVSfmrzzmDHI.1>

Passcode: 441489 | Webinar ID: 818 0621 4326

BOARD OF HEALTH ISSUE STATEMENTS

October 2025

Topic: Public Health Workforce Interests and Needs Survey (PHWINS)

Contact: Kate Goldade, Family Health Team Leader 701-787-8115

Background: Grand Forks Public Health (GFPH) participated in the Public Health Workforce Interests and Needs Survey (PHWINS) 2024. PHWINS 2024 is a national survey of governmental health agency workers at the state and local level. The survey was conducted by the de Beaumont Foundation in partnership with the Association of State and Territorial Health Officials (ASTHO).

PHWINS 2024 assessed our workforce's knowledge, skills, and attitudes. The survey collected respondents' perspectives on key issues affecting our department related to workforce morale, training needs, worker empowerment, emerging trends in public health, as well as demographic characteristics of the workforce. Grand Forks Public Health reached 100% response rate on the survey which qualified the health department to receive department level specific data. Highlights from the department level data were compiled into an information sheet that is included in the meeting packet for your review.

The survey results will help identify the workforce needs of our department and highlight opportunities for improvement. The GFPH Workforce Development Committee will take into consideration these findings when developing training goals and strategies for the department.

Citation: *What is PHWINS?* (2025). de Beaumont. Retrieved September 29, 2025, from <https://debeaumont.org/phwins/what-is-phwins/>.

Action: For information only.

Topic: Community Health Needs Assessment (CHNA)

Contact: Tess Wall, Director 701-787-8101

Background: In partnership with Altru, CHNAs are completed every three years. The process involves gathering and analyzing primary and secondary data to assess the health needs of the community. Guidelines are established per Altru's regulatory requirements and GFPH's accreditation measures. Given the feedback of a homogenous primary data group last cycle, it was decided to switch up the data gathering approach this cycle. Blue Zones (corporate) was contracted to do this work.

Preliminary results show that five distinct categories rose to the top as health needs in our service area -- Food Environment, Access to Care, Housing, Mental Health, and Health Behavior (alcohol).

From this report, a Community Health Improvement Strategy (CHIS) will be developed in 2026.

Action: For information only. Consider approval of final report once available.

PHWINS: Grand Forks Public Health

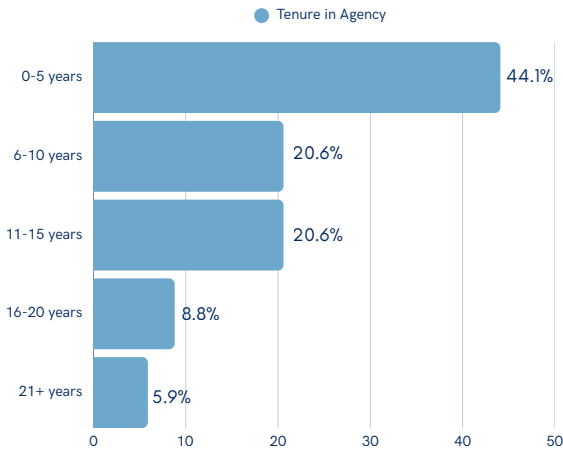
2024 department level findings



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Years of Experience

Tenure at GFPH shows a diverse mix of experience levels. 44.1% employees have served 0–5 years, while 5.9% have 21 or more years of service.



55.9%
36-54 years old

32.4%
<35 years old

Majority of staff (55.9%) are 36–54 years of age. The next largest age group (32.4%) is <35 years old.

Age

87.8%
Bachelor's/Master degree

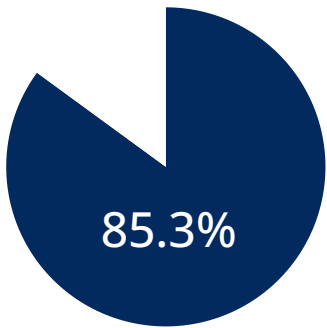
9.1%
Degree specific to public health

87.8% staff hold a Bachelor's or Master level degree. Majority of these degrees (90.9%), are not specific to Public Health.

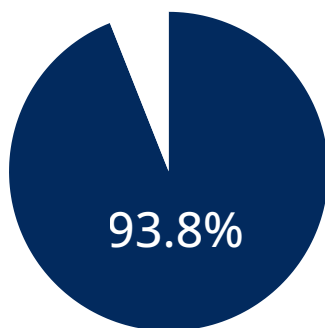
Education

Employees Reported:

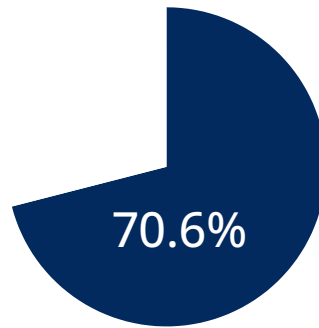
High job satisfaction



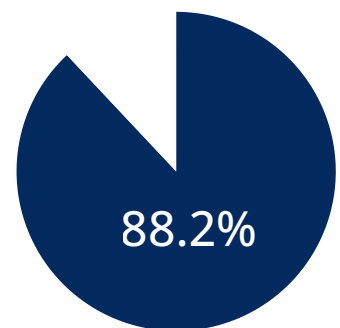
Satisfaction within individual work



Plan to stay in the next year



Healthy work/life balance



Employees with intentions to stay in the next year noted **flexible work schedule** and **feeling supported** as driving factors to stay at GFPH.

