



Board of Health

Regular meetings of the Board of Health are scheduled on the second Thursday of each month.

To sign up for meeting updates or access advance materials, visit: <https://www.nashville.gov/departments/health/boards/health-board>

AGENDA

BOARD OF HEALTH MEETING

Lentz Public Health Center Board Room on the third floor

2500 Charlotte Avenue, Nashville TN 37209

4:00 p.m. – Thursday, March 19, 2026

The Board of Health may deliberate and decide any item on the agenda.

APPEAL OF DECISIONS FROM THE METROPOLITAN BOARD OF HEALTH

Pursuant to the provisions of § 2.68.030 of the Metropolitan Code of Laws, notice is hereby given that a contested case hearing before the Metropolitan Board of Health, acting as a Civil Service Commission, which affects the employment status of a civil service employee is appealable to the Chancery Court of Davidson County pursuant to the provisions of the Uniform Administrative Procedures Act. Any such appeal must be filed within sixty (60) days after the entry of the Board's final order in the matter. A common law writ of certiorari is the appropriate appeal process of any decision of the Metropolitan Board of Health that does not involve a contested case hearing affecting the employment status of a civil service employee. This appeal must be filed within sixty (60) days of the action taken by the Board. You are advised to seek your own independent legal counsel to ensure that your appeal is filed in a timely manner and that all procedural requirements are met.

BOARD OF HEALTH

1. Public Comment on Agenda Items Franklin
Note: Pursuant to T. C. A. § 8-44-12, time is reserved at the beginning of Board of Health meetings for public comment that is germane to items on the agenda. Up to five people will be allowed up to two minutes each to speak. Speakers must register within one half hour prior to the beginning of the meeting by signing their name on a physical sign-up sheet available at the entrance.
2. Community Voices Franklin
Speakers must register within one half hour prior to the beginning of the meeting by signing their name on a physical sign-up sheet available at the entrance.
3. Declarations of Conflicts/Recusals or Communiques from the Public on Agenda Items Franklin
4. Deliberation of February 12, Meeting Minutes Franklin
5. Deliberation of Grant Applications Diamond
6. Deliberation of Grants and Contracts Diamond
7. State of Public Health Areola
8. Deliberation of TN House Bill 1710 Leach
9. PHWINS Presentation Bird/Shealy
10. Strategic Plan Implementation Outline Presentation Leach
11. Employee/Team Recognition Areola
12. Report of Director Areola
13. Report of Chair Franklin
14. New Business Franklin
 - a. Board Requests of the Department
 - b. Departmental Requests of the Board
15. Adjournment Franklin

CIVIL SERVICE BOARD

1. Deliberate on Request to Schedule a Public Hearing Regarding Job Descriptions and Qualifications McKissic
2. Request for Extension of Out-of-Class Pay for D. Allen-Robb as Interim Population Health Bureau Director McKissic
3. Personnel Changes – February 2026 McKissic
4. Adjournment Franklin

The Metro Public Health Department does not discriminate on the basis of age, race, gender, gender identity, sexual orientation, color, national origin, religion, or disability in admission to, access to, or operation of its programs, services, or activities, nor does it discriminate in its hiring or employment practices. Contact mphd.ada@nashville.gov with questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act.

**Metropolitan Board of Health of Nashville and Davidson County
February 12, 2026, Regular Meeting Minutes**

The regular meeting of the Metropolitan Board of Health of Nashville and Davidson County was called to order by Chair Tené Franklin at 4:05 p.m. in the Lentz Public Health Center Board Room, 2500 Charlotte Avenue, Nashville, TN 37209.

Present

Tené H. Franklin, MS, Chair
Marie Griffin, MD, Member
Carol Ziegler, DNP, Vice Chair
Heather Corum Powell, Member
Jeffrey Stovall, MD, Member
Sanmi Areola, Ph.D., Director of Health
Jim Diamond, MBA, Finance and Administration Bureau Director
Abigail Holloway, Interim Human Resources Manager
Rachel Franklin, MBA, Communicable Disease and Emergency Preparedness Bureau Director
Joanna Shaw-KaiKai, MD, Medical Services Bureau Director
Sarokay Johnson, Epidemiologist Emergency Response Coordinator
Cathryn Smith, School Health Program Director
Laura Varnier, DNP, Clinical Services Bureau Director
Anidolee Melville-Chester, Ph.D., Behavioral Health and Wellness Director
Derrick Smith, JD, Metropolitan Department of Law

Public Comment Period (Agenda Items)

There were no requests to comment.

Public Comment Period (Community Voices)

There were no requests to comment.

Declarations of Conflicts/Recusals or Communiqués from the Public on Agenda Items

Chair Franklin asked that Board members who may have declarations of conflict or recusal, or who had communications from the public on agenda items, to state such. There were none.

Deliberation of January 8, 2026, Meeting Minutes

Dr. Ziegler made a motion to approve January 8, 2026, meeting minutes as distributed. Ms. Corum Powell seconded the motion, which passed unanimously.

Weather Event Update

Ms. Franklin presented the MPHD Ice Storm Response highlights (Attachment 1). Dr. Shaw-KaiKai, Ms. Johnson, Ms. Smith, Mr. Diamond, Dr. Varnier, and Dr. Melville-Chester shared their experiences.

Deliberation of Grant Applications

There were no grant applications.

Deliberation of Grants and Contracts

Mr. Diamond presented 8 items. Mr. Diamond stated that the department is pulling listed item 1, as it is consulting Metro Legal for further review. Mr. Diamond stated that it will be line items 2-8 for consideration.

1. Community Health Access & Navigation in Tennessee Grant

Term: July 1, 2026 – June 30, 2027

Amount: \$2,041,200

2. Gideon's Army contract

Term: execution +1yr

Amount: \$375,000

3. **Southern Word contract**
Term: execution +1yr
Amount: \$150,000
4. **Friends of Mill Ridge contract**
Term: execution +1yr
Amount: \$80,000
5. **TB Control & Prevention grant amendment**
Term: July 1, 2025 – June 30, 2026
Amount: \$22,000 (New total \$1,562,900)
6. **Flow-Tech grant**
Term: NA
Amount: \$630
7. **Vanderbilt University Medical Center POD MOU**
Term: execution +5yr
Amount: NA
8. **Ryan White Part A grant**
Term: March 1, 2026 – February 28, 2027
Amount: \$1,311,652

Dr. Ziegler made a motion to approve line items 2-8. Dr. Stovall seconded the motion. The motion passed unanimously.

Employee/ Team Recognition

Dr. Areola recognized Talia Gooch for being chosen as the December 2025 Employee of the Month (Attachment II). Dr. Areola recognized Matthew Peters and Shannon Heath for being chosen as the December 2025 Team of the Month (Attachment III).

State of Public Health

Dr. Areola discussed his Performance Tracking Report for FY2026 (Attachment IV).

Report of Director

Dr. Areola shared that the second meeting of the Community Safety Task Force was held on Wednesday, February 11, 2026. Dr. Areola shared that February is American Heart Month, and National Children's Dental Health Month.

Dr. Areola shared that after the initial response to the Weather Event, the Mayor's Office opened up a Disaster Recovery Center. MPH teams are providing support: flu shots, environmental health, and food safety to the community.

Dr. Areola shared that eventually an update will be provided on our new Oracle Cloud System. He recognized our teams have been putting in tremendous work and efforts.

