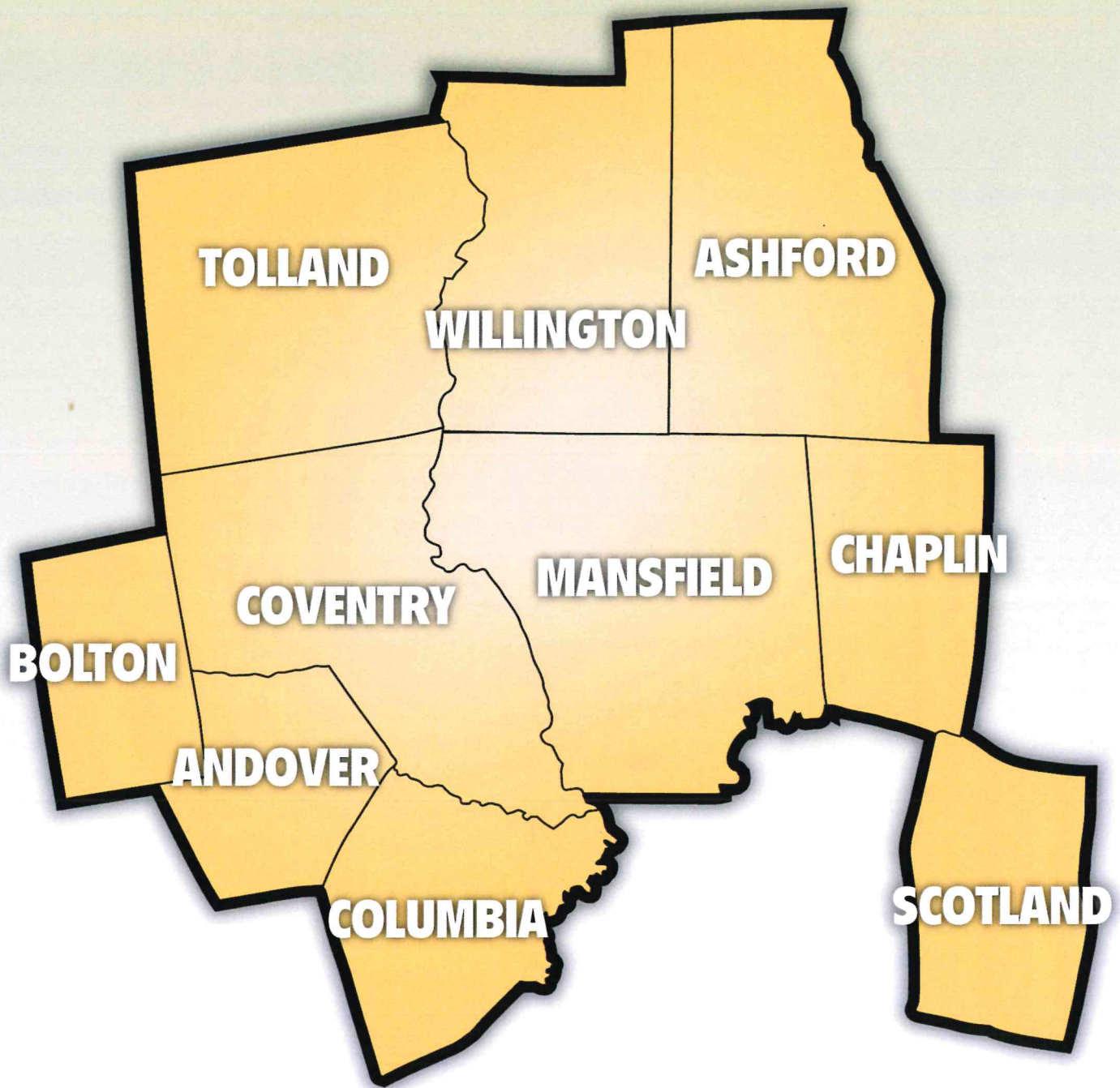


ANNUAL REPORT



2024-2025



Serving the towns of:

Andover, Ashford, Bolton, Chaplin, Columbia, Coventry,
Mansfield, Scotland, Tolland and Willington

