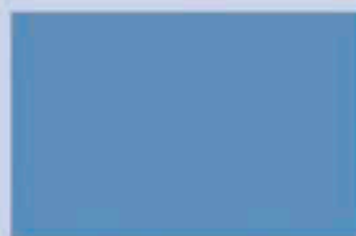
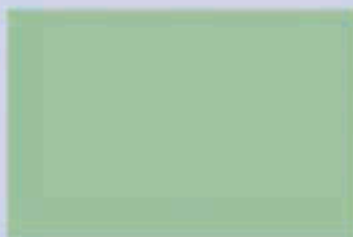
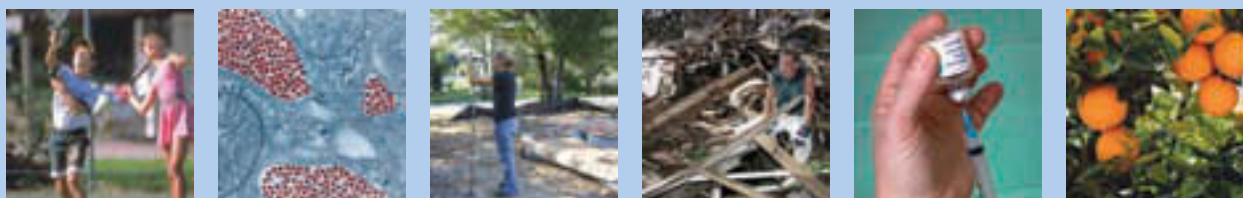


Hillsborough County Health Department



Annual Report 2007



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Message from the Director



To the Community and Employees of the Hillsborough County Health Department:

It is my pleasure to present the Hillsborough County Health Department 2007 Annual Report. Our progress has been steady as our work continues to make a positive impact on the citizens and visitors of Hillsborough County. The Annual Report presents many outstanding accomplishments, provides an overview of the organization, and demonstrates our efforts to accelerate progress in your community, with your community, and for your community.

Public health impacts our community in countless ways each and every day. The agency's workload continues to grow as we ensure access to our public health care delivery system. In 2007, the Hillsborough County Health Department assisted nearly 190,000 clients in the areas of Communicable Disease, Primary Care, Environmental Health, and Emergency Preparedness. This was a 31.5% increase!

As we meet the challenge of delivering services while facing financial uncertainty and shrinking resources, be assured of our public service commitment and a continued focus on delivering services essential to a healthy, vibrant community. We intend to learn from our experience, adjust our approaches as necessary, and build on 2007 fiscal year results to fulfill our mission to promote, protect, and improve the health of all people in Florida.

I am very proud of our dedicated professionals working tirelessly to keep all Floridians safe and healthy. I thank our public and private sector partners for making 2007 a successful year.

Sincerely,

Douglas A. Holt, M.D.
Director, Hillsborough County Health Department



Message from the State Surgeon General

Dear Colleagues and Friends:

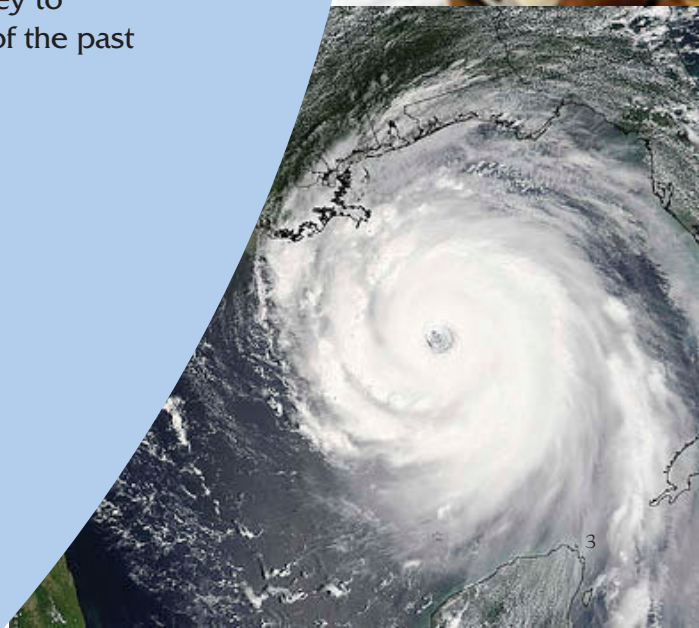
It is an honor to join the Hillsborough County Health Department in presenting their fiscal year 2007 Annual Report. This county health department continues the use of data to drive performance and to effectively manage resources annually and in long-term planning. I am proud of the significant progress they made in delivering high-quality, cost-effective public health services to over 189,900 clients this past year.

The Hillsborough County Health Department's many programmatic accomplishments are detailed in this report. Staff faced many challenges in the implementation of programs and successfully confronted them by setting clear priorities and by moving quickly, competently, and responsively while defining innovative processes to achieve our state's goals. I commend our loyal and dedicated professionals who focus on delivering services that are essential to a healthy, vibrant community.

I applaud the Hillsborough County Health Department's efforts as they and their community partners continue their journey to performance excellence and build upon the successes of the past year.

Sincerely,

Ana M. Viamonte Ros, M.D., M.P.H.
State Surgeon General



Mission, Vision & Values



Mission: Promote, protect, and improve the health of all people in Florida

Vision: A healthier future for the people of Florida

Values: Excellence, Commitment to Service, Empowerment, Integrity, Respect, and Teamwork

Strategic Plan Summary

Customer Focus

Goal 1

Achieve a 90% customer satisfaction

→ Strategy 1

Measure customer satisfaction across all departments

→ Strategy 2

Review customer requirements to ensure they are valid

Goal 2

Provide customer service training to 90% of HCHD employees annually

→ Strategy 1

Ensure all departments have a customer advocate and backup who are actively promoting customer service training and activities

→ Strategy 2

Implement comprehensive reporting of customer satisfaction measurements and employee customer service training

Employee Focus

Goal 1

Achieve 75% employee satisfaction

→ Strategy 1

Improve recognition and awards programs

→ Strategy 2

Implement systematic approach to responding to employee satisfaction survey results

Goal 2

Reduce turnover rate to 13%

→ Strategy 1

Improve the exit process

→ Strategy 2

Implement retention plans

→ Strategy 3

Establish a progression/succession plan

Community Focus

Goal 1

Achieve 60% community satisfaction with HCHD public health services

→ Strategy 1

Develop community satisfaction evaluation process

Goal 2

Maintain or initiate programmatic activities to prevent selected diseases of public health significance

→ Strategy 1

Focus on obesity, enteric disease, and asthma

Goal 3

Increase HCHD visibility in the community as a leader in health promotion and disease prevention

→ Strategy 1

Assess current level of visibility

→ Strategy 2

Develop and implement marketing plan

Goal 4

Develop a workforce fully prepared to respond to public health emergencies

→ Strategy 1

Ensure Incident Command System (ICS) training completion

→ Strategy 2

Develop a competency based workforce

Senior Leaders



Bobbie Thackeray, R.N., B.S.N.
County Health Department
Assistant Director



Beata Casañas, D.O.
Medical Executive
Director



Christina Ciereck
Finance
Administrator



Faye Coe, R.N., B.S.N.
Clinical Services
Administrator



Robert G. Elliott II, Ph.D.
Organizational Development
Director



Leslene Gordon, Ph.D., R.D., L.D./N.
Community Health
Director



Mike Kilcomons, R.N., M.P.H.
Communicable Disease
Administrator



John Livingstone, M.N.S., R.D., L.D./N.
Public Health Nutrition
Administrator



Cindy Morris
Environmental Health
Administrator



Ryan Pedigo
Public Health Preparedness
Director



Charurut Somboonwit, M.D.
Communicable Disease
Director

Did you know?