Report of Chair

Chair Franklin shared that it was great to attend the first Kick-Off Community Safety Task Force Meeting as she had an opportunity to present remarks. Chair Franklin thanked Kristen Zak and Dr. Melville-Chester for helping to organize the meeting.

Chair Franklin stated that this month the National Association of Local Boards of Health (NALBOH), National Association of County & City Health Officials (NACCHO) and Big City Health Coalition (BCHC) will be meeting in Washington, DC. Chair Franklin shared that along with the three separate meetings, NACCHO is coordinating the Hill Visits to allow Local Health Departments to share the story of Public Health in their own local communities.

Chair Franklin stated that she appreciated the information that is listed in the Board Packets and for the information that is shared in between Board Meetings to keep them informed.

Chair Franklin stated our next Board Meeting will be Thursday, March 19th and our 2026 Board Retreat date is Tuesday, April 14th.

New Business

Chair Franklin shared that the Board requests of the Department are listed in the packet. Chair Franklin allowed a moment for review and asked if Dr. Areola had anything to draw attention to on the list.

Dr. Ziegler asked if there are any updates on the replacement sites.

Dr. Areola shared that for Woodbine, due to the recent Weather Event the recent meeting was cancelled. Dr. Areola shared that the meeting will be rescheduled to discuss potential sites. Dr. Areola shared that Mr. John Finke has reviewed so many sites for Metro Animal Care and Control (MACC) to ensure they are accessible. Dr. Areola shared that both sites are still in review.

Dr. Griffin shared that she is appreciative of the Annual Reports she has received, and the Breast Cervical Cancer Screening in the Board Packet.

Adjournment

Dr. Stovall made a motion to adjourn the regular meeting. Dr. Griffin seconded the motion, which passed unanimously. The regular meeting adjourned at 4:47 p.m.

CIVIL SERVICE BOARD

Public Hearing Regarding Civil Service Rule 4.7, subsection B

Chair Franklin opened the floor for hearing regarding Civil Service Rule 4.7, subsection B. There were no comments. Chair Franklin closed the hearing for Civil Service Rule 4.7, subsection B.

Deliberation of Civil Service Rule 4.7, subsection B

Ms. Holloway shared the Civil Service Rule 4.7, subsection B needs to be revised to align with the new Oracle Cloud System. There were no other comments.

Dr. Griffin made a motion to approve proposed revision of MPHD Civil Service Rule 4.7, subsection B. Dr. Ziegler seconded the motion, which passed unanimously.

Personnel Changes – January 2026

Ms. Holloway referred to the January 2026 Personnel Changes.

Adjournment

Chair Franklin adjourned the Civil Service Board meeting at 4:53 p.m.

Next Meeting

The next meeting of the Board of Health will be held Thursday, March 19, 2026, at the Lentz Public Health Center Board Room, 2500 Charlotte Avenue, Nashville, TN 37209.

Tené H. Franklin

Chair

DRAFT

SUMMARY OF APPLICATIONS FOR BOARD APPROVAL

To: Board of Health
From: Jim Diamond
Date: March 19, 2026
Re: Summary of applications presented for Board approval

There were no applications this month.

SUMMARY OF GRANTS & CONTRACTS FOR BOARD APPROVAL

To: Board of Health
From: Jim Diamond
Date: March 19, 2026
Re: Summary of grants & contracts presented for Board approval

1. Friends of MACC grant

A grant from the Friends of MACC to support Metro Animal Care & Control. The donation shall be split the following way: 1) \$12,500 for the Emergency Medical Fund, 2) 4,000 for the Safety Net and 3) \$3,750 for the Foster program.

Term: NA
Amount: \$20,250
Program Manager: Dannielle Carter
Bureau: John Finke

2. Emergency Response & Planning MOU

This memorandum of understanding between the Fire Department and MPHD defines the terms for data sharing for analysis and reporting of first responder data.

Term: February 1, 2026 – July 31, 2031
Amount: NA
Program Manager: Abraham Mukolo
Bureau: Director's Office



METRO NASHVILLE
ANIMAL CARE & CONTROL

Receipt Number: **R26-324836** **Metro Animal Care And Control**
5125 Harding Place, Nashville, TN 37211
(615) 862-7928

Person Information: **FRIENDS OF MACC**
P.O. BOX 291621
NASHVILLE, TN 37229
Phone: (615) 545-1675
Check / Card No:

Receipt Date: **Wednesday, February 25, 2026**

PID: **P207600**

Item:	Animal ID:	Reference No:	Price:	Each:	Amount:
DONATION		MEDICAL EME	\$12500.00	1	12,500.00
DONATION		SAFETY NET	4000.00	1	4,000.00
DONATION		FOSTER PROX	3750.00	1	3,750.00

Total Fees Due: **\$20250.00**

Payments: Cash: \$0.00
Check: \$20,250.00
Credit Card: \$0.00

Total Payments Received: **\$20250.00**

Thank You!

Change: \$0.00
Balance Due: \$0.00

FRIENDS OF MACC
PO BOX 291621
NASHVILLE, TN 37229

Pay to the Order of **MACC**

2664 87-1/640 **2/25/26** Date

\$20,250.00 **20,250** **100** **100** Dollars

Regions Bank **Tennessee**

For **\$12,500 Med Emerg** **\$3,750 Foster** **\$4,000 Safety Net**

Rescued is my breed of choice.

2664

Rescued is My Breed of Choice. Bradford Exchange Checks 1-800-325-8104 www.bradfordexchangechecks.com

ur new pet becomes sick
and our veterinarian will
responsible for all costs

incurred. No refunds of the adoption fee offered after ten (10) days.

Adoption and Reclaim Hours
Sunday-Saturday 10 AM-4 PM
Thursday 10 AM-6 PM

**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN
METROPOLITAN PUBLIC HEALTH DEPARTMENT
AND
METROPOLITAN FIRE DEPARTMENT**

This Memorandum of Understanding (hereinafter "MOU") is made and entered into by and between the Metropolitan Public Health Department (hereinafter "MPHD") and Metropolitan Fire Department (hereinafter "FIRE"), both of which, for the purposes of this agreement, are agencies or departments of the Metropolitan Government of Nashville and Davidson County, a governmental, municipal and public corporation created and existing under and by virtue of the Constitution and Laws of the State of Tennessee.

Scope of Services:

This scope of services reflects an agreement between the MPHD and FIRE to share data for the purpose of averting or managing a public health emergency. The tasks below list the roles and responsibilities of this memorandum of understanding.

1. THE PARTIES HEREBY AGREE TO THE FOLLOWING TERMS AND CONDITIONS:

MPHD agrees to:

- A. Serve as a data repository and store data received from FIRE in a secure environment in MPHD's Communicable Disease Emergency Preparedness Bureau's (CDEP) Emergency Preparedness Epidemiology Unit.
- B. Conduct data analysis.
- D. Review all data analysis with FIRE.
- E. Review with FIRE all reports prepared by MPHD utilizing data provided by FIRE.
- E. Return data upon request of FIRE.
- F. Implement mutually agreeable process to review data analysis and reports.

FIRE agrees to:

- A. Define purpose and scope of data analysis and reporting in collaboration with the CDEP Emergency Preparedness Epidemiology Unit and MPHD's Division of Behavioral Health and Wellness.
- B. Provide data sets via secure method.
- C. Implement mutually agreeable process to review data analysis and reports.

