



The Oregon Coalition of Local Health Officials (CLHO) Presents:

Annual Board Meeting of the Coalition of Local Health Officials

May 15th, 2025

Year in Review: Advocacy

State Legislative Advocacy Preparation & Partner Building

- Hired Mary Sawyers for session communications
- Hired CFM Advocates for session lobbying help
- Met with 5 CCO lobbyists over the summer
- Participated in Rep. Nosse's CCO Salon = 3 bills
- Helped organize and host tri-county WIC event, Oct-Dec 2024
- Partnered with ORCHWA and ORH on Workforce bill: HB 3916
- Participated in the Alcohol Pricing Task Force
- Joined Nurse Home Visiting Coalition - newly formed group
- Launched the CLHO Ambassadors group
- Participate monthly in AOC HHS, AOC LGAC
- Organized AOC Conference Public Health Session
- Provided County College presentation
- Relationship building with primary prevention advocates
- Met with county GR regularly - provided advocacy agenda in October



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Year in Review: Advocacy

Legislative Session Process Measures thus far

- Partner endorsements: 38 endorsements across 4 main priorities
- Legislator meetings: 64
 - 5 member lobbying days
- Solo testimony: 14 + 2 written only
- Testimony panel presentations organized: 7
- CLHO bills still alive: 4/4
 - Pivoted from Senate to House on Workforce bill - SB 161 / HB 3916
- Legislator Scorecard in development



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Executive Branch Advocacy

- Naomi Adeline-Biggs, former CLHO Chair, as new PHD Director
- Met with Governor's staff quarterly to talk about funding priorities
- Successfully advocated to OHA PHD for the Family Connects work group (thank you, OHA)
- Dramatically improved relationship with OHA PHD through the "bridge building" method of Felis Peralta
- ADPC - increased connection and advocacy
- OLCC - increased connection and advocacy

Year in Review: Other Accomplishments

Organizational, External Partnership Development

Hired and onboarded one new CLHO staff - Allison

Completed visits to LPHAs

In person retreat in Newport

Attended OPHA, ORH, and EOHE Conferences

Fostered partnerships with CCOs, new OPHA ED, and Schools of Public Health to support LPHAs, Age+, OHEA, and others

***Allison will cover more later in the presentation



Year in Review: Communications

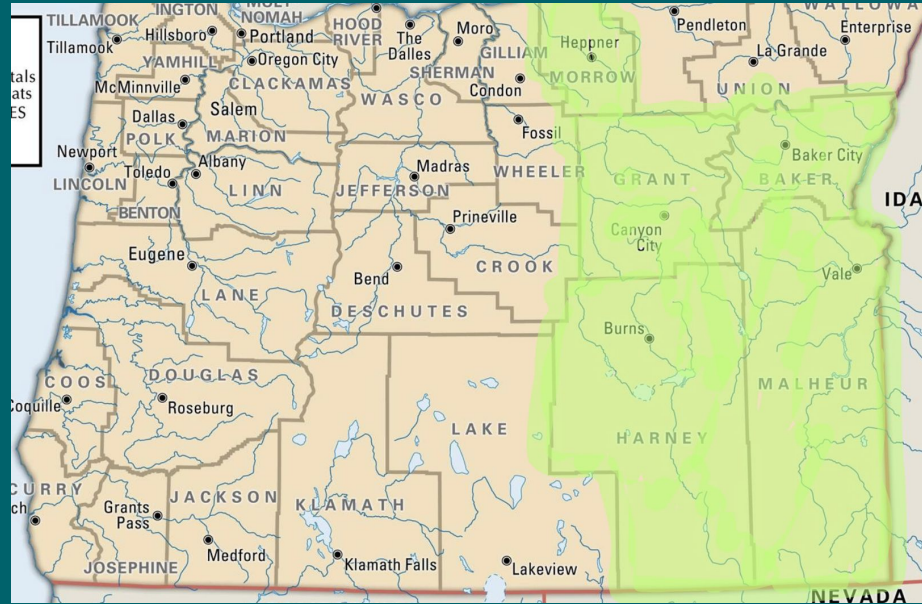
- **Suite of legislative session handouts** - collab Mary, Kate, Allison, Sarah
- **Website “Legislative Priorities” page + letters** - collab Sarah, Allison, Mary, Jenny
- **Videos** - collab Jenny, Sarah, Mary
- **Social media** - collab Allison, Sarah, Mary, Jenny
- **Workforce Report** - collab Allison, Aamenah, Mary, Sarah, Jenny
- **Weekly Brief** - Allison