Hillsborough County flood zones have changed and an additional 10% of the county is now in flood zones. Check www.hillsboroughcounty.org to see if this affects your home.

Administrative Services



The operations of the Budget/Finance, Purchasing/Contracts, Facilities Management, Information Technology, and Vital Statistics offices are under the umbrella of the Administrative Services Division of the Hillsborough County Health Department (HCHD).

Budget and Finance

Hillsborough County Health Department's (HCHD) annual budget totals over \$40 million and has more than 60 different revenue streams. HCHD funding from State General Revenue totals 35%. Almost 22% comes from federal funds, and just over 30% comes from fees generated primarily through Medicaid/Medicare and Vital Statistics.

FY 2007 Revenue	FY 2007 Expenditures
Federal Funds Through the State. 18.1% \$ 8,086,270	Direct Services \$ 9,826,054
Federal Grants 3.3% 1,453,000	Disease Control 13,845,521
State Funding 35.2% ... 15,678,984	Community Health 5,295,256
Fees for Services 30.2% ... 13,466,423	Environmental Health 3,453,045
Regulatory Fees 4.1% 1,818,385	Public Health Preparedness 1,114,096
County Contribution 0.6% 261,900	Nutrition/WIC 5,243,914
Program Contracted Services 8.4% 3,761,831	Office of Organizational Development ... 2,511,146
Interest 0.1% 50,000	Administration 3,399,957
Total \$44,576,793	Total \$44,688,989

General Services ~ Purchasing and Contracts

The Purchasing Department is responsible for procuring all commodities and services within HCHD. The Minority Business Enterprise (MBE) is a goal started under Governor Jeb Bush's One Florida Initiative to increase the use of women-owned and racially or ethnically diverse vendors in purchasing and contracting. Due to past HCHD accomplishments, the FY 2007 MBE goal is the highest of all Florida county health departments.

The Contract Department administers 25 contracts, totaling over \$4.7 million for services

that include, but are not limited to, women's health services, medications, school health services, HIV/AIDS services, HIV research, and housekeeping services.

HCHD FY 2007 MBE Goal	\$2,028,684
Expenditures	1,891,168
% Participation Rate	93%

Did you know?

Correct hand washing is the single most effective way to prevent the spread of communicable diseases.

Management Information Systems

Management Information Systems (MIS) is an 11 person technical support entity that is responsible for providing network, desktop, printing, and telephone services. MIS is tasked to protect and ensure the security and integrity of all mission critical data and computing resources. Additionally, MIS supports over 700 customers at 16 separate locations including the Hardee County Health Department in Wauchula, Florida.

FY 2007 Achievements

- Completely replaced all voice and communication systems
- Implemented a state of the art Cisco Voice Over IP Telephone System
- Converted all data service to high speed Transparent LAN Service communications
- Upgraded voice mail service to Cisco's Unity Voice Messaging System
- Completed over 11,000 customer service/support requests
- Replaced 250 desktop computers and monitors
- Reduced network file servers by 50%
- Signed Service Level Agreement with Polk County Health Department for Internet Web hosting/support services
- Successfully completed annual DOH Disaster Preparedness/Recovery exercise

FY 2007 Data

	%
Data Loss/Data Corruption	0%
Data Restoration Rate	100%
Voice Service Availability	100%
Data Service Availability	99.7%
First Call Help Desk Resolution Rate	96.6%
Customer Service Satisfaction Rate	99.6%

FY 2008 Initiatives

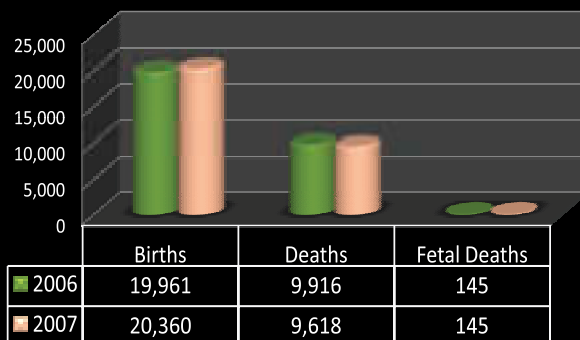
- Reduce operating costs and expenditures by 10%
- Migrate remaining file servers into a virtual environment
- Improve service efficiency by collaborative efforts within the region's information technology consortium
- Increase revenue generation information technology support operations by 15%

Vital Statistics

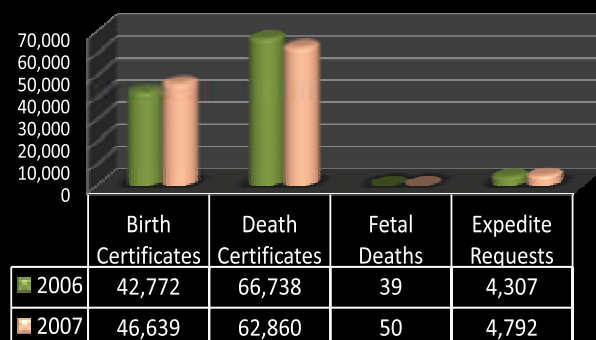
The Vital Records Department is the repository for all birth and death records in Hillsborough County. Birth records are available at the health department from 1930 forward and death/fetal records are available from 2005 forward. Florida records prior to these dates can be obtained from the State Office of Vital Records in Jacksonville.

In December 2007, HCHD was the second county health department in the state of Florida to open a Vital Statistics office in a hospital. Staff now provide birth certificates to moms at St. Joseph's Women's Hospital. Plans for early 2008 include using electronic birth records (EBR) which enhance the program's goal to expedite the process thereby providing a child's birth certificate before they leave the hospital.

FY 2007 Vital Statistics Recorded



FY 2007 Certificates Issued



Community Health



Community Health (CH) Division programs are dedicated to meeting the needs of Hillsborough County's broader population. Efforts involve assessments to understand what the community and partners want; engaging the community through increased awareness and education; and implementing programs or strategies that meet those needs.

Programs initiated recently have been in direct response to data gained in the previous Mobilizing for Action through Planning and Partnerships (MAPP) initiative. MAPP, which CH often refers to as the agency's community health assessment, is a strategic planning method which allows staff to evaluate the community's health status and public health system while providing direction for improvement. As a result of the MAPP assessment CH has expanded community education marketing efforts, increased utilization of lay-health workers in their own communities, and used support groups to provide prevention information.