Population: 79,696 Service Area: Approximately 208 Square Miles

HEALTH DISTRICT STAFF

Robert L. Miller, MPH, RS Director of Health
 Kenneth Dardick, MD..... Medical Advisor
 Glenn Bagdoian, RS..... Sanitarian II
 Ande Bloom Project Specialist
 Millie Brosseau Office Manager
 Christopher Buter, MPH, REHS Sanitarian II
 Jamie Fuller, BSN, RN Public Health Nurse
 Thad King, MPH, REHS, RS Sanitarian II
 Mia Mitoma Environmental Health Inspector
 Lynette Swanson, RS..... Chief Sanitarian
 Cecile Serazo, BSN, RN Community Health and Wellness
 Coordinator
 Nishel Thompson, MS Public Health Emergency
 Preparedness Coordinator



Front row left to right: Mia Mitoma, Glenn Bagdoian
 Second row left to right: Robert Miller, Millie Brosseau, Chris Buter
 Third row left to right: Cecile Serazo, Lynette Swanson

EHHD BOARD OF DIRECTORS

John Elsesser (Chair) Town of Coventry
 Mark Walter (Vice Chair) Town of Columbia
 Eric Anderson (Assistant Treasurer)..... Town of Andover
 Cathryn Silver-Smith Town of Ashford
 Jim Rupert Town of Bolton
 Vacant Town of Chaplin
 James Drumm Town of Coventry
 Ryan Aylesworth Town of Mansfield
 Heather Evans Town of Mansfield
 Maria Capriola Town of Mansfield
 Vacant Town of Scotland
 Brian Foley Town of Tolland
 Jacob Marie Town of Tolland
 Vacant Town of Willington

MISSION STATEMENT -

The Eastern Highlands Health District provides professional, people focused and community driven services, dedicated to enhancing the quality of life in our communities by preventing illness, promoting wellness, and protecting our environment.

Vision: *Promoting healthy people, healthy communities...
 ...healthier future.*

Values: *Equitable, Integrity, Knowledgeable, Professional,
 Resourceful, Respect, Responsive*



Message from the Director

As we close another year of public health service, I am pleased to share highlights of the Eastern Highlands Health District's key initiatives and accomplishments during fiscal year 2024-2025. Our dedicated team has continued to advance core public health priorities while strengthening our capacity to respond to emerging needs across our ten-member towns.

A major milestone this year was the completion and Board approval of our updated **Strategic Plan**, which now serves as a guiding document for our next phase of growth. With implementation already underway, we are focused on supporting a modern, responsive, and sustainable health district for the communities we serve.

In a step toward financial sustainability, we launched **third-party billing for our vaccination services**, establishing a new revenue source in insurance reimbursements. This is an early but encouraging success, as we work to expand access to vaccines while easing the financial burden on local governments. An essential element of encouraging access was our **"Get on board. Stay on track. Get Vaxed."** campaign (funded by a grant from the CDC) mitigating vaccine hesitancy, and promoting seasonal immunizations.

Hypertension prevention efforts progressed as well. We expanded our "Know your numbers" initiative (funded by a grant from the CDC) to include a number of educational sessions to provide participants the tools and knowledge to use active living and healthy eating to help manage hypertension.

Workforce development remained a priority. With the support of a \$229,000 state grant, we bolstered staff training, launched a leadership succession plan, and participated in statewide internship programs. These investments are already contributing to greater staff retention and succession planning.

Finally, we continue to engage with town leaders and residents across all member towns to ensure that local public health remains visible, effective, and accessible. We remain committed to expanding engagement and advancing public health

Thank you for your continued trust and partnership. We look forward to building on these accomplishments together as we promote and protect the health of all Eastern Highlands Health District residents.

My door is always open.

Yours in Health,

Robert L. Miller, MPH, RS
 Director of Health





Public Health

Prevent. Promote. Protect.

Local health departments work across the nation to prevent disease, promote health and protect communities. The National Association of County and City Health Officials (NACCHO) developed this logo to promote universal recognition of this critical work and to provide a consistent image and message for local health departments. EHHD is proud to support this national effort.

What is a Health District?

Health districts are much like full-time municipal health departments in the services they provide. They are governmental entities that carry out critical local public health functions that include: infectious disease control, code enforcement and health education. Through a binding relationship with member towns (provided for in state statutes), services are offered to a group of towns that may not have a full-time health department without district membership. Joining a health district is an attractive option for towns because they gain access to full-time public health services at minimal cost. Towns that are members of health districts provide annual per capita contributions to support health district operations. District membership increases the ability of a town to benefit from grant-funded public health programs.

