

Detroit Health Department

Memo



Date: April 3, 2023

To: Council President Mary Sheffield, Detroit City Council District 5

From: Denise Fair Razo, Chief Public Health Officer, Detroit Health Department

Date: March 24, 2023

Re: Responses to Budget Questions

Please find below responses to your questions sent on March 24, 2023, regarding the proposed Fiscal Year 2024 Proposed Budget for the Detroit Health Department.

1. One of your strategic goals is to value high performing employees – how will this be done differently in FY2024 than previous years?

The department has implemented employee engagement activities from various grants to enhance achievement recognition, provide training opportunities, and in FY 2024 the implementation of a workforce development grant will allow for additional incentives.

2. Please provide additional details on Community Violence Intervention line item. How will the Health Department be overseeing this initiative? Please share more details on this program.

The \$775K that has been allotted to the Health Department to address violence is to support the Ceasefire Outreach program under Behavioral Health Program oversight.

Ceasefire Detroit's primary mission is to stop violence associated with gangs, groups and street crews utilizing a coalition of law enforcement, faith leaders, community organizations, outreach workers, neighborhood associations, schools, human service providers and others. Using re-entry, prevention, intervention and enforcement strategies, Ceasefire Detroit exists to change community norms regarding gun violence. We offer support for those who want to change and are committed to leading a productive and positive lifestyle. Ceasefire Detroit has a three-pronged message:

1. Law Enforcement: The level violence in our community is unacceptable and MUST STOP! If not, your group or gang will face the full force of the law.
2. Moral Voice: We love you and we want you to live. STOP SHOOTING! You are hurting our families and community.
3. Offers of Help: There are options. A range of services are available for those who want help such as: mentoring, housing, identification, transportation, expungement, traffic tickets, job training, job placement, GED Preparation, drug treatment, tattoo removal, child support legal help, mental health.

Ceasefire's Community Outreach Team and Faith-Based Coalition work around the clock to respond to victims of violence and reduce the likelihood of retaliation following shootings. Victim's support includes: emergency relocation, counseling, mentoring, and basic needs. Ceasefire Detroit Outreach provides de-escalation and crowd control on violent scenes and in crowds during events such as

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Detroit's fireworks and weekends downtown to prevent violence. Ceasefire Detroit also provides services to schools to prevent violence associated with groups and or gangs.

3. The Health Department is tasked with performing health inspections on licensed restaurants. Please provide a report of all restaurant inspections performed in 2022, including whether the inspections were done before the deadline. Your budget shows a decrease of 3 employees in this department. Is the budget allocation for Food Service Code Enforcement adequate?

There are a total of 1,895 Restaurants/Food Establishments (including schools, commissaries, casinos, and stadiums). 2078 Routine Inspections of restaurants were completed in 2022. We also conduct Mobile/STFU (Special Transitory Food Unit) inspections, complaint inspections, Foodborne Illness Inspections, Site Evaluations, Temporary License Inspections, Plan review, Pre-opening inspections, and Follow-up Inspections. Yes, the budget for Food Safety Code Enforcement is adequately budgeted.

4. Your department has several programs that our residents desperately need but may not be aware of. Programs such as HAPI for those with HIV, family planning services, opioid overdose prevention, etc. Please share all outreach efforts made to inform residents of services that are available to them. How are you reaching our non-digital residents?

The Health Department is intentional in strategies to connect with the community via various mediums including social media, print media, paid media (billboards, flyers, kicker cards, door knockers, shower cards, etc.), TV media, and grassroots efforts. These efforts consist of door-to-door or distribution of outreach/marketing materials via community assets (corner stores, churches, schools, daycares, organizations targeting specific communities like- Boys and Girls Club, or YMCA, etc.), or through the use of car flyers or distributing materials to individuals directly. The Health Department also commonly uses Detroit Police precincts and recreation centers to disseminate outreach materials.

The department's ability to effectively partner with Faith-based organizations, schools/academia, beauty and barber salons, hospitals, other public health entities, federally qualified health centers, social services, mobility initiatives, and the Department of Neighborhoods, to co-facilitate and or participate in community events where department program information is always present and available for distribution. This also includes the department's block party, WIC outreach programs, and other vastly utilized public facing services within the department.

5. Please provide a summary explanation of grant expenditures. What are the itemized costs of the grant process? What is the total expected grant match requirement for FY2024?

Grant expenditures include, but are not limited to: personnel, supplies, operational materials, marketing and media, client transportation, and contractual work. There are no grant matches required in the current fiscal year or for the proposed FY24 budget.

6. There is a proposed increase of 99 FTE positions. Please share details on this increase.

This increase in budgeted positions primarily represents the shift of staff members that were contracted through SEMHA now transitioning over as full-time City of Detroit employees in FY24.

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Another primary driver of this is the increase in personnel budgeted for Animal Care to sufficiently staff the new Animal Care facility slated for completion in the fall of this year.

7. What new efforts are being made around animal control in the coming year? There is an increase of 18 FTE for Animal Control in the FY2024 proposed position detail.

The approximately 30,000 square-foot building will provide nearly twice the space as DACC's current 16,000 square-foot headquarters and shelter. This facility will include over 200 kennels and house both Care and Control operations and designated personnel. Michigan Department of Agriculture & Rural Development (MDARD) regulations require staff, space, and a budget to support capacity for care. The department will not get an operating certificate for 200 kennels if it does not have the appropriate level of staffing. The additional requested FTEs represent veterinary technicians, animal care technicians, community outreach and marketing, supervisors, clinic managers, and licensing inspectors – all essential roles for the optimal operation of the new facility. Funding for additional necessary supplies has been included in the FY24 proposed budget.

8. How many staffing vacancies does your department currently have? What have been the obstacles to filling these positions?

We currently have 38 vacancies that include active and non-active recruitment. It has been challenging to fill positions in the Environmental Health/Food Safety and Animal Care programs due to lower than normal salaries and wages in comparison to surrounding counties and jurisdictions.

9. Please share how the Public Health Emergency Preparedness Plan has evolved over the past three years.

The Detroit Health Department's Emergency Preparedness Team is tasked to complement our Public Health Core Capabilities with the City Readiness Initiative program which has direct oversight of the Public Health Emergency Plan (PHEP Plan). The PHEP Plan provided guidance on emergency activities such as drills, Point of Dispensing (POD) designations, and coordination of efforts with healthcare, Fire/EMS, and Homeland Security initiatives prior to the pandemic.

During the pandemic, the PHEP Plan was utilized to ensure the integrity of emergency exercises practiced in years prior were effectively implemented in real-time. Coordination of the emergency response from the plan incorporated Incident Command structure and public health strategies such as Epidemiology and Communicable Disease investigations, to determine best practice strategies to prevent the spread of COVID-19. The PHEP Plan morphed into the strategic plan for all City of Detroit operations to protect staff and citizens over several years of the pandemic.

Now, the PHEP Plan has been revised to include best practices learned during the pandemic, mass casualties guidelines, and the foundation for a Multiagency Coordination (MAC) Group across City of Departments. The plan also serves as a functional plan for the health department in their efforts for local and national public health accreditation.