MPHD and FIRE both agree to:

- A. Develop a mutually agreeable process to review data analysis and reports.
- B. Consult with other entities prior to release of data or reports as deemed necessary by either PARTY.
- C. Not release data analysis, reports or publish results without joint review and agreement.
- D. Collaborate in good faith, on data analysis, construction and dissemination of data or reports.
- E. Acknowledge PARTIES on all publications, products, reports and communication provided externally to include electronic and print media such as web-based, social, print, radio or television.
- F. The MOU will be jointly reviewed annually or more frequently if laws and regulations are amended that will significantly impact this agreement, or whenever a party requests a formal change.
- G. This MOU will apply to data supplied by FIRE that is currently in possession of MPHD.

2. CONTRACT TERM:

The term of this MOU will begin on February 1, 2026 until July 31, 2031.

3. COMPENSATION:

No Compensation.

4. AMENDMENTS:

This MOU may be amended at any time by mutual written agreement of the parties.

5. TERMINATION:

Any party to this MOU may terminate this agreement by providing the other party written notice of their intent to do so thirty (30) days prior to the date of termination.

6. CONFIDENTIALITY OF RECORDS:

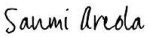
All parties acknowledge confidentiality requirements that each party must follow regarding the sharing and release, of personally identifiable information. It is the intent of the agreement to ensure that individuals have rights of access and rights of privacy with respect to such reports and records and that applicable State and Federal laws for exercise of these rights be strictly followed as indicated by the Health Insurance Portability and Accountability Act (HIPAA).

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METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

RECOMMENDED BY:

Signed by:

0872295CD81A4B1
Sanmi Areola, Ph.D.
Director, Metro Public Health Department

1/29/2026

Date

APPROVED BY:

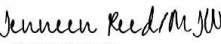
Signed by:

BEBF0BBF14D14B0...
Tené Franklin
Chair, Board of Health

1/29/2026

Date

APPROVED AS TO AVAILABILITY OF FUNDS:

Signed by:

62377A2A8742469...
Jenneen Reed
Director of Finance

1/30/2026

Date

APPROVED AS TO FORM AND LEGALITY:

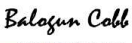
Signed by:

9C04EE6FDD314C9...
Assistant Metropolitan Attorney

1/30/2026

Date

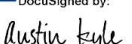
**APPROVED AS TO INSURANCE
REQUIREMENTS:**

DocuSigned by:

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Director of Insurance
Metropolitan Government

1/30/2026

Date

**FILED IN THE OFFICE OF THE
METROPOLITAN CLERK:**

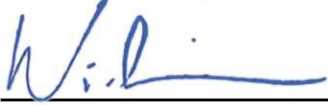
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688EEF1A845B14BB
Metropolitan Clerk

2/6/2026

Date

SIGNATURE PAGE

APPROVED BY:



William Swann
Director-Chief, Nashville Fire Department

2/11/2026

Date

HOUSE BILL 1710

By Powers

AN ACT to amend Tennessee Code Annotated, Title 4,
Chapter 1 and Title 4, Chapter 58, relative to
public benefits.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 4-58-102, is amended by adding the following as a new subdivision:

() "Local governmental entity" means a county, including a county with a metropolitan or charter form of government, and an incorporated city or town;

SECTION 2. Tennessee Code Annotated, Section 4-58-103(a)(1), is amended by deleting the subdivision and substituting instead:

(1) Except where prohibited by federal law, every state governmental entity, local governmental entity, and local health department shall verify, in the manner provided in this chapter, that each applicant who is eighteen (18) years of age or older and applies for a federal, state, or local public benefit from the state governmental entity, local governmental entity, or local health department is a United States citizen or lawfully present in the United States pursuant to the federal Immigration and Nationality Act (8 U.S.C. § 1101 et seq.).

SECTION 3. Tennessee Code Annotated, Section 4-58-103(b)(1), is amended by deleting the language "every state governmental entity or local health department" and substituting instead "every state governmental entity, local governmental entity, or local health department".

SECTION 4. Tennessee Code Annotated, Section 4-58-103(b), is amended by adding the following as a new subdivision:

(3) With respect to local governmental entity, subdivision (b)(1) must be implemented upon the local governmental entity's first reprinting of applicable forms or updating of the electronic or automated phone systems, described in subdivision (b)(1), after July 1, 2026.

SECTION 5. Tennessee Code Annotated, Section 4-58-103(c), is amended by deleting the language "entity or local health department" and substituting instead "state governmental entity, local governmental entity, or local health department".

SECTION 6. Tennessee Code Annotated, Section 4-58-103(d), is amended by deleting the language "entity or local health department" wherever it appears and substituting instead "state governmental entity, local governmental entity, or local health department".

SECTION 7. Tennessee Code Annotated, Section 4-58-103, is amended by deleting subdivisions (e) and (f) and substituting instead:

(e) Each state governmental entity, local governmental entity, or local health department shall maintain a copy of all documentation submitted by an applicant for verification in a manner consistent with the state governmental entity's, local governmental entity's, or local health department's rules, regulations, or policies governing storage or preservation of such documentation.

(f)

(1) Any document submitted pursuant to subsection (c) or (d) is presumed to be proof of an individual's eligibility under this chapter until a final verification is received by the state governmental entity, local governmental entity, or local health department, and no state governmental entity, local governmental entity, or local health department shall delay the distribution of any federal, state, or local benefit based solely on the pendency of final verification.

(2) Upon receipt of a final verification that indicates that the applicant is not a United States citizen or qualified alien, the state governmental entity, local governmental entity, or local health department shall terminate any recurring benefit, and shall pursue any action applicable against the applicant pursuant to § 4-58-104 or § 4-58-105.

SECTION 8. Tennessee Code Annotated, Section 4-58-104, is amended by deleting subsections (b)-(d) and substituting instead:

(b) Any natural person who conspires to defraud a state governmental entity, local governmental entity, or any local health department by securing a false claim allowed or paid to another person in violation of this chapter is liable under § 4-18-103(a)(3).

(c) A state governmental entity, local governmental entity, or local health department shall file with the attorney general and reporter of this state a complaint alleging a violation of subsection (a) or (b), as applicable.

(d) Any moneys collected pursuant to this section must be deposited with and utilized by the applicable state governmental entity, local governmental entity, or local health department that filed a complaint pursuant to subsection (c). The applicable entity, local governmental entity, or local health department shall establish a fund for the deposit of such moneys, and shall use such moneys for the sole purpose of enforcing this chapter. Any interest accruing on investments and deposits of the fund must be credited to such fund, must not revert to any general fund, and must be carried forward into each subsequent fiscal year.

SECTION 9. Tennessee Code Annotated, Section 4-58-105, is amended by deleting the language "state governmental entity or local health department" and substituting instead "state governmental entity, local governmental entity, or local health department".

SECTION 10. Tennessee Code Annotated, Section 4-58-106(a), is amended by deleting the language "state governmental entity or local health department" and substituting instead "state governmental entity, local governmental entity, or local health department".

SECTION 11. Tennessee Code Annotated, Section 4-58-106(b), is amended by deleting the subsection.