Top 10 Benefits Your Community Receives as a Member of a Public Health District:

1. A professionally staffed department with fully trained and certified personnel.
2. Improved availability of services; seven days a week, 24 hours a day for emergencies.
3. Less fragmentation of services.
4. Uniform enforcement of state laws and regulations, codes and ordinances.
5. A regional approach to public health problems that cross town lines.
6. Pooling of manpower for backup services in times of need.
7. The capability to address a wider scope of public health problems and issues than your community could manage on its own.
8. Reduction of waste and maximized effectiveness through problem identification, priority setting, improved coordination and more efficient use of resources.
9. Eligibility for extensive state and federal funding, bringing services to the local level that might not otherwise be possible.
10. An opportunity for your town to network with other local health departments and state agencies.

10 Essential Services of Local Public Health:

1. **Monitor** health status to identify community health problems.
2. **Diagnose** and **investigate** health problems and health hazards in the community.
3. **Inform, educate** and **empower** people about health issues.
4. **Mobilize** community partnerships to identify and solve health problems.
5. **Develop** policies and plans that support individual and community health efforts.
6. **Enforce** laws and regulations that protect health and ensure safety.
7. **Link** people to needed personal health services and assure the provision of health care when otherwise unavailable.
8. **Assure** a competent public and personal health care workforce.
9. **Evaluate** effectiveness, accessibility and quality of personal and population-based health services.
10. **Research** for new insights and innovative solutions to public health problems.

EHHD'S PROGRAMS AND SERVICES

EHHD provides the community with a range of programs and services to promote and protect environmental, personal, and community health.

Emergency Preparedness

A single agency cannot address all-hazards emergency preparedness. Eastern Highlands Health District (EHHD) continues to maintain partnerships to prepare for a successful community response to any emergency or disaster. EHHD is an active member of the CT DEMHS Region 4 ESF8 workgroup, which combines healthcare and community health plans and response in Eastern Connecticut. Regional activities this year included monthly meetings and bi-annual call down drills. EHHD also participates in Region 3 activities and provided support for the Region 3 Project Public Health Ready (PPHR) application, extending the EHHD's designation with the National Association of County and City Health Officials (NACCHO) through 2029.

This year the Eastern Highland Health District's Emergency Preparedness program continued its efforts to provide COVID-19 vaccinations and seasonal flu clinics at our Mansfield office, farmers market, libraries and other community events. The EHHD Medical Reserve Corps (MRC), a unit of medical and non-medical volunteers from the community, continued to dedicate their time and effort to support all local vaccination events.



EHHD is committed to keeping its partners and constituents informed of any emerging emergency situation. We work with federal, state, and regional partners to develop and evaluate plans, strategize and improve planning. To stay up-to-date, follow our social media pages (@EHHDHealth) or visit our website www.ehhd.org

Environmental Programs

Water Quality – EHHD reviews and approves private well sites and drinking water analysis reports to assure that the drinking water supplies are free of harmful bacteria, chemicals and pollutants. Our sanitarians provide guidance and information to residents with water quality issues and concerns. The health district also inspects and monitors the water quality at public bathing areas and public swimming pools to ensure compliance with water quality and health safety standards.



Subsurface Sewage Disposal – EHHD sanitarians conduct site evaluations and soil testing, review septic system design plans, issue permits to construct, and perform site inspections during construction to verify compliance with codes and technical standards.



The health district is also required to evaluate the septic system impacts from proposed building additions, accessory structures and use changes on all properties served by on-site subsurface sewage disposal systems.

Salons – All barbershop, hairdressing, cosmetology, nail salons and spas are inspected annually for compliance with State and local laws and operating licenses are renewed annually.

Campground/Daycare/Youth Camp Inspections – EHHD conducts annual family campground inspections, biennial daycare inspections, and assists the State of Connecticut with youth camp kitchen inspections.

Food Protection – All food service establishments are inspected frequently and operating licenses are renewed annually. Temporary and special events, including Farmers' Markets, where food is served to the public, are also permitted and inspected for food safety compliance.



Complaint Investigation/Code Enforcement – EHHD staff investigate all complaints received by the department, ranging from food protection and water quality concerns to house, sewage, and vermin problems. Where conditions are found that violate the Public Health Code or Connecticut General Statutes, and such conditions are not corrected voluntarily, property owners or violators are then subject to enforcement procedures.