Programmatic overweight and obesity focus has also been a result of community feedback. Staff approach in impacting the leading causes of death is directed towards addressing behavioral changes. As noted in the table below, root cause behaviors are the areas that staff must address and work diligently to impact. This is one of CH's most important challenges.

It is impossible to achieve the goals established for the reduction and prevention of chronic diseases without stakeholder involvement. Staff has been proactive and passionate about maintaining a broad partnership base and establishing new and unique partnerships. In addition, staff is committed to ensuring the continued involvement of community members at all levels.

Some Leading Causes of Death	Behaviors That Cause Death				
	Smoking	High Fat/ Low Fiber Diet	Low Physical Activity	High Cholesterol Diet	Obesity
Heart Disease	X	X	X	X	X
Cancer	X	X	X		X
Stroke	X	X		X	X
Chronic Lung Disease	X				
Diabetes		X	X		X

Mentoring & Community Involvement

HCHD staff continues support of mentoring in schools. During October's Health Literacy month staff volunteered in reading activities for school children and school teach-ins. In addition, many HCHD employees volunteer hundreds of hours to the community annually at various activities such as "Paint Your Heart Out," "Adopt a Mile," and Florida coastal cleans-ups.

Epidemiology

The mission of the Epidemiology Program is to control and prevent communicable diseases through preparedness, surveillance, and community involvement.

Varicella (Chickenpox) became a reportable disease in 2007 and outbreaks in schools and childcare centers were reported. Programmatic staff work to educate students, teachers, and parents about chickenpox and necessary prevention and control measures.

In 2007, the HCHD syndromic tracking and reporting system (STARS) transitioned into the new statewide syndromic surveillance program, Electronic Surveillance System for the Early Notification of Community-based Epidemics (ESSENCE).

FY 2007 Data

■ Reportable Diseases	2,722
■ Outbreaks investigated in a variety of settings including nursing homes, schools, childcare centers, and assisted living facilities	106
■ Health Fair Participation	10
■ Community Presentations	76
■ Conference Presentations - Florida Public Health Association, Epidemiology Statewide Conference, and Council of State and Territorial Epidemiologist	3

Reportable Disease Statistics*

DISEASE	CY 2005	CY 2006	CY 2007	DISEASE	CY 2005	CY 2006	CY 2007
AIDS	346	319	253	Influenza, Pediatric Death	0	1	1
Animal Bite, Prophy Rec.	30	38	20	Lead Poisoning	29	28	17
Botulism	0	1	0	Legionellosis	9	8	9
California Serogroup, Neuroinvasive	Nr	1	1	Listeriosis	1	2	2
Campylobacteriosis	45	45	57	Lyme Disease	7	2	2
Chlamydia	3,208	3,800	5,206	Malaria	9	5	1
Creutzfeldt-Jakob Disease	0	1	0	Meningitis, Group B Strep	4	3	2
Cryptosporidiosis	32	30	47	Meningitis, H-Flu	1	1	1
Cyclosporiasis	40	0	2	Meningitis, Listeria Mono	0	1	0
Dengue	3	0	2	Meningitis, Other	15	14	9
Encephalitis, California/Lacrosse	0	1	0	Meningitis, S Pneumo	6	6	1
Encephalitis, Herpes	1	0	0	Meningococcal Disease	4	1	6
Escherichia Coli (E. Coli) O157:H7	6	4	4	Mercury Poisoning	0	1	0
E. Coli Shiga Toxin + Not Serogroup	0	2	2	Mumps	2	1	3
E. Coli Shiga Toxin + Non-O157	0	1	1	Neurotoxic Shellfish Poisoning	0	3	0
E. Coli, Other	0	0	0	Pertussis	34	43	18
Food And Waterborne Cases	114	75	64	Q Fever	0	0	2
Food And Waterborne Outbreaks	9	22	17	Rabies Animal	8	5	7
Giardiasis	64	81	87	Rocky Mountain Spotted Fever	0	1	2
Gonorrhea	1,261	1,685	2,067	Rubella	0	0	0
H. Influenza Pneumonia	5	0	5	Salmonellosis	299	278	285
H-Flu, Primary Bacteremia	4	3	2	Shigellosis	251	140	44
H-Flu, Septic Arthritis	Nr	Nr	1	Strep Disease, Invasive Group A	7	14	8
Hansen's Disease (Leprosy)	0	1	0	Strep Pneumo, Invasive Drug Resist	46	65	48
Hemolytic Uremic Syndrome	1	2	1	Strep Pneumo, Invasive Susceptible	35	44	35
Hepatitis A, Acute	14	20	16	Syphilis, Congenital	0	1	1
Hepatitis B, Acute	41	41	38	Syphilis, Infectious	41	65	107
Hepatitis B, Maternal	41	38	63	Tetanus	0	0	1
Hepatitis B, Perinatal Acute	0	1	0	Toxoplasmosis	0	1	2
Hepatitis B, Chronic	145	130	121	Tuberculosis	90	83	81
Hepatitis C, Acute	3	4	2	Typhoid Fever, Endemic (Murin)	1	1	1
Hepatitis C, Chronic	827	1295	1,349	Varicella	Nr	2	42
Hepatitis E, Non-A Non-B, Acute	1	1	0	Vibrio Alginolyticus	1	2	1
Hepatitis G	Nr	Nr	1	Vibrio Fluvialis	0	1	0
Hepatitis Unspec, Acute	1	0	0	Vibrio Parahaemolyticus	2	1	0
HIV Infection	332	303	435	Vibrio Vulnificus	2	0	0

*Data contained in this report are provisional; diseases with 0 cases reported have been omitted; calendar year data used.

Subsidized Healthcare and Referral Programs (SHaRP)

Programs provide services for breast and cervical cancer detection, vision screening, and sterilization procedures through referrals to contracted providers.

In FY 2007, a coalition of community partners and service providers was established to raise breast and cervical cancer awareness. **A Day of Pampering – Raising Women’s Health Awareness** was the Department of Health’s first statewide event of its kind. The all-day HCHD event with 24 sponsors/partners and 25 volunteers had 202 participants. FY 2008 initiatives include recruiting medical providers for service provision and raising awareness of available resources.

FY 2007 Data

Mammograms	894
Pap Smears	407
Clinical Breast Exams	838
Vision Screenings	124
Tubal Ligations & Sterilizations	65

Health Promotion and Education

Program encourages the community to strive for good health through education and disease prevention.

FY 2007 Accomplishments

- Health literacy education incorporated in new employee orientation
- More than 300 health literacy community presentations
- Designed and implemented Community Health Advisors Program with lay community health workers/volunteers sustaining and expanding local neighborhood-owned activities
- Reestablished Tobacco Prevention Program supporting and expanding school SWAT teams
- H.O.P.E. grant targeted overweight Hispanic children – 36 children completed the program

School Health Services

Program staff provide school health services to public school students. Nursing staff participates in seven countywide Back-to-School Coalition events which provide students entering the school system for the first time physical exams and immunizations.