SECTION 12. Tennessee Code Annotated, Section 4-58-107, is amended by deleting the language "state governmental entity or local health department" and substituting instead "state governmental entity, local governmental entity, or local health department".

SECTION 13. Tennessee Code Annotated, Section 4-58-109, is amended by deleting the language "state governmental entity or local health department" and substituting instead "state governmental entity, local governmental entity, or local health department".

SECTION 14. Tennessee Code Annotated, Title 4, Chapter 58, is amended by adding the following as new sections:

4-58-111.

(a) The attorney general and reporter may investigate each credible allegation or complaint that a local governmental entity or local health department is in violation of this part.

(b) If the attorney general and reporter concludes that a local governmental entity or local health department has violated this part, the attorney general and reporter may proceed to enforce compliance with this part by taking action in accordance with § 4-1-429 to withhold all funds of this state allocated to the local governmental entity or local health department via grant, contract, or statute, including, but not limited to, state-shared taxes.

4-58-112.

(a) Each state governmental entity, local governmental entity, and local health department shall submit monthly reports to the general assembly, the department of finance and administration, and the centralized immigration enforcement division of the department of safety, created in § 4-3-2014, of:

(1) The number of individuals who applied for a public benefit and were determined upon receipt of a final verification not to be a United States citizen or qualified alien and all information about such applicants; and

(2) The number of individuals for whom a final verification was received indicating that the individual is not a United States citizen or qualified alien and for whom the entity or department terminates a recurring benefit.

(b)

(1) Each state governmental entity, local governmental entity, and local health department shall report individuals who are not United States citizens or qualified aliens and who receive public benefits from the state governmental entity, local governmental entity, or local health department to the centralized immigration enforcement division.

(2) An employee's or official's failure to report in violation of subdivision

(b)(1) is a Class A misdemeanor.

SECTION 15. This act takes effect July 1, 2026, the public welfare requiring it.

2024 MPHD PHWINS RESULTS

Alexandra Bird
&
Bob Shealy

PHWINS
PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY



PHWINS



WHAT IS IT?

(Public Health Workforce Interests and Needs Survey) is the only nationally representative survey of the U.S. governmental public health workforce. It targets employees of state health agencies and local health departments nationwide.



WHO DOES IT?

PHWINS is hosted and coordinated by the de Beaumont Foundation in partnership with the Association of State and Territorial Health Officials. Its conducted every three years. but MPHD opted out of the 2021 one.



RESPONSE RATES

The national average for responses was 37% but MPHD was 41%!

PHWINS provides national benchmark data on the governmental public health workforce.

Key Findings

PHWINS Insights for MPHD



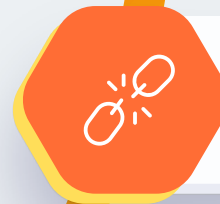
Committed Workforce

Workforce is highly committed to public health mission



Future Leaders Are Developing Within

Employees want leadership development and policy engagement training



Retention is Still at Risk

Retention risks include pay, burnout, and advancement opportunities



Workforce Investments Are Already Underway

Workforce investments are already underway with positive outcomes

IMPORTANT CONSIDERATIONS

Slow Turnaround for Results

Survey was conducted in Q1 of 2024 and MPHD didn't receive access to results until Q3 2025

Self-Reporting Responses

PHWINS relies entirely on self-reported perceptions

Over-representation of One Program

Of the 41% responses from MPHD, over 30% of that came from one program: Clinical Services.

Public Health Metrics Differ from other Sectors

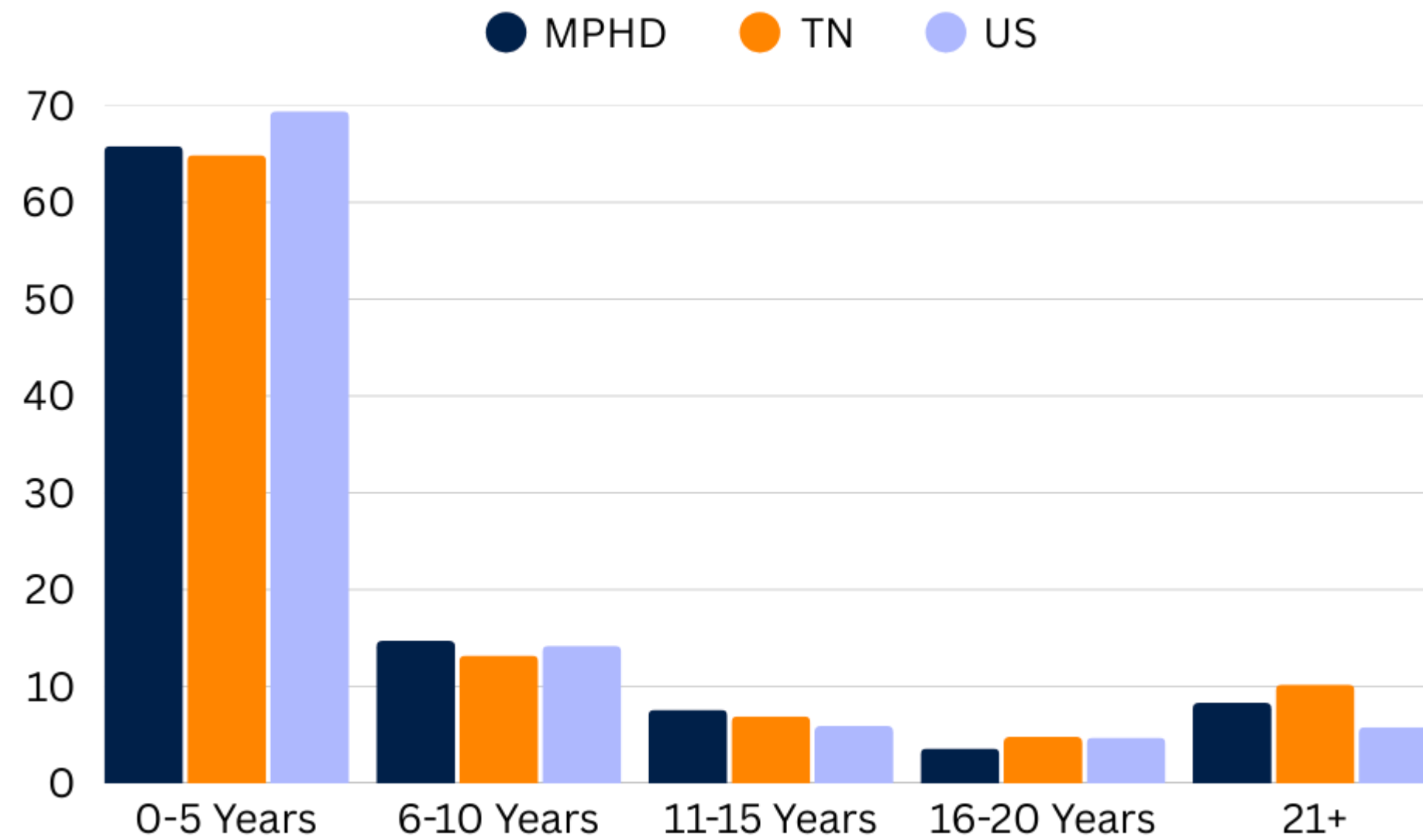
There is a high risk of misinterpretation of results when comparing them to other sectors.