Press:

- OPB Think Out Loud
- OPB print article
- KOIN TV news
- Lund Report
- NYT - not quoted
- AP - not quoted

Year in Review: Rural Communications

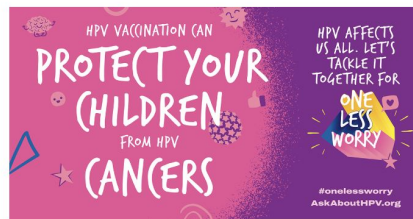
Serving
Baker County
Grant County
Harney County
Malheur County
Morrow County



Services & Outreach

New cancer prevention grant funds HPV vaccine outreach

SEPTEMBER 3, 2024



The HPV vaccine prevents cervical cancer and five other kinds of cancer. The Malheur Health Department wants more parents and teens to know that.

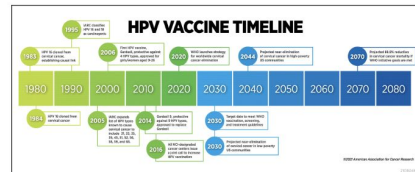
Now, thanks to a grant from the OHSU Knight Cancer Institute's Community Partnership Program, the Health Department will be able to do more outreach to Malheur County families about HPV and the vaccine that prevents it.

What is HPV?

Human Papillomavirus (HPV) is a virus that causes almost all cervical cancers. There are different strains of HPV. Some types cause warts on the skin, some cause genital warts, and others cause cancer – including cervical, anal, penis, mouth, and throat cancer.

HPV is a very common virus. It's estimated that as many as 4 out of 5 adults carry the virus. For most people, the body's immune system clears the virus and it goes away by itself. For some people, if the virus stays in the body, infected cells develop into cancer.

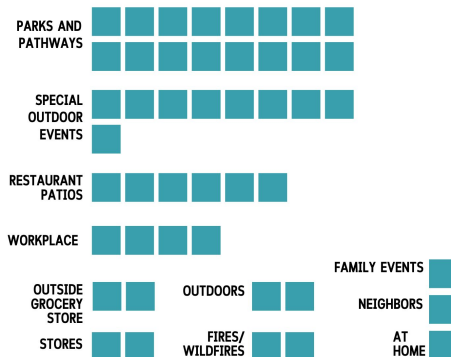
While the most common HPV-caused cancer among women is cervical cancer, men can also get mouth, throat and other cancers from HPV.



Source: American Association for Cancer Research

HAVE YOU BEEN EXPOSED TO SECONDHAND SMOKE IN THE PAST YEAR?

If yes, where do you think you are exposed to secondhand smoke in Baker County?



HARNEY COUNTY HEALTH DEPARTMENT

FREE WATER TESTING FOR HOME WELLS



Arsenic is a naturally occurring element in our environment, found in our rocks, soil and water.

Drinking water with arsenic in it can cause nausea, vomiting, and diarrhea, as well as dehydration and shock. Over time, arsenic can cause skin disorders, increased risk for diabetes, high blood pressure, and several kinds of cancer.



Arsenic levels vary from well to well. Water tests in Harney County have shown that many wells test at a much higher rate than the FDA limit for safe drinking water (10 micrograms per liter).



Services & Outreach

¿QUÉ ANTICONCEPTIVOS PUEDO OBTENER *En Salud Publica de Morrow County?*

DISPONIBLE en las clinicas Boardman y Heppner



anticonceptivos
orales



Depo-provera



Nuvaring
Anillo Vaginal



Preservativos gratis
en las tres clinicas

¿Necesita un DIU o un implante?



Llame para una cita con nuestra enfermera especialista en salud reproductiva:
541-676-5421

Otros servicios de salud sexual

- Pruebas de embarazo y asesoramiento con la enfermera
- Pruebas y tratamiento de ITS
- Pruebas de cancer del cuello uterino (pruebas del VPH)
- Exámenes anuales

Coste de nuestros servicios

Podemos trabajar con usted en el costo de nuestros servicios.
Aceptamos Medicaid, Medicare y seguros medicos privados.
Tambien atendemos a pacientes que no tienen seguro medico.