FY 2007 Data

Health Screenings Completed	161,952
Medications Dispensed	314,275
BMI's Completed	49,348
Children Overweight	16%
Children At-risk of Becoming Overweight	15%

Childhood Lead Poisoning Prevention Program

Using effective collection and implementation of statewide surveillance data at-risk children are screened for lead poisoning. Program provides and promotes blood lead screening in children < 72 months of age; ensures appropriate case management services are provided to children identified as lead poisoned; and educates at-risk populations about lead poisoning hazards and prevention.

FY 2007 Accomplishments

- Identified 15 new cases
- Provided case management for 39 new and ongoing cases
- Provided screening for 2,200 children
- Provided education and training for 350 county residents
- Improved LeadCare II Blood Lead Analysis kit accepted by CDC. Provides real-time results that are more accurate
- Coordinated local Committee for the Elimination of Childhood Lead Poisoning (CECLP)
- Increased and strengthened local coalition – Community Partners Against Lead (CPAL)



Steps to a Healthier Hillsborough

Chronic disease prevention and health promotion programs target three major chronic diseases: diabetes, obesity, and asthma. Physical inactivity, poor nutrition, and tobacco use are underlying factors the program focuses on to improve the lives of Hillsborough County residents.

FY 2007 Training Facts

Group	Topic	#
St. Joseph's Ambulatory Services	NHLBI Obesity Guidelines	46
School Food Service Staff	Healthy Food Choices	950
School Nurses	Diabetic Patient/Student Management	169
Teachers	Tobacco	20
Community Members - Group Leaders	Smoking Cessation	18
Community Members - Church Facilitators/Leaders	Physical Activity/Exercise	6
Teen Empowerment Groups	Tobacco	18

FY 2007 Commendations

- The local "Remaking of American Medicine" is being awarded the National Campaign Award through The Robert Wood Johnson Foundation and PBS
- DOH/DOE chose Hillsborough School District to Pilot the Exemplary Coordinated School Health Program assessment tool
- Steps Asthma Project highlighted on the CDC web board
- YMCA/Steps recognized nationally in the Action for Healthy Kids newsletter for their contribution to "Game On" at Kenly Elementary School

FY 2007 Steps Program Presentations

- US Home — Promotional partnership for a home giveaway
- Hillsborough County Early Childhood Development Council
- St. Joseph's Hospital, Tampa General Hospital, University Community Hospital, H. Lee Moffitt Cancer Research Center, and the Veterans Administration



FY 2007 Accomplishments

- Provided 78 smoking cessation interventions; 24% quit smoking and 33% had a tobacco use reduction documented
- Steps intervention area behavioral risk-factor surveillance system (BRFSS) data demonstrates a reduction in adult cigarette smoking from 25% in 2005 to 22% in 2006
- Funded "Coordinated School Health" programs implementation in 15 Title-1 schools
- 45 new schools participated in training during summer of 2007 and are establishing Healthy School Teams
- Implemented the 2007 Biggest Loser competition, led by a partnership with the YMCA. 47% of the participants completed the program losing 33.5 lbs. in eight weeks
- Worked with restaurants to evaluate menus for heart-healthy meal options
- Developed Take-Half-Home Campaign in Hillsborough County
- Created a Students Health Council at Blake and Middleton high schools
- Created a community-based Health & Wellness Ministries consortium
- Partnered with the Sheriff's Office, School District, and Hillsborough County Anti-Drug Alliance to provide classes for youth violating the underage tobacco possession law
- High school student tobacco use decreased by 31.4% in Hillsborough County from 2000-2006
- Assisted nine schools in menu planning adding more fruits and vegetables
- Provided 12 YMCA family scholarships for free physical activity to underprivileged community members
- In 2006, aired over 27,450 media spots/pieces through 18 outlets in Hillsborough and Pinellas counties. A survey of 1,500 Steps community adult members indicated a 22% recognition of Steps in the Hillsborough intervention area
- 1,088 Steps ads were aired on major Spanish television stations in 2007; as a result the campaign, based on 1,422 interviews, generated a 27% recognition
- As of FY 2007, the Steps Program sponsors 28 high schools with Steps Wellness Teams

Direct Services



Division staff educate families regarding healthy lifestyles through well exams, timely immunizations, nutrition, and injury prevention. In addition, women of child bearing age receive baby spacing, timely maternity care, and education to improve pregnancy outcomes. Services are provided at six sites* to maximize coordination of services and resources. Dedicated professionals administer quality care to become clients destination of choice.

HCHD received National Institute of Health (NIH) designation for four of its six sites, ensuring these areas are prioritized when recruiting doctors. National Health Service Corps (NHSC) pediatricians serve the neediest communities. HCHD, DOH, and NHSC are committed to providing and improving health services in health professional shortage areas.

Community partnership efforts continue through the University of South Florida (USF) College of Medicine; Tampa General Hospital; Healthy Start Coalition of Hillsborough County; Born to Read Program; Vision Screening Program, which provides screening and eyeglasses to low income clients; back-to-school health fairs to increase access to school physicals and immunizations; Rural Social Services Partnership, which developed and implemented a comprehensive plan of action to address the social and human service needs of the east and south county areas; and County Public Library network to provide free books for children during their wellchild checkup visits.

**Refer to back cover for clinic locations.*

FY 2007 Achievements

- University Area Community Health Center (UACHC) has implemented the Reach Out and Read Program
- Family Planning Title X audit by the State Health Office had positive results
- To further Quality Assurance efforts staff member has become a Sterling Examiner
- Bridge Clinic, at the UACHC, offers free adult services on Tuesday evenings to uninsured, chronically ill university area residents. HCHD provides space and basic supplies to the USF College of Medicine
- UACHC implemented the Lean Kaizen quality management process. Remaining five centers will be adopting the best practice findings
- As part of agency public health preparedness, HCHD centers participated in Mass Casualty Vaccination and Point of Dispensing (POD) evaluations or exercises. Staff also participated in a countywide alternate treatment medical facility exercise in response to a terrorist attack

Three Year Trend



Did you know?

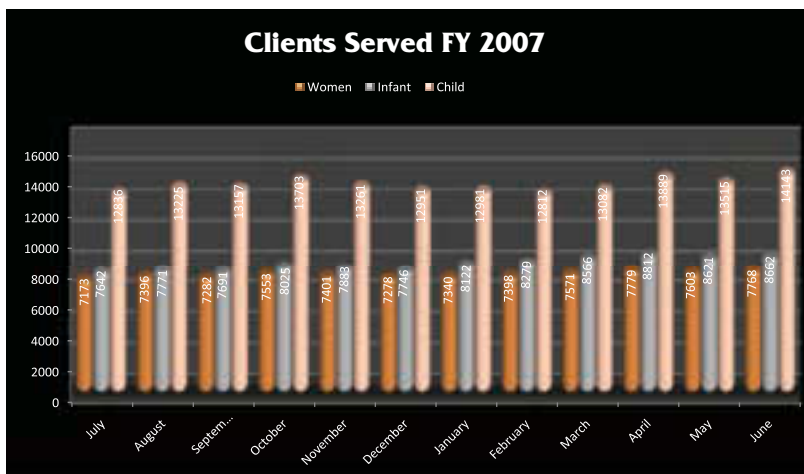
Adult-type diseases and conditions, like Type 2 Diabetes, high blood pressure and high cholesterol, are now on the rise in children due to increasing childhood obesity.