REASONS FOR LOW RESPONSE RATES IN SURVEYS

- ☑ NOT INTERESTED
- ☑ QUESTION ANONYMITY
- ☑ GLASS CEILINGS
- ☑ UNLIKELY TO PROMPT ACTION

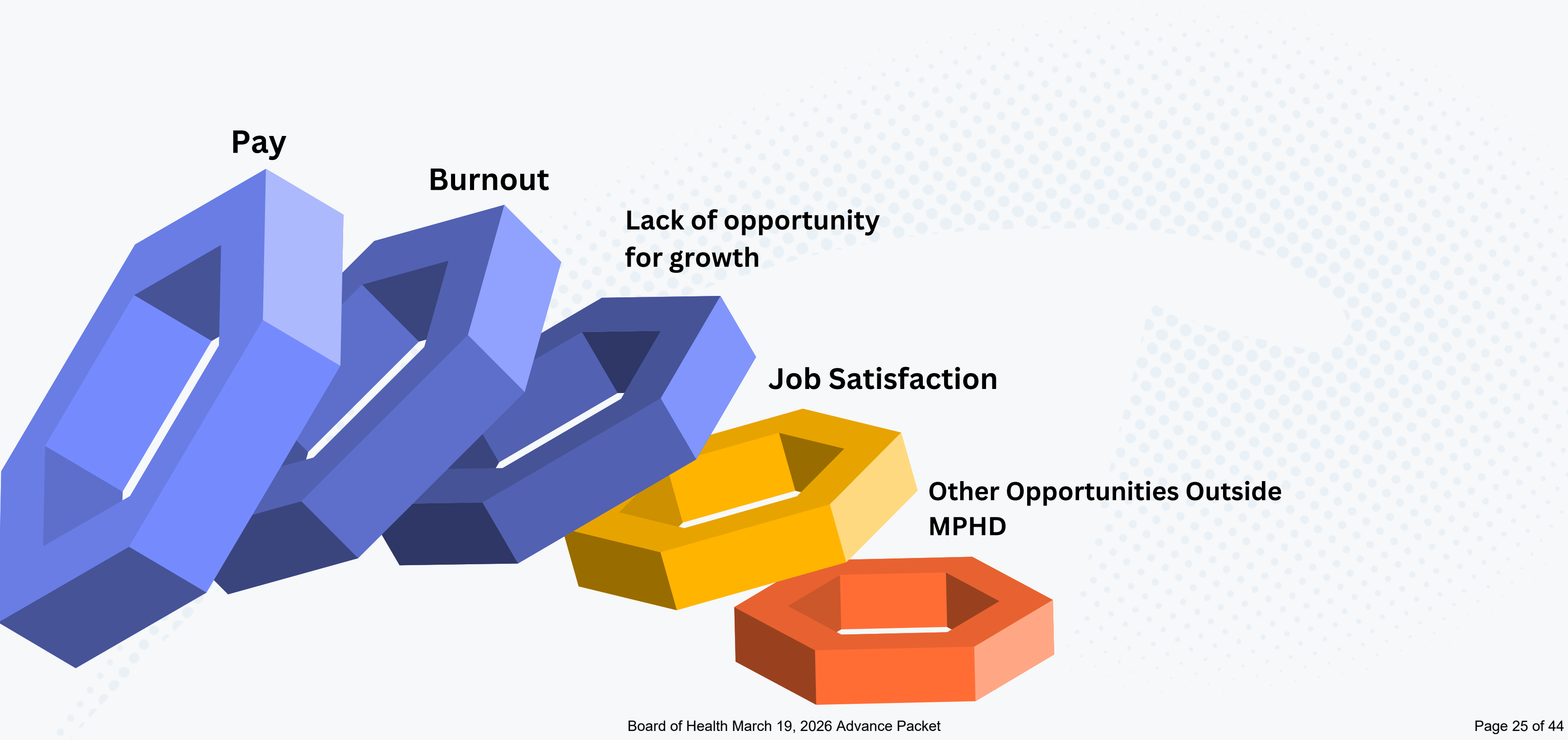




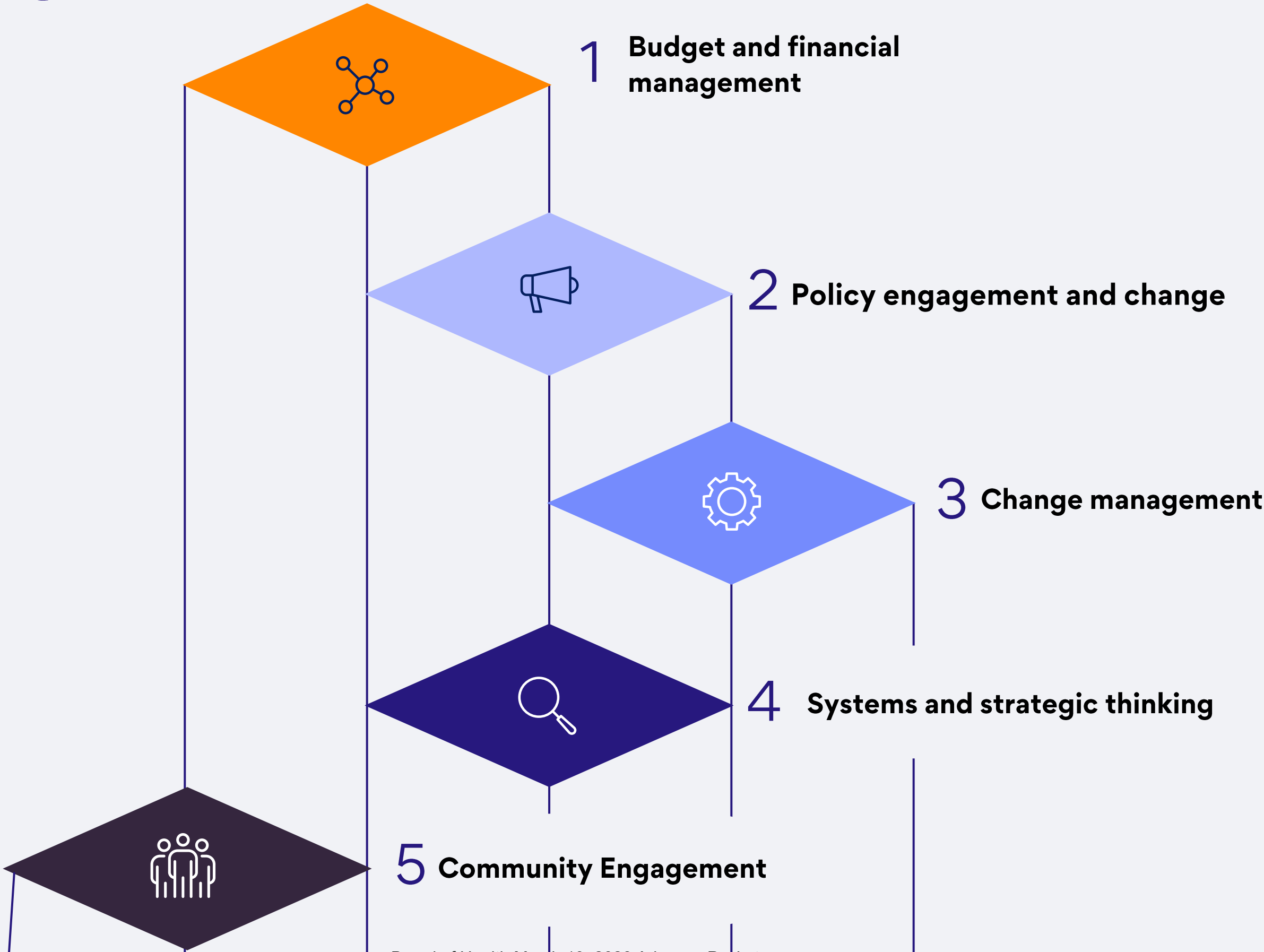


Tenure In Position

Top Reasons for Leaving



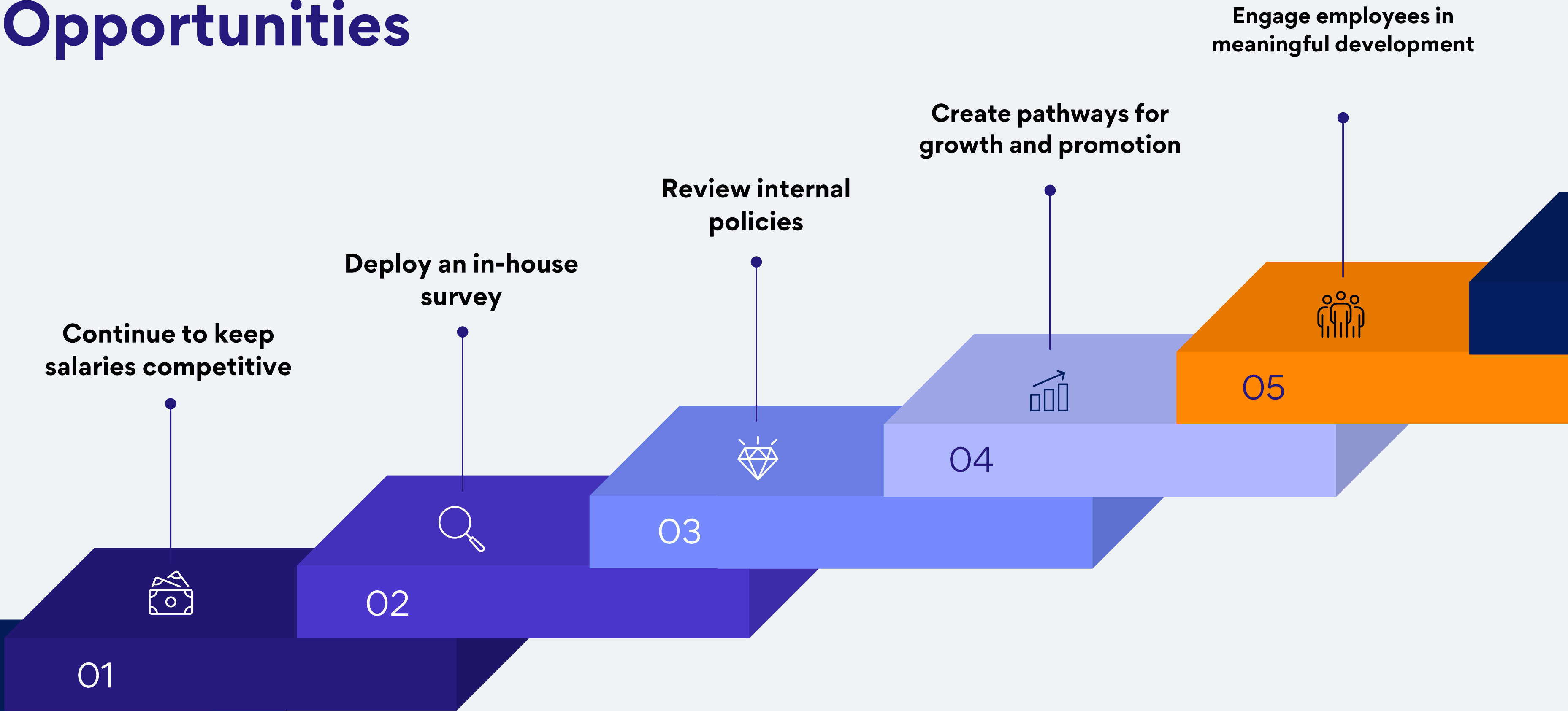
Top Training Interests



TURNING DATA INTO ACTION



Strategic Workforce Opportunities



Conduct-Analyze-Report-Act

Repeat



Benchmarks

Participated in 2024
PHWINS w/ 41% response
rate



Grant Utilization

Use a third-party service
provider to conduct annual
surveys 2026-2028



Measuring Change

MPHD will measure
progress against previous
years to track improvement



Marketed to the Workforce

The survey will be marketed
to the workforce, pre-
launch through targeted
outreach and
communication

Leadership Engagement

Leadership will engage on
targeted solutions to
strengthen workplace
culture



Transparency

Survey findings will be
shared with team members,
leaders and managers.



Leadership Development

Leadership sessions will
support managers in
implementing change
initiatives



Follow Through

Survey results will directly
impact workforce
development plan





The Public Health Infrastructure Grant

Public Health Infrastructure
is made up of the **people, services, and systems** needed to promote and protect health in every U.S. community



This page is intended to serve as a resource for employees who want to know more about the CDC Funded Public Health Infrastructure Grant (PHIG) and what MPHD is doing with the funding.



Staff Directory

First Name:

Last Name:

Division:

All Divisions ▾

SEARCH

- PHIG Community Partnerships Coordinator: [Isaac Mendez](#)