Preservativos y pruebas de ITS por correo

Los residentes en Oregon pueden obtener preservativos y pruebas de ITS gratuitas por correo:

PRESERVATIVOS www.onecondoms.com/oregon PRUEBAS DE ITS www.takehomehome.co



Morrow County Public Health www.co.morrow.or.us/publichealth
Boardman 541-481-4200 Heppner 541-676-5421 Ione 541-422-7028

Why is a School-Based Health Center important for Prairie City?

In rural communities, School-Based Health Centers can play a critical role in reducing the stress and planning of traveling long distances for health care by providing healthcare close to home.

School-Based Health Centers (SBHCs) use a youth-centered model that supports young people's health and well-being.

By being comfortable and accessible, they encourage youth to make an appointment or to drop by when they need medical attention or want to learn more about health issues.

With easily accessible health care, school-aged youth have an equal opportunity to learn, grow and thrive.



Molly Williams, Front Office Staff
Katie Cornell, CMA
Jessica Winegar, FNP Coordinator

SBHCs seek to improve health management for students and their families by:

- Facilitating early identification of health issues to enable timely intervention and treatment.
- Helping to keep students and parents from missing school or work
- Reducing barriers to healthcare by being conveniently located in schools
- Offering confidential care in a safe environment regardless of insurance coverage and ability to pay
- Promoting healthy lifestyle choices
- Empowering youth to take responsibility for their health
- Encouraging parent or guardian involvement to support and sustain successful health outcomes

CONTACT US

Prairie City School-Based Community Clinic

Bates Building
740 Overholt Ave
Prairie City, OR 97849
Phone: 844-823-4414
Fax: 844-823-9711



Prairie City School -Based Community Clinic

A School-Based Health Center serving the Prairie City community



Public Health Emergency Response: Heat and Wildfires

STAY SAFE DURING THE HEATWAVE

STAY COOL AT HOME

Keep heat and sunlight out of your home by covering your windows with curtains or even cardboard. Appliances create heat and humidity. Use dishwashers and laundry machines early in the morning. Cook early in the day or eat cold foods like salads or sandwiches.

If you don't have air conditioning, don't rely on a fan to keep you cool during a heatwave. Instead, take a cool shower or bath. Or try putting a wet towel in the fridge, then put it on your neck.

SPEND TIME IN COOL PLACES

Baker County libraries are open for those who need to get out of the heat.

Huntington Library
55 E. Jefferson, Huntington
Tues 10 am - 1 pm, Weds 4 pm - 7 pm
Friday 10 am - 1 pm and 2 pm - 5 pm
Saturday 10 am - 1 pm

Richland Library
4200 Moody Rd, Richland, OR
Mon 10 am - 2 pm
Tues 9 am - 1 pm
Friday 10 am - 2 pm
Saturday 9 am - 12 pm

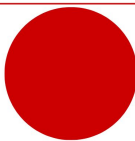
Sumptier Library
245 S. Mill St, Sumptier
Weds 3 pm - 6 pm
Thurs, Friday and Saturday 10 am - 3 pm
*Mon & Tues may also be open as volunteer staff are available. Please call ahead.

COOL OFF IN THE WATER

The Powder River can be accessed at Geiser Pollman Park in Baker City and in other spots. Remember that rivers can be very cold, have strong currents, and underwater hazards:

- Ease into the water slowly
- Wear a lifejacket (especially children)
- Watch kids closely at all times

HARNEY COUNTY HEALTH DEPARTMENT



THURSDAY, AUGUST 1
THE AIR QUALITY TODAY IS:
UNHEALTHY (RED)

The Health Department has free N95 masks for all at the High Country Health and Wellness Center, 420 N Fairview Ave, Burns.

The Health Department is giving out air purifiers to people at higher risk for getting sick from wildfire smoke, including people who:



- have asthma
- have COPD
- have heart disease
- are pregnant
- have young children at home

Call The Health Department to get on the list: 541-573-2271

Grant County Health Department

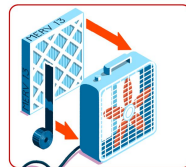
STAY SAFE FROM WILDFIRE SMOKE



- Stay inside with windows and doors closed.
- Use a rolled up towel to stop smoke coming in through the window or under the door.
- Don't use anything that burns - candles, fireplaces, cigarettes, or gas stoves.
- Set your air conditioner to recirculate.
- Use an air purifier.
- If your home is still smoky, choose one room to spend time in and put the air purifier there.