Nutrition



Women, Infant, and Children (WIC) helps thousands of clients increase their health status through improved nutrition and lifestyle changes. Every client receives an assessment of his/her health and nutritional status by a competent nutrition professional, a Registered and/or Licensed Dietitian, or a Nutrition Educator. These dedicated professionals analyze anthropometrics, biochemical data, intake data, and diet histories. Clients receive checks based on food prescriptions to meet their specific nutritional needs. Foods include milk, cheese, fortified cereal, 100% fruit juice, eggs, dry beans, peanut butter, tuna, carrots, and baby formulas. As more clients participate, pregnant women have healthier full term deliveries, fewer newborns need intensive care, more moms are assisted to successfully breastfeed, growth and development are enhanced, and toddlers have a higher learning potential. Benefits of the WIC Program which provided 346,917 services can last a lifetime.

Staff serve as consultants to the Senior Community Nutrition Activity Program (SCNAP) which offer healthy meals and nutrition education to senior citizens at nearly 30 locations. Home visits are conducted to provide nutrition assessments and counseling. Through the WIC/Immunizations Linkage Program staff work to increase children immunization rates. The success is shown at a rate of over 90%.



FY 2008 Initiatives

- Increase rate of women initially breastfeeding their infants through outreach, classes, and one-on-one counseling
- Increase the rate of pregnant women beginning care and services in their first trimester
- Expand services to the greater Hillsborough community by providing counseling through medical referrals

Did you know?

About 120,000 babies (1 in 33) in the United States are born each year with birth defects. Birth defects are the leading cause of death in the first year of life.

FY 2007 Achievements

- Proud to have an International Board Certified Lactation Consultant on staff
- Two-thirds of nutritionists are Certified Lactation Consultants
- Participation in The Special Supplemental Nutrition Program for Women, Infants, and Children, also known as WIC, has increased nearly 11% in the past year

Disease Control



HIV/AIDS Program

The HIV/AIDS Program Office coordinates local HIV/AIDS program planning, development, contracts, and evaluation, as well as serves as the liaison to the Bureau of HIV/AIDS. Early intervention activities include establishing, maintaining, and evaluating HIV counseling, testing, and linkage (CTL) sites. The Regional Minority AIDS Coordinator (RMAC) offers technical assistance, capacity building, and education on prevention, early intervention, and patient care issues to minority-based agencies and the community. The Surveillance Unit collects, analyzes, and disseminates epidemiological data. The data is used to plan, implement, and evaluate HIV/AIDS programs and interventions and to inform the public of current trends in the disease.

FY 2007 Accomplishments

- Implemented the VOICES intervention for African Americans
- Assisted in the development of statewide prevention materials targeting migrant farm workers
- Incorporated observation of facilitation skills and review of participant feedback into the evaluation process
- Provided HIV/AIDS 500/501 courses and 501 Update's to all persons conducting CTL
- Co-hosted **The Burden of Viral Hepatitis and HIV Conference** with the Pinellas County Health Department
- Improved timeliness of reporting AIDS cases so that >75% of all AIDS cases were reported within six months of diagnosis

FY 2008 Initiatives

- Establish counseling and testing sites with African Methodist Episcopal Churches per the Bureau of HIV/AIDS
- Expand HIV testing in clinical settings with an emphasis on rapid testing
- Improve cumulative HIV No Identified Risk (NIR) rate to < 20%
- Continue to mobilize communities disproportionately impacted by HIV/AIDS, including communities of color and men who have sex with men (MSM)
- Provide training for Latinos to become more involved in HIV community planning
- Continue to foster relationships with community partners, including the Hillsborough County Public Schools



Did you know?

Through 2007, nearly 140,000 HIV/AIDS cases have been reported in Florida. 62,156 have died.

Sexually Transmitted Disease Program

Program's goal is to intervene in the spread and reduce complications of sexually transmitted diseases (STD) through community education, counseling, diagnosis, and treatment of infected clients and their partners. Surveillance is the foundation of the program through monitoring incidence rates, laboratory reporting, and morbidity trends in the community.

Efforts to expand STD testing resulted in new community based partnerships. Through the Juvenile Assessment Center HCHD provides gonorrhea and Chlamydia testing for arrested juveniles. Through the March of Dimes Women's Reproductive Health Project HCHD provides STD education and HIV/syphilis testing to mothers, caregivers, and female family members of children enrolled in the Hillsborough County Head Start/Early Head Start Program.

FY 2008 Initiatives

- Reduce the prevalence of bacterial infections in Hillsborough County
- Implement field delivered therapy for uncomplicated genital Chlamydia and gonorrhea infections
- Extended clinic hours to meet client needs (Night Clinic)

Chlamydia, Gonorrhea & Syphilis CY 2006 - 2007 Comparisons



FY 2007 Achievements

- STD program manager and health services supervisors successfully completed the nation's first formalized STD Prevention Certification curriculum
- Pilot site for the CDC's Public Health Apprenticeship Program
- In April 2007, began using the GEN-PROBE-APTIMA II urine test
- Converted to new Patient Reporting Investigating Surveillance Manager (PRISM) with state wide record search and enhanced case management capabilities
- Electronic Laboratory Reporting (ELR) began in March 2007 reducing time between specimen collection and client notification

Specialty Care Center

The Specialty Care Center (SCC), located at the main health department complex in downtown Tampa, provides diagnosis and treatment services for individuals infected with HIV/AIDS. Approximately 2,000 clients elect to receive HIV/AIDS treatment services at the SCC. Clients also have access to onsite pharmacy, dental, and case management services, as well as an active HIV research program.

SCC also provides diagnosis and treatment services for clients who suspect they are infected with a STD. Approximately 30-50 STD clients are seen daily on a walk-in basis at the SCC.



Immunizations and Refugee Programs

The Immunization Program promotes and protects the health of all children and adults in Florida through the reduction and eventual elimination of vaccine-preventable diseases. In FY 2007, staff administered 25,807 doses, an increase of 31.1%.

Free vaccinations are given to children between the ages of two months through 18 years of age. In addition, educational information is provided to parents or guardians on the importance of receiving vaccinations in a timely manner.

Staff administers immunizations at a cost to individuals traveling internationally. The Refugee Screening Program ensures timely health screenings and immunizations for refugees, asylees, and parolees entering the U.S.