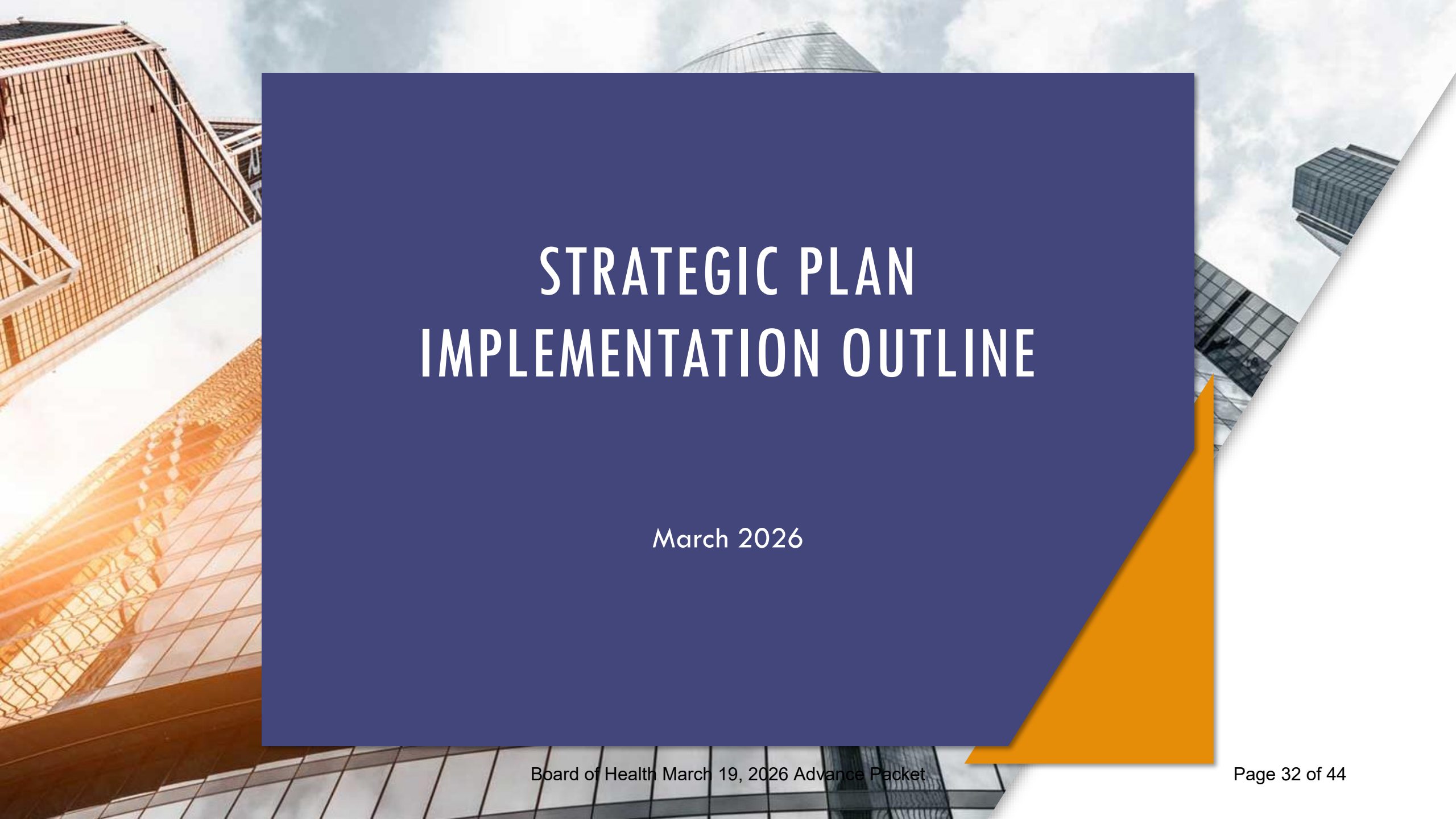
GRANT RELATED RESOURCES

- [How to request PHIG Funding](#)
- [New2Public Health Information](#)
- [BEAM Leadership Development Certificate](#)
- [Membership Reimbursement Process – NEW!](#)
- [2024 PHWINS Survey Results and Action steps](#)

THANK YOU

QUESTIONS?





STRATEGIC PLAN IMPLEMENTATION OUTLINE

March 2026



AGENDA

- Introduction
- Strategic Plan Priorities
- Governance and Accountability
- Implementation Timeline
- Performance Monitoring and Reporting
- Communication and Engagement
- Conclusion

INTRODUCTION

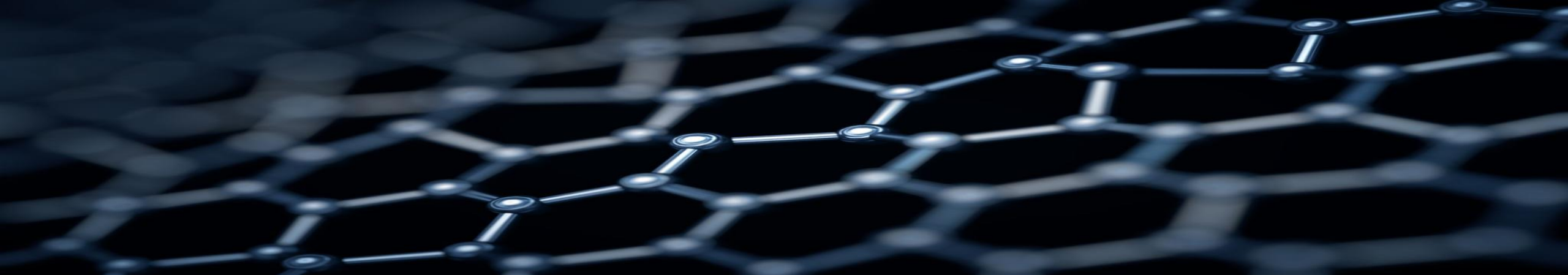
As MPHD moves into its next strategic plan cycle, the department continues to ensure that the plan is accessible and socialized with staff, leadership, its governing body, and stakeholders.

The department now has a new framework in place to help transform its strategic objectives into organized activities, trackable outcomes, and ongoing performance monitoring. The plan strengthens MPHD's ability to protect, improve, and sustain the health and well-being of residents across Nashville and Davidson County.

Executive leadership will steer implementation, with coordination taking place among various bureaus. Support will come from the department's Performance Management System (PMS) and Quality Improvement (QI) processes.

STRATEGIC PLAN PRIORITIES

- 1. Transparent and Accountable Leadership
- 2. Data-Driven Decision-Making
- 3. Public Health Services
- 4. Organizational Culture
- 5. Infrastructure and Operational Efficiency



Executive Oversight

- Director of Health
- Executive Leadership Team (ELT)

Strategic Coordination

- Chief Health Strategist
- ESPPE

Operational Implementation

- Bureau Directors
- Program Managers and Supervisors
- Cross-functional Program Teams

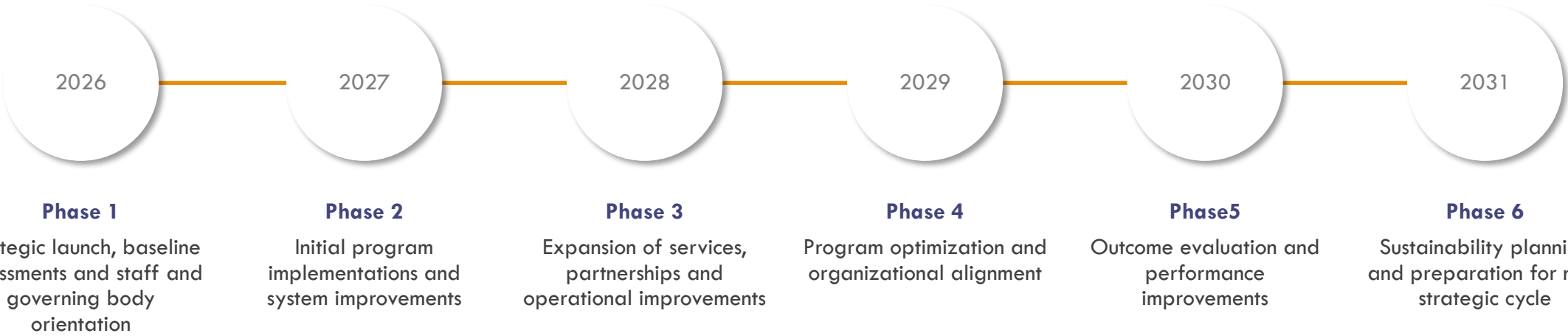
The Director of Health and ELT will provide strategic direction and oversight, while bureau leaders and program managers will lead implementation of goals and objectives within their respective areas. Front-line staff will contribute to implementation through program activities, quality improvement initiatives, and performance monitoring.

IMPLEMENTATION TIMELINE



April 2026 – December 2031

Implementation will occur in phases to support planning, program rollout, evaluation, and sustainability.