An N95 mask is the best protection from smoky air outside. (There are no N95 masks made in kid's sizes. A small adult size may fit a child's face.) Cloth masks and bandanas do not protect from smoky air.



You can make box fan filter to clean the air.

What you need:

- Box fan made in 2012 or newer
- 20" x 20" furnace filter (MERV 13)
- Duct tape

Find the side of the box fan that is pulling air in.

Put the filter on this side of the fan. The arrow printed on the filter should point toward the fan in the same direction as the air is moving.

Use tape to attach the filter to the fan.

Never leave a box fan filter on when you are away or asleep.

Help in Grant County

July 24, 2024

Cooling and Clean Air Centers

Grant County Library
507 S. Canyon Blvd, John Day
Monday - Thursday, 11 am - 5:30 pm

John Day Senior Center
142 NE Dayton Street, John Day
Monday and Thursday 10a-5p
Tuesdays 12-4p

Dayville Community Hall
142 Franklin Street, Dayville
24/7

Prairie City Public Works
254 NW Front Street, Prairie City
Monday - Friday, 12 pm - 7 pm

Red Cross Evacuation Shelter
Grant Union High School
911 S. Canyon Blvd, John Day
24/7

MALHEUR COUNTY

COOLING CENTERS

JULY 9 UPDATES

ONTARIO

Oasis House


St. Matthews Church, 802 SW 5th St., Ontario

★ **NEW HOURS:** Monday - Saturday, 9 am - 6 pm
Lunch daily, Dinner Tuesdays 5 - 7 pm




Oregon Coalition of Local Health Officials

Public Health Emergency Response: Heat and Wildfires




Fresh Air
BAKER COUNTY

In Baker County, we take pride in our rural home and the beauty of the nature that surrounds us, from the Blue Mountains to the Powder River and beyond.



One of those natural resources is our **fresh air**. Use this site to learn more about outdoor pollution and air quality and how to protect your health.

[View air quality map of Oregon](#)



44
AQI
Good
11 AM PST Jan 21
AirNow EPA
Baker City

On this page

[Health Impacts of Smoke](#)[Protect your health](#)[Smoke in Baker County](#)[About](#)

Public Health Emergency Response: Heat and Wildfires

Protect Your Health



Take simple steps to protect your health from smoky air pollution.

1

Check air quality information.

Use a website like airnow.gov or download an app like OregonAir or IQAir on your phone to check the air quality before you leave home.

Learn more about the [Air Quality Index at Airnow.gov](https://airnow.gov).

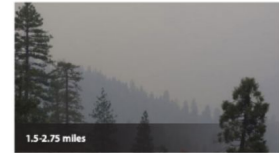
Don't have an air quality sensor near you?

You can use these images to estimate the air quality.

Besides seeing smoke in the air, you may also be able to tell that the air quality is unhealthy when you can smell the strong odor of smoke or because you start having symptoms like stinging eyes.



101 - 150 Orange
(Unhealthy for Sensitive Groups)



151 - 200 Red
(Unhealthy)



201 - 300 Purple
(Very Unhealthy)

Regional Flu vaccine social ad



Reach:
18,500

3-second plays:
10,000

Clicks on link: 815

Year in Review: Workforce Liaison

Kaiser Permanente Workforce Liaison Grant

Check out our Workforce Programs:

- Weekly **Public Health Job Spotlight** Newsletter
- Monthly **Public Health Career Chat** Webinars
- Individual **Job Coaching** Sessions

Jenny Rudolph, MPA

Public Health Workforce Liaison / Recruiter

Jenny@OregonCLHO.org



Year in Review: Workforce Programs

Public Health Job Spotlight Newsletter

Published every Wednesday on LinkedIn
1,660 Subscribers and growing
60 editions and over 45,000 article views!

Monthly Career Chat Webinars

2nd Thursdays at 11:00 am
12 Webinars
199 participants

Academic Program Partnerships

3 Community Colleges
4 Schools of Nursing
6 Schools of Public Health

New Public Health Professionals Learning Community

34 staff from 17 different counties
Monthly guest speakers and training

Year in Review: Workforce Videos



Workforce Videos

- Diverse Careers in Public Health
- Public Health Nursing
- Environmental Health (coming soon!)
- Advocacy



Healthy Rural Oregon

Project Updates

Program Goals

1. Establish a **thriving network of health care, public health, and education providers in rural Oregon**, with relationships and structures in place to train the needed workforce, responding to any arising shortages or new skill demands, and **developing solutions to building** a sustainable and financially **viable workforce pipeline**.
2. Develop a **robust supply of CHWs cross-trained in multiple functions** needed by health service providers across rural Oregon.
3. Implement **new Community Paramedicine/Mobile Integrated Health programs** connected to the county's health network, expanding EMS role and capacity.