FY 2007 Achievements

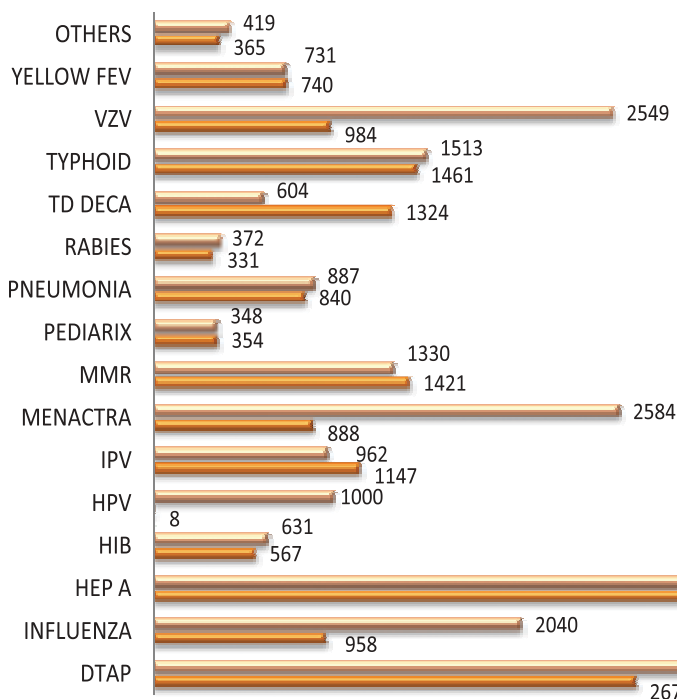
- Implemented Florida SHOTS (State Health Online Tracking System) immunization registry
- Recognized by the Florida Department of Health Bureau of Immunizations for achieving 100% of children < 2 yrs of age being up-to-date with their vaccines
- Organized the fourth Annual Back to School Health Fair, bringing together over 300 collaborators to provide free immunizations and school physicals

FY 2008 Initiatives

- 90-100% of two year old children shall be current with their required vaccines
- No child shall miss one day of school because they are not up-to-date with their required immunizations or lack a school physical examination
- Provide health screening and immunizations to refugees within 30 days and asylees and parolees within 90 days of entry into the U. S.

Did you know?

Coughing and sneezing into the crook of your elbow (instead of your hands) is an effective way to prevent spreading germs.



Immunization Services

■ 2007 ■ 2006

Yearly Comparisons

2007	25,807
2006	19,681

Prevention Training Center

Southeast Region STD/HIV Prevention Training Center (SEPTC) is one of ten clinical and laboratory training centers funded by the Centers for Disease Control (CDC). PTC's are uniquely situated to provide superior, up-to-date STD/HIV training. SEPTC's provide health care professionals with a spectrum of state-of-the-art STD diagnostic technologies and recent advances in STD treatment and prevention.

Over the past year, the SEPTC has presented five-day STD Intensive, five-day Women's Health, three-day Part-time Intensive, as well as one and two-day STD/HIV Update courses to clinical staff and other health care professionals in Alabama, Florida, Georgia, Mississippi, Texas, and New Mexico. The center has a memorandum of agreement with Fulton County Health Department in Atlanta, Georgia and Miami-Dade County Health Department in Miami, Florida to conduct three-day STD Part-time Intensive courses twice a year at their

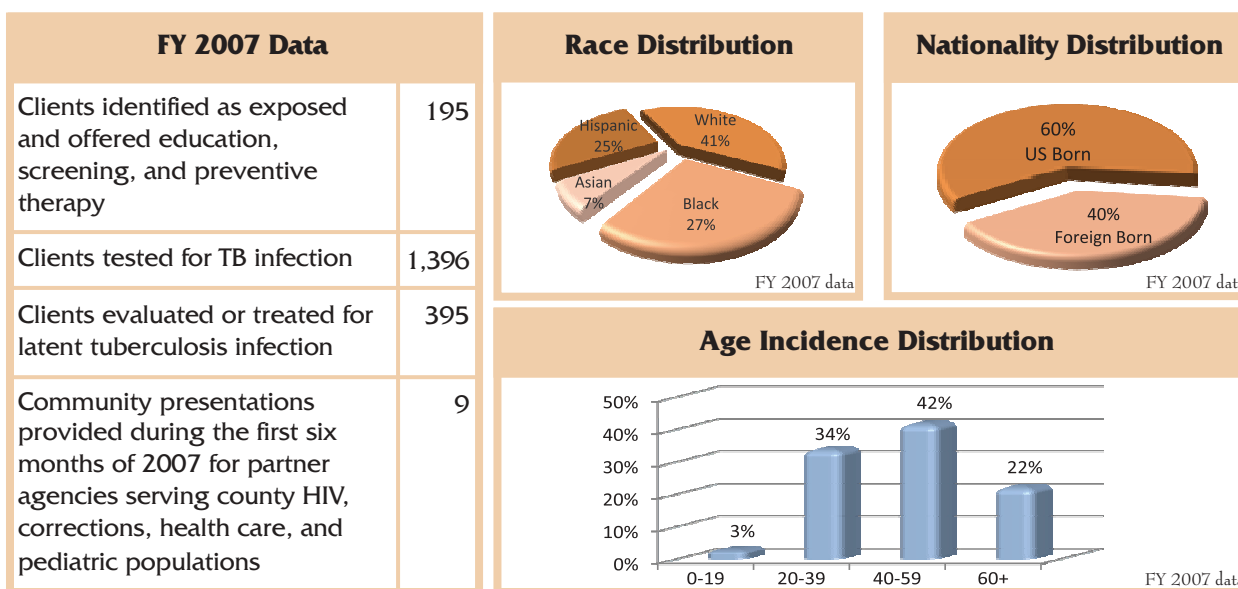
facilities. In addition, SEPTC has a memorandum of agreement to conduct a one-day STD/HIV Seminar at Morehouse School of Medicine in Atlanta, Georgia.

Dr. John F. Toney, SEPTC Medical Director, is a Professor of Medicine with the Division of Infectious Diseases and Internal Medicine at the University of South Florida, College of Medicine, Tampa, Florida. He is a researcher in the field of infectious disease control and treatment, and the primary lecturer and clinical preceptor for the center.



Tuberculosis Center

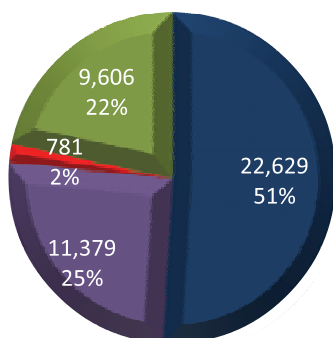
The Tuberculosis (TB) Center exists to reduce the incidence and morbidity of TB in the community. Program staff work to eliminate TB through a coordinated effort of diagnosis and treatment, investigation, and surveillance of tuberculosis. High risk populations such as immigrants and HIV-infected persons are identified and educated on the symptoms and transmission of TB to promote early recognition of active disease and prevent spread of TB. In addition, individuals exposed to infectious cases are contacted, screened for tuberculosis infection, and provided preventive therapy.