PERFORMANCE MONITORING AND REPORTING

Strategic plan implementation will be integrated with MPHD’s Performance Management System (PMS) and Quality Improvement (QI) plan.



Performance Monitoring

- Strategic indicators tracked through PMS
 - Bureau level progress reviews
 - Integration of data dashboards and program metrics



Quality Improvement

- Use of structured improvement methods (e.g., PDSA cycles)
- Identification of operational improvement opportunities
- Continuous learning across programs



Reporting Schedule

- Quarterly progress updates to leadership
- Annual strategic plan progress report
- Regular updates to the Board of Health (BOH)

COMMUNICATION AND ENGAGEMENT

Successful implementation requires communication across the department and with external partners.

Key communication strategies include:

- Regular internal updates to staff and leadership
- Progress reporting to the Board of Health
- Strategic updates incorporated into department communications
- Collaboration with community partners and CHIP stakeholders



CONCLUSION

The MPHD Strategic Plan provides a clear framework for strengthening the department's organizational capacity while supporting broader community health goals. Through strong leadership, coordinated implementation, and continuous performance monitoring, the department will advance its mission of protecting and improving the health of all residents in Nashville and Davidson County.

January Employee of the Month: Brenda Allen

Which of the following criteria does your nominee most embody?

Excellence in Teamwork

Inspiring a Positive Attitude

Enhancing Workplace Culture

Please provide a specific example that illustrates why you feel this person should be the MPHD Employee of the Month:

On a fully staffed day, the Lentz Dental Clinic operates with a team of approximately six members. In December, however, the clinic faced an extraordinary staffing challenge when three team members went out on medical leave and another resigned. This left the clinic critically understaffed and placed its daily operations at risk.

During this time, Brenda Allen stepped up in an exceptional way. She seamlessly took on multiple roles-answering a constant flow of phone calls, assisting dentists chairside, checking patients in and out, explaining balances and processing encounters, scheduling appointments, and training a temporary employee to manage the front desk. In addition, she assumed monthly responsibilities that are typically shared across the entire team.

Despite the pressure and increased workload, Brenda never complained. She consistently arrived ready to work, maintained a positive attitude, and continued to provide outstanding service to both patients and providers. Her dedication, adaptability, and professionalism ensured the clinic remained operational during a critical period, making her truly deserving of Employee of the Month recognition.

Nominated by: Dr. Kimberly Smith



Dr. Areola, Brenda Allen, Dr. Shaw-KaiKai

Board of Health Request Tracking Form

Meeting Date: **March 19, 2026**

Board Requests of the Department:

1. Regular updates on the proposed new Woodbine Clinic.
2. Report to Board any MACC staff interactions with public where safety is concerned.
3. Provide status of MPH D's financial health update to the Board on a quarterly basis.
4. Provide update on the culture of the department to the Board on a quarterly basis.
5. Provide Annual Board Report draft to the Mayor to the Board by March 2026 and beyond.
6. Provide monthly update to the Board on the Director's priorities until the Strategic Plan is in place.
7. Consider having a member of the Youth Advisory Board present at the meetings.
8. Provide talking points to the Board on what we are doing in the department so they can share.
9. Provide branding on "tooth", Pearl E. White for Oral Health Services.
10. Provide time and date for Board Retreat in March 2026
11. Provide Report for the Board before the budget kickoff in January.

Assignments and Due Date per each request from the Board:

1. Regular updates on the proposed new Woodbine Clinic. (Areola)
2. Report to Board any MACC staff interactions with public where safety is concerned. (Finke)
3. Provide a MPH D's financial health update to the Board on a quarterly basis. (Diamond)
4. Provide update on the culture of the department to the Board on a quarterly basis. (Areola)
5. Provide Annual Board Report draft to the Mayor to the Board by March 2026 and beyond. (Areola)
6. Provide monthly update to the Board on the Director's priorities until the Strategic Plan is in place. (Areola)
7. Consider having a member of the Youth Advisory Board present at the meetings. (Areola)
8. Provide talking points at the appropriate time to the Board on what we are doing in the department so they can share. Presentations by different programs at the Board meeting will also be considered. (Areola)
9. Provide branding on "tooth", Pearl E. White for Oral Health Services. (Areola)
10. Provide time and date for Board Retreat in March 2026 (Areola)
11. Provide Report for the Board before the budget kickoff in January. (Areola)

Outcomes:

1. Regular updates on the proposed new Woodbine Clinic. (Areola) - Ongoing
2. Report to Board any MACC staff interactions with public where safety is concerned. (Finke) – Ongoing
3. Financial Update will be given to the Board in January, April, July, and October. Next update will be given in April. (Diamond)
4. An update on the culture of the department will be given to the Board in January, April, July, and October. Next update will be given in April. (Areola)
5. Annual Board Report draft to the Mayor will be given to the Board by March 2026 and beyond. (Areola)
6. Monthly update on the Director's priorities will be given to the Board until the Strategic Plan is in place. (Areola) - Ongoing
7. Member(s) of the Youth Advisory Board will be present at monthly meetings to observe and participate as needed. (Areola)
8. Talking points on what we are doing in the department will be given to the Board at the appropriate time. When feasible, presentations by programs will be done in the Board meeting. (Areola) - Ongoing
9. Oral Health Services will be completing branding on "tooth", Pearl E. White. (Areola) - Ongoing
10. Board Retreat has been scheduled for Tuesday, April 14, 2026. (Areola)

Response filed in meeting packet of **February 12, 2026**

11. Report was given to the Board for budget kickoff in January. (Areola)

PERSONNEL CHANGES

FEBRUARY 2026

NEW HIRES

Asya Collier, Office Support Rep. Sr, 02/09/2026, \$46,025.00 (WWC)

Jazayah Martin, Office Support Specialist, 02/09/2026, \$48,064.00 (VIT)

Graham McKissic, HR Manager, 02/23/2026, \$115,478.00 (HR)

REHIRES

Destiney Holder, Public Health Administrator 2, 02/14/2026, \$90,767.00 (BHW)

Auriel Amos, Environmental Health Specialist, 02/23/2026, \$62,595.00 (PUB)

TERMINATIONS (VOLUNTARY)

Claudia Avila, Health Manager 2, 02/06/2026, resigned (BHW)

Caleb Akers, Health Manager 2, 02/13/2026, resigned (BHW)

Jadyn Gregg, AC&C Officer 2, 02/21/2026, resigned (MACC)

Robina Buchanan, Public Health Nurse 1 (71%), 02/23/2026, resigned (SCH)

Morgan Maunder, AC&C Assistant 1, 02/12/2026, resigned (MACC)

TERMINATION (INVOLUNTARY)

Samuel Tekle, Public Health Nurse 1 (71%), 02/06/2026, dismissed (SCH)

BU TRANSFER

Alexandra Bird, Public Health Administrator 1, PHIG to Public Health Administrator 1, Maternal Child Adolescent, effective 2/28/2026

PROMOTIONS

Jared Muse, Animal Control Officer 1 promoted to Animal Control Officer 2, effective 2/14/2026 (ANI)

Aleta Brook McKelvey, Epidemiologist 2 promoted to Chief Epidemiologist, effective 2/14/2026 (EPI)

VOLUNTARY REDUCTION In SALARY GRADE

Brian Fugate, Facilities Maintenance Tech., position change to Custodian 1 effective 2/14/2026 (FAC)