Project Updates

Completed Training - As of March 1, 2025

46

*Unique training
programs completed*

552

*Total trainings
completed*

322

Unique trainees

35

Represented counties

- **Community Health Worker:** 134
- **Birth/Postpartum Doula:** 53
- **Peer Support Specialist:** 47
- **Mental Health First Aid:** 34
- **End of Life Doula:** 28
- **EMT:** 19
- **Medical Assistant:** 13
- **Community EMT/Paramedic:** 12
- **Certified Lactation Counselor:** 12
- **Healthcare Interpreter:** 6

Healthy Rural Oregon

Project Updates

Other project accomplishments:

- Sponsored specialized, high-need cross trainings, including Diabetes Essentials for Paraprofessionals, Public Health Management Certificate, Rural Health Grant Writing Institute, and Community Paramedicine
- Helped found the NEON CHW Training Hub (including HECC grant)
- Established the Oregon Mobile Integrated Healthcare Coalition, a 501(c)(3) workforce support organization for mobile health servicers
- Facilitated partnership between COCC and TVCC for the development of a new CHW training program in Malheur County (Ontario, OR)
- Worked on related legislative priorities



Healthy Rural Oregon

Project Updates

Stories of success:



Healthy Rural Oregon

*Wrap up and
Sustainability*

- 1) **Bolster existing statewide coalitions** providing ongoing support for community health and MIH/CP workers and employers
- 2) **Support the development of new training programs**, owned and sustained by network members beyond the life of the grant
- 3) **Identify additional funding sources** to continue some program operations

Year in Review: Program Manager

Allison Mora

- Onboarded as the new Public Health Program Manager
- Communications
 - Curated and distributed 35 weekly briefs to the CLHO Board and statewide partners
 - Social Media:
 - Created 40 Instagram posts and 43 Facebook posts
 - Achieved a 14.7% increase in Instagram followers and a 10% increase on Facebook
- Advocacy
 - Launched the CLHO Ambassadors Program to amplify legislative advocacy messaging through LPHA partners
 - Created advocacy-specific social media posts during the 2025 legislative session
- Conference of Local Health Officials
 - Implemented process improvements to support CLHO committee co-chairs

Year in Review: Program Manager (continued)

Allison Mora

- Workforce Development
 - Webinars
 - Facilitated four webinars: two on Transformative Narratives, one on Giving and Receiving Feedback, and one on PHAB Accreditation Updates
 - Collaborated with NWCPHP to re-apply for the competitive HOWTO Grant (not awarded)
 - Oversaw grant application, planning, and delivery of CHRR grant-funded sessions in collaboration with OHA staff.
 - Led the development and release of the 2025 CLHO Local Public Health Workforce Report with CLHO graduate intern Aameneh Kermani and communications consultant Mary Sawyers

2025 CLHO Local Public Health Workforce Report

OREGON'S LOCAL PUBLIC HEALTH WORKFORCE REPORT

OREGON COALITION OF LOCAL HEALTH
OFFICIALS



MAY 2025

Reviewed and approved by the
CLHO EXECUTIVE COMMITTEE



Workforce Report: Goals, Context and Methodology

Goals

1. Understand the workforce size and # of key positions.
2. Support LPHAs in recruitment, retention, and workforce development.
3. Advocate to the Oregon Legislature for policy and funding
4. Advocate to the Oregon Health Authority and local elected leaders for programs and supports for the LPHA workforce.

Context

LPHAs face severe and worsening workforce challenges, including:

- Inadequate pay
- Chronic understaffing
- Burnout and turnover
- Limited recruitment, training, and retention capacity

These problems are exacerbated by chronic underfunding and recent CDC federal cuts.

Methodology

- 1 workforce survey
- 5 focus groups
- Staffing and wage data integration from OHA

These mixed methods provided both quantitative and qualitative insight into the urgent needs of Oregon's local public health workforce.