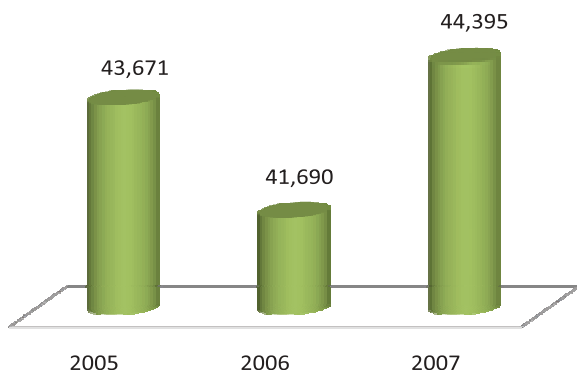
Environmental Health



Services ~ FY 2007



Yearly Service Comparison



FY 2007 Achievements

- Division realigned staff duties in drinking water, pools, and medical quality assurance to improve efficiency and customer service
- Safe Drinking Water Program maintained an average compliance rate of 98%
- Completed initial phase of beach sampling study with USF

Community Health Programs ~ 22,629

- Biomedical Waste
- Body Piercing
- Florida Healthy Beaches
- Food Hygiene
- Group Care
- Indoor Air Quality
- Medical Quality Assurance
- Migrant Housing
- Mobile Home/RV Parks
- Public Swimming Pools
- Rabies & Sanitary Nuisance Complaints
- Tanning

Drinking Water Programs ~ 11,379

- Groundwater & Well Surveillance
- Limited Use Public Wells
- Safe Drinking Water Wells
- Private Drinking Water Wells

Environmental Epidemiology/Toxicology Programs ~ 781

- Food and Waterborne Illness
- Geographic Information Systems (GIS)
- Public Health Assessments (Exposure Investigations)
- Syndromic Tracking and Reporting System (STARS)

Onsite Sewage Treatment and Disposal System Program (OSTDS) ~ 9,606

Did you know?

A quarter of the world's population is without safe drinking water.

Dedicated to Serving HCHD Community

The Environmental Health (EH) Division worked diligently during FY 2007 to protect and improve public health in Hillsborough County. In addition to its regulatory function, the division reached out to the community through training programs and employee volunteerism. Understanding the connections between wellness, employee satisfaction, and productivity, division leadership continued to invest in employee health by encouraging wellness programs.

Public Health Training

Applicable regulated facilities were given training sessions in the areas of:

- Body Piercing
- Food Hygiene
- Biomedical Waste Management
- Pool School, a new program in FY 2007, created to focus on the educational needs of owners and operators of public pools.

EH Regional Strike Teams

HCHD staff on the Tampa area Regional Strike Team are ready to respond to various types of disaster events throughout Florida and provide environmental health expertise. They will coordinate response activities with other state regional strike teams.

Tampa Bay Asthma Coalition

Tampa Bay Asthma Coalition (TBAC), formed September 2006, is a community-based cooperative that reaches out to asthmatics. The coalition's goal is to improve the quality of life of asthma sufferers by providing educational opportunities on environmental triggers and how to manage the disease.

Employee Wellness

Approximately 80 HCHD staff members participated in new employee-focused exercise programs coordinated by the EH Employee Wellness Advocate. Staff paid for and benefited from activities such as yoga and kick-boxing to improve their cardiovascular health and reduce stress.

Summer Food Program

During the summer, youngsters throughout the county receive free breakfast, lunch, and/or an afternoon snack through this program. EH inspects the meals served from mid-June to mid-August at city and county parks, YMCA day care centers, Boys & Girls Clubs, churches, public housing auditoriums, and at other nonprofit facilities where economically disadvantaged children congregate during summer vacation. In 2007, 113 inspections were conducted.



Cindy Morris, Environmental Health Administrator, with Board of County Commissioners, and Poster Winner

EH Awards

Therese LaDouceur received the 2007 DEP/DOH "Ugly Lamp" Award at the 2007 Department of Environmental Protection Drinking Water Conference. The award is given each year to the "lucky" recipient for outstanding service in the Safe Drinking Water Program.



Did you know?

A Health Department permit is required for septic system repairs.

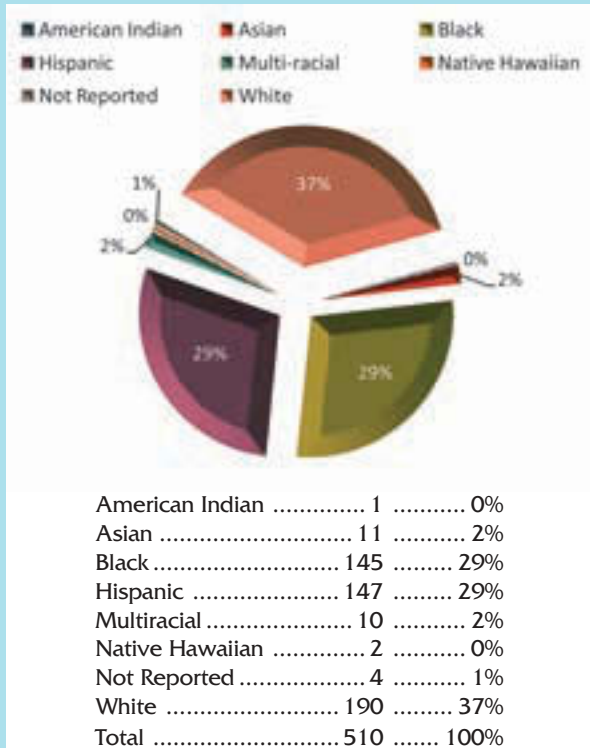
Organizational Development



Human Resources

The Human Resources (HR) Department is dedicated to supporting the HCHD's most valuable resource - its employees. HR prioritizes activities to support the agency mission and promote an environment where dignity, ethical conduct, and diversity are valued. In addition, the department works hard to provide consistent services, policies, and processes which are transparent, technology-enabled, easy to administer, and intuitive to HR's internal customers.

HCHD Employee Breakdown by Race/Ethnicity



FY 2007 data

FY 2007 Achievements

- Developed an employee strategic plan to improve employee satisfaction ratings and reduce turnover rates
- Implemented a uniform applicant skills assessment computerized system
- Developed and implemented a comprehensive hiring model
- Career fairs with community partners: USF Career Center, USF College of Public Health, Hillsborough Community College, and Erwin Technical Institute
- Hosted performance management workshops
- Coordinated successful retirement seminar
- Developed new exit survey process

Initiatives

FY 2008

- Develop and conduct staffing, career development, salary, risk management, diversity, and STEPS to SUCCESS employability skills workshops
- Finalize protocol of onsite treatment for "needle-stick" injuries
- Collaborate with Learning and Development Office to develop and implement a standardized Employee Orientation Guide and on-boarding process
- Implement ID Badge/Background Screening and Security Access System

FY 2009

- Develop "Stay In" retention survey
- Workforce planning and development - right people with right skills, experiences, and competencies in right jobs at right time
- Succession Planning - identifying and preparing employees through mentoring and cross training
- Establish effective retention plan and career path programs