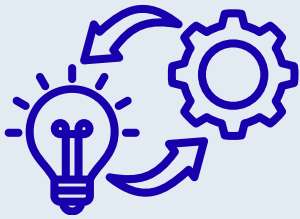


Those with intentions to leave in the next year noted that **leadership change** and **organization climate and culture** were top reasons for their desire to leave.

9/10 Experiencing some level of burnout



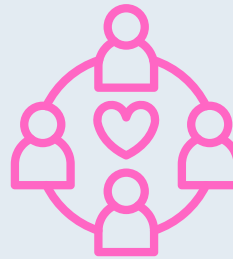
Top training needs identified:



Systems and Strategic Thinking



Budget and Financial Management



Community Engagement



Policy Engagement



Results emphasized an importance to prioritize under-resourced communities and to regularly involve community member input when considering organizational priorities.

Next Steps for Workforce Development:

- Prioritize training topics to build skills based on staff input as collected in these survey results.
- Explore and recommend strategies to enhance workplace culture.
- Review and update the workforce development plan to incorporate requested training topics and ensure accountability to support GFPH staff.

To further explore national data from PHWINS, visit phwins.org/dashboard.



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2026 Board of Health Meeting Dates

January 8th

April 9th

July 9th

October 8th

All meetings will take place in the council chambers, beginning at 4:00 PM. Meetings will be held online via Zoom as well as in person.

Calendar invites are sent out a month prior to the meeting date.

Any changes to the above information will be communicated promptly.



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Director's Report and Activity Highlights for July-September 2025

Communications: Collaborated with Tobacco Prevention program to update NDQuits banners.

Emergency Preparedness & Response: Attended USPS Bioterrorism Planning Exercise.

Environmental Health: Monitored Xcel Energy's PCB Cleanup project in July. Contractors removed contaminated soil, sending 19 tons of heavily polluted soil to a hazardous landfill and 200 tons of lower-level soil to a permitted landfill. They brought in 650 tons of clean dirt to restore the site. All remaining soil tested below PCB safety levels, groundwater was unaffected, dust stayed within limits, and the site is now safe for normal use.

Javin attended the NEHA conference in September.

Collaborated with City of Grand Forks Finance Department to revise temporary and mobile food licensing and educational processes. These revisions aim to improve efficiency and clarify responsibilities for both vendors and coordinators.

Over 700 nuisance submissions this season, a new record.

Fulfilled first season of the Hazardous Algae Bloom partnership with ND Department of Environmental Quality which detects presence of cyanobacteria. Public advisories were issued for Stump Lake and Witman Dam.

Nursing and Nutrition & Public Health Professionals: Tobacco Prevention team updated signage supporting smoke free law which now includes vaping.

Tobacco and Alcohol Prevention team partnered with GFPD to offer a Special Events Toolkit and Forensic ID Scanner.

Women's Way program partnered with United Way Kidz Closet for outreach and had great success.

Wellness Program hosted 4th Street Farmer's Markets to reduce access barriers to local, fresh veggies.

Supported Grand Forks County Fair with the Rock and Rest tent.

School liaison supported summer schools and Manvel Migrant school.

Aided Grand Forks Public School and Head Start through onsite support to their fall registration process and assisting with physical screenings to 24 incoming students.

Supported all schools in immunization record review to ensure compliance with requirements.

Medical Office at GFCCC moved into their new space in July.

Partnered with Inspire Pharmacy to disburse nicotine replacement therapy for qualified clients.

Vincent Loos received his phlebotomy certification!

Department-wide: Worked in collaboration with Altru and Blue Zones to complete Community Health Needs Assessment (CHNA).

Representatives from GFPH participated in Measles Tabletop Exercise at the GFAFB.

Numerous staff members attended National Conference on Tobacco or Health (NCTOH) in August.

Tuesday August 12th, in celebration of World Breastfeeding Month, Grand Forks Public Health hosted a ribbon cutting for the Greater Grand Forks Milk Depot. The depot opened on November 4, 2024. To date, the milk depot has had 16 donors contribute over 13,000 ounces of breast milk. This breastmilk is shipped to the Colorado Milk Bank where it is processed, redistributed, and prioritized to infants in Neonatal Intensive Care Units and other infants in need. The Grand Forks Herald newspaper did an article on the depot and the celebration.

Two representatives from Grand Forks Public Health partnered with Northwood Deaconess Health Center in their process to complete a Community Health Needs Assessment. This resulting report from this process will inform further steps and a plan to address their identified community health needs.

Community events attended: Grand Cities Celebration (National Night Out) and Rally for Recovery

Staffing:

- Welcomed Lorgepee (Bop) Bushy, Administrative Specialist
- Kursten Kennedy, Administrative Specialist, and Peter Curran, Environmental Health Specialist, resigned.