WF Report: Findings Overview

Staffing Shortages

- Total FTEs in non-COVID roles increased from 1,144 (2021) to 1,417 (2023) — a 23.9% increase.
- However, critical roles declined:
 - Epidemiologist FTEs dropped by 2.8 (from 3.6 to 0.8 in small counties).
 - Public health nurse FTEs dropped by 1.23 in counties under 100,000 (17 LPHAs).
 - Many small counties reported no epidemiologists or shared staff.

Wages and Gaps

- Wages increased since 2021:
 - Public Health Nurses: \$61,068 → \$70,353 (starting salary).
 - Epidemiologists: \$86,127 → \$96,179 (mid-range).
 - LPHA Administrators: \$112,782 → \$125,950 (mid-range).
- Still lags behind clinical peers:
 - Hospital nurses earn ~\$121,000/year vs. public health nurses at \$81,803/year on average.

WF Report: Findings Overview (continued)

Retention Challenges

- Top reasons for staff departure:
 - Inadequate pay (16 LPHAs cited).
 - Burnout (10 LPHAs).
 - Limited advancement opportunities (14 LPHAs).
- 40% of staff leave their position vs. 28% advancing or moving laterally

Recruitment Challenges

- 63% of LPHAs lack DEI hiring goals.
- Public health nurses were cited as the hardest role to fill by 39% of LPHAs.
- Housing shortages hinder recruitment — rural hires often unable to relocate.
- Over-reliance on informal recruitment (27% cite “word-of-mouth” as their top method) limits reach and diversity

WF Report: Findings Overview (continued)

Career Pathways

- 52% of LPHAs report lack of foundational public health training for new hires.
- 62% rely on internship programs (often unpaid and understaffed).
- LPHA leaders cite staffing capacity as the main barrier to expanding paid internships

Succession Planning

- 33 LPHA leadership transitions since 2021 — nearly every county affected.
- Burnout, harassment, and lack of onboarding cited as reasons.
- Majority of LPHAs (79%) have no formal plan for leadership transitions

WF Report: Recommendations

Retention

- Increase wages and standardize pay benchmarks across jurisdictions.
- Offer flexible schedules and hybrid options.
- Invest in wellness programs and burnout tracking.
- Create tiered job classifications with clear advancement pathways.

Recruitment

- Develop and implement a statewide DEI hiring framework.
- Provide relocation and housing support, especially in rural counties.
- Expand inclusive outreach via culturally specific job boards and local universities.

WF Report: Recommendations

Career Pathways

- Build a “Public Health Essentials” onboarding toolkit.
- Partner with universities for continuing education and regional internship coordination.
- Create a statewide internship clearinghouse.

Succession Planning

- Require succession planning templates and integrate them into LPHA strategic cycles.
- Launch a statewide leadership development initiative.
- Prioritize cross-training and peer mentorship to prepare future leaders.

WF Report: Call to Action and Next Steps

CLHO urges the Oregon Legislature to invest an additional \$65.2 million per biennium in local public health to:

- Stabilize the workforce
- Fulfill the 2016 modernization promise
- Protect foundational public health services for all Oregonians

Read the full report [here](#), the executive summary [here](#), and the press release [here](#).

Post Release Media Circulation:

- [KATU website](#): "Oregon public health system faces funding and staffing crisis, report finds"
- [KYKN](#) (Conservative Salem radio station): "NEW REPORT: Oregon's Public Health System is Underfunded and Understaffed"

CLHO is applying to present the report at the next annual OPHA Conference in October 2025.

Upcoming Projects for 2025:

- EC Start-Stop Exercise - **in meeting survey**
- Close out legislative session
- Close out HRSA Grant
- Summer: Update CLHO's Website
- Fall: Retreat 2025 - La Grande, Sept 15-17
- Fall: Update the Coalition By-laws

Legislative Updates:

Revenue Forecast: Partly sunny with a chance of rain

Joint Addictions

HB 2954: CLHO Primary Prevention - WM

HB 2929: ADPC Board membership - WM

HB 3197: Alcohol Tax - **unlikely to pass**

HB 3321: ADPC study of Primary Prevention - WM

HB 3631: CBO prevention bill, 20 counties - **VOTE**

Other committees

HB 2528: Tobacco loopholes

HB 2282: Minor decoys

SB 1198: vape packaging regulations