Childhood Lead Poisoning Prevention – EHHD receives laboratory reports of blood lead tests for children under age 6 when blood lead levels are 3.5 µg/dL or above, and tracks these cases until the child's blood lead level is confirmed below this reference level. The health district provides re-test reminder letters and educational packets to these families to help them understand the health risks associated with lead exposure and assist them in identifying and reducing lead hazards in their child's environment. Elevated blood lead levels can require additional intervention by the health district, including property inspections and lead abatement enforcement.

Communicable Disease Control & Surveillance

Disease Surveillance – EHHD conducts communicable disease surveillance to detect outbreaks. Examples of communicable diseases include but are not limited to: COVID-19, hepatitis, rabies, and foodborne illness. Statistics detailed at the end of this report represent the total number of reported disease cases that have public health significance in member towns (it is generally acknowledged that these diseases are underreported within the population).

Disease Control – Clinical laboratory and physician case reports are reviewed for possible follow-up and investigation. Outbreaks of disease are investigated, and measures to prevent and control further spread of disease are implemented when necessary. The second half of the fiscal year has been heavy on COVID-19 response efforts.



Community Health

EHHD Health Promotion initiatives focus on developing sustainable interventions and nurturing partnerships to build a healthier community. While targeted programming is utilized when appropriate, our primary focus is on policy, systems, and environmental changes to promote and encourage healthy lifestyles for all member town residents, employees, and visitors.

Immunizations: EHHD continued to promote the importance of keeping up-to-date on immunizations and provided influenza vaccines to the community. Using the information gathered from the EHHD Immunization Rapid Community Assessment, conducted in the spring of 2024, EHHD worked to increase awareness of barriers to COVID-19 and influenza vaccines and provide opportunities for vaccination.

The Opioid Epidemic: EHHD partnered with North Central District Health Department and CT Harm Reduction Alliance to promote awareness about opioid overdose prevention, equipping individuals with the necessary knowledge and resources to save lives.



Healthy Homes: During the winter, EHHD distributed radon test kits to residents. These kits allow residents to be aware of the current radon levels in their home, and to take action if necessary.

Be Well: Developed by EHHD in 2006, this program provides comprehensive programming and promotion on a contractual basis to local employers. The goal of this employee wellness program is to improve the overall health and wellness of employees through initiatives that target risk factors for health. This program provides a fully contracted service to the Town of Tolland. Each year Be Well contributes to strong health outcomes and a significant return-on-investment for participating employers. Examples of programs and policies implemented include, but are not limited to, quarterly wellness newsletters, online wellness resources, on-site biometric health screenings, and wellness seminars. You may learn more about the program at www.ehhd.org/be_well. Find more information about having Be Well as part of your business or organization by sending an email to Be_well@ehhd.org.



Health Education: EHHD provides its member towns and residents with newsletters, social media sites and web pages for health information, and regular updates with health and wellness "hot topics." EHHD continually updates the social media pages (Facebook and Twitter). We focus "hot topic" updates on providing clear and concise information on health topics pertaining to a particular month or season. EHHD received a block grant through the Centers for Disease Control and Prevention to provide blood pressure screening and blood pressure educational series that included self-monitoring blood pressure cuffs. This grant is a multiyear grant to address uncontrolled hypertension in the EHHD communities. EHHD participated in several educational workshops and health fairs throughout the year focusing on topics such as COVID-19 awareness and prevention, vaccines, air quality, opioid overdose prevention, prevention of tick-borne illness, and flu prevention and treatment. EHHD continued to provide information on the prevention of acquiring Lyme disease, and other tick-borne illness as the use of outdoor spaces increased.



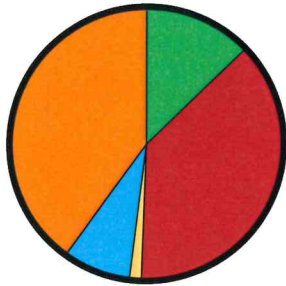
Tobacco Free Living - Focusing on policy, systems, and environmental changes to support healthier communities, EHHD created practical toolkits that guide towns in Tolland County toward adopting smoke-free workplace policies and ordinances. These toolkits—available on the EHHD website—also serve as a resource for other organizations and communities looking to implement similar smoke-free initiatives. In addition, EHHD maintains an up-to-date summary of smoking cessation resources, including web-based programs, phone and text support, and options for nicotine replacement therapy.



EHHD

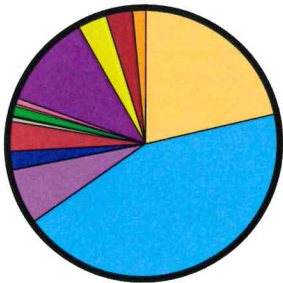
Budget Fiscal Year
2024/2025*

FY25 TOTAL REVENUE



Licensure Fees	\$163,086
Local Funds	\$482,422
Other	\$15,522
Program Fees	\$102,860
State	\$508,305
Total:	\$1,272,195

FY25 TOTAL EXPENDITURE



Personnel: Administrative/Management	\$301,438
Personnel: Environmental Health	\$613,293
Personnel: Community Health	\$94,076
Automobile	\$29,575
Administrative Overhead	\$54,880
Communications	\$4,850
Equipment	\$417
Insurance	\$15,542
Legal	\$312
Other	\$3,000
Purchased Services	\$128,426
Supplies & Materials	\$25,651
Vehicle&Travel	\$22,036
Miscellaneous	\$10,420
Educational/Training	\$0
Total:	\$1,303,915

* Figures not audited at the time of this publication.

EHHD Service And Activities Data By Town

	Andover	Ashford	Bolton	Chaplin	Columbia	Coventry	Mansfield	Scotland	Tolland	Willington	District Totals
COMPLAINTS											
AIR QUALITY	0	1	0	0	0	0	1	0	0	1	3
ANIMALS/ANIMAL WASTE	0	0	1	0	0	0	0	0	0	2	3
ACTIVITY WITHOUT PROPER PERMITS	0	1	0	0	0	0	0	0	3	0	4
FOOD PROTECTION	0	0	0	0	0	1	2	0	1	1	5
HOUSING ISSUES	1	4	0	3	0	2	6	0	0	7	23
EMERGENCY RESPONSE	0	0	1	0	0	0	0	0	0	0	1
REFUSE/GARBAGE	0	1	0	0	0	0	3	2	1	5	12
RODENTS/INSECTS	0	3	1	1	0	2	0	1	1	2	11
SEPTIC/SEWAGE	0	8	0	1	1	0	3	0	8	2	23
OTHER	0	0	0	5	0	2	4	0	4	4	19
WATER QUALITY	0	7	0	0	0	0	0	0	0	1	8
COVID-19	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	25	3	10	1	7	19	3	18	25	112
HEALTH INSPECTION											
GROUP HOMES	0	0	0	0	0	0	1	0	0	0	1
DAY CARE	1	0	0	1	0	1	1	0	6	1	11
CAMPS	0	1	0	1	0	0	0	1	1	2	6
PUBLIC POOL	0	2	0	0	0	1	3	1	1	1	9
OTHER	1	0	0	0	0	0	9	0	0	0	10
SCHOOLS	0	0	1	0	0	0	0	0	0	0	1
MORTGAGE, FHA, VA	0	0	0	0	0	0	0	0	0	0	0
BATHING AREAS	0	0	0	0	0	0	1	0	0	0	1
COSMETOLOGY	0	5	3	0	5	6	36	0	35	6	96
TOTAL	2	8	4	2	5	8	51	2	43	10	135
ON-SITE SEWAGE DISPOSAL											
SITE INSPECTION -- ALL SITE VISITS	29	94	76	21	88	170	110	16	252	173	1029
DEEP HOLE TESTS -- NUMBER OF HOLES	30	116	54	31	83	178	66	6	120	59	743
PERCOLATION TESTS -- NUMBER OF HOLES	10	21	16	8	19	22	54	2	19	13	184
PERMITS ISSUED, NEW	0	8	3	6	8	22	18	1	16	8	90
PERMITS ISSUED, REPAIR	9	20	19	6	21	33	32	4	44	18	206
SITE PLANS REVIEWED	11	33	28	13	30	50	45	5	90	35	340
PUBLIC HEALTH REVIEWS	30	40	46	15	35	95	51	6	111	36	465
WELLS											
WELL SITES INSPECTED	6	4	3	10	4	5	8	7	41	10	98
WELL PERMITS ISSUED	2	9	5	11	10	16	17	5	19	8	102
LABORATORY ACTIVITIES (SAMPLES TAKEN)											
POTABLE WATER	0	6	0	0	0	0	0	0	28	0	34
SURFACE WATER	17	23	34	0	33	173	21	0	40	36	377
GROUND WATER	0	0	0	0	0	0	0	0	0	0	0
RABIES	0	1	0	0	2	0	3	0	0	2	8
LEAD	0	0	0	19	0	54	114	0	23	206	416
OTHER	8	0	1	1	3	2	25	0	3	3	46
FOOD PROTECTION											
INSPECTIONS	14	28	24	30	23	56	151	5	78	51	460
ON SITE INSPECTION VIOLATION FOLLOW UP	2	3	1	5	1	11	37	0	5	7	72
DOCUMENTED INSPECTION VIOLATION FOLLOW UP	2	11	2	16	1	13	36	1	19	13	114
TEMPORARY PERMITS	3	10	9	1	4	65	26	2	19	9	148
TEMPORARY INSPECTIONS	0	7	0	1	0	88	22	2	6	7	133
PLAN REVIEWS	0	0	1	2	3	2	6	0	2	0	16
PRE-OPERATIONAL INSPECTIONS	4	4	2	6	5	8	5	0	2	4	40
LEAD ACTIVITIES											
HOUSING INSPECTION	0	0	0	2	0	2	5	0	1	7	17
ABATE PLAN REVIEWED	0	0	0	0	0	2	3	0	0	3	8
MISCELLANEOUS ACTIVITIES											
PLANNING AND ZONING REFERRALS	0	0	1	0	0	0	1	0	0	0	2
SUBDIVISION REVIEWED (PER LOT)	0	0	0	0	0	5	0	0	0	0	5

SELECTED REPORTABLE DISEASES BY TOWN*

	Andover	Ashford	Bolton	Chaplin	Columbia	Coventry	Mansfield	Scotland	Tolland	Willington	District Totals
Anaplasmosis	0	0	0	2	0	0	2	0	0	0	4
Babesiosis	0	0	0	1	0	0	2	2	0	0	5
Campylobacter	0	1	0	2	2	4	2	0	4	3	18
COVID-19	33	40	51	11	44	140	121	11	116	44	611
Cryptosporidium	0	0	1	0	0	0	0	0	0	1	2
Cyclospora	0	0	0	0	0	0	0	0	0	0	0
E. Coli 0157/STEC	0	0	0	0	1	0	1	0	0	0	2
Ehrlichiosis	0	0	0	0	0	0	0	0	0	0	0
Giardia	0	0	0	0	0	0	0	0	0	0	0
Group A Streptococcus	0	0	1	0	0	0	1	0	1	0	3
Group B Streptococcus	0	0	2	0	1	1	0	1	2	1	8
Haemophilus Influenzae	0	0	0	0	2	0	0	0	1	0	3
Hepatitis A	0	0	0	0	0	0	0	0	0	0	0
Hepatitis B	0	0	1	0	1	1	6	0	0	1	10
Hepatitis C	0	1	1	0	0	1	1	0	0	1	5
Influenza	25	27	20	25	37	108	274	15	41	27	599
Lead-Elevated Blood Lead Levels in children up to age 6 (3.5-5 ug/dl)	1	0	2	2	0	1	1	0	1	3	11
Lead-Elevated Blood Lead Levels in children up to age 6 >5 ug/dl	0	0	1	1	0	3	6	0	1	3	15
Listeria	0	0	0	0	0	0	0	0	0	0	0
Lyme Disease	16	25	11	16	20	36	53	9	19	23	228
Measles	0	0	0	0	0	0	0	0	0	0	0
Methicillin Resistant Staphylococcus Aureus	0	0	0	0	0	0	0	0	0	0	0
Mumps	0	0	0	0	0	0	0	0	0	0	0
Neisseria Meningitis	0	0	0	0	0	0	0	0	0	0	0
Pertussis	0	0	0	0	1	0	0	0	2	0	3
Respiratory syncytial virus infection	3	3	4	6	12	18	22	3	13	7	91
Rubella	0	0	0	0	0	0	0	0	0	0	0
Salmonella	0	1	0	0	2	2	4	0	1	1	11
Shigella	0	0	0	0	0	0	2	0	0	0	2
Streptococcus Pneumoniae	0	1	2	0	1	0	0	0	1	0	5
Varicella	0	0	0	0	0	0	0	0	1	0	1
Vibrio	0	0	0	0	0	0	0	0	0	0	0
West Nile Virus	0	0	0	0	0	0	1	0	0	0	1
Yersinia	0	0	0	0	0	0	0	0	0	0	0

* The case numbers above are considered to be below actual figures due to under reporting.



4 South Eagleville Road
Mansfield, CT 06268