Knowledge Management

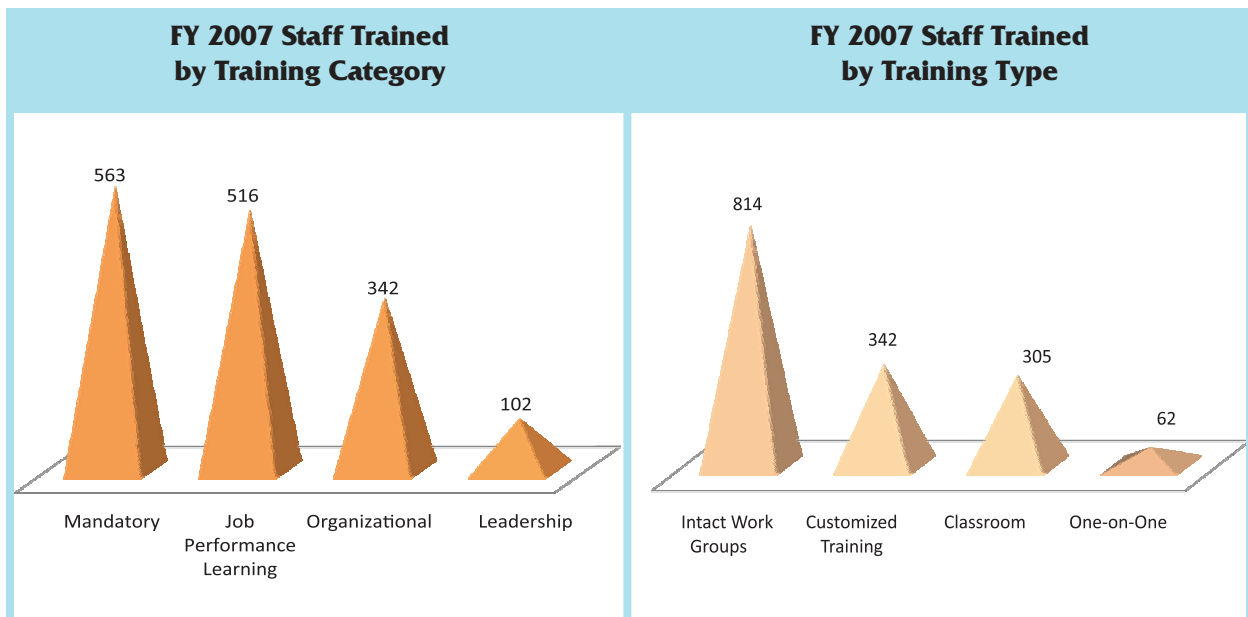
The department ensures knowledge is valued, problems are resolved using systematic approaches, and fact based decision making is a way of doing business. Staff provides employees and management access to the information they need through the collection, detailed analysis, and reporting of key data and information. Administrative agency support includes managing HCHD major sources of data, helping staff and leadership get information from those sources, and creating new ways to collect data if a satisfactory one does not exist. Staff works closely with the fiscal office, MIS, and operational programs to support HCHD's "Green Arrow" value of cooperation. Some departmental functions include:

- HMO/Medipass Contracts
- HMS Administration
- Florida SHOTS Administration
- Survey Development
- Database Development
- FMMIS/FLORIDA Support
- Clinic Billing Support
- Crystal Report Development
- Clinic Lab Support/Training
- Information Security/HIPAA.

Learning & Development Office

The Learning and Development Office (LDO) has a multifaceted approach to assess training needs of employees. Staff provides training through a variety of venues, classroom training, directed training, one-on-one training, and customized training including teambuilding services to naturally occurring intact work groups. Training can be customized to meet unique needs and employee interests.

The 2006 Strategic Plan created the strategy to establish a comprehensive learning organization. The action plan to support this strategy was to conduct an annual needs assessment. Another part of the HCHD's strategy to become a comprehensive learning organization is to develop a learning system for leaders. In January 2006, LDO implemented an internal annual leadership program, Cultivating Successful Leaders. This program was designed to develop leaders across the agency regardless of their supervisory or non-supervisory status.



Public Health Preparedness



Programs

Emergency Preparedness/ Bioterrorism (BT) Planning

- Plan for public health and medical response in matters pertaining to naturally-occurring disasters, as well as weapons of mass destruction and bioterrorism

Special Needs Shelters

- Maintain a citizen registry of those who have medical needs that require support during a disaster
- Design, plan, and operate Special Needs Shelters

Pandemic Influenza Planning

- Develop a county pandemic influenza plan, as well as community engagement and education

Cities Readiness Initiative

- Plan for the delivery of medications to the public in the event of a large-scale public health emergency

Training Exercises

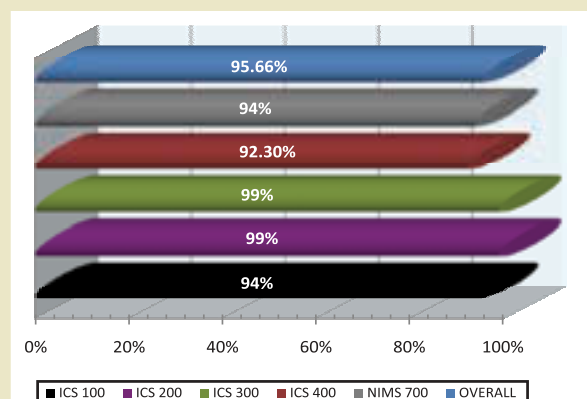
- Annual Mass Casualty Exercise — most extensive yet with over 3,800 participants
- Mass Vaccination Exercise — exceeded throughput target by 28%
- Epidemiology Strike Team completed PAPR (positive air purifying respirator) Training
- Governor's Annual Disaster Exercise
- Annual Hurricane Exercise
- Disability Training
- Department of Treasury Financial Institution Exercise
- National Association of Pharmaceutical Distributors Hurricane Exercise

2007 Activities

- National Public Health Week — PHP focus
- Pandemic Flu Summit for Medical Professionals
- Cities Readiness Summit in Orlando
- Community Hurricane Preparedness Forums in conjunction with Social Services
- Points of Dispensing Exercises (POD)
- Training of HCHD staff
- Super Bowl XLIII Health & Medical Planning
- Formation of Hillsborough County Medical Reserve Corps
- Formation of Regional Strike Teams



FY 2007 HCHD PHP Training Percentage Completed



Medical Reserve Corps

- Volunteers utilized to support emergency medical response during a natural or man-made disaster
- Recruitment of practicing, retired, military, veteran, or otherwise employed medical professionals
- HCHD working in conjunction with City of Tampa, Tampa Bay Crisis Center, Tampa Fire Rescue, and Citizens Corps

Did you know?

- *Over 8,000 pieces of mail were handled this 2007 hurricane season along with hundreds of phone calls in order to maintain the Special Needs registry.*
- *Anthrax (*Bacillus anthracis*) was the first bacillus ever seen and identified under the microscope.*

Community Involvement & Planning

Emergency & BT Planning

- Regional Domestic Security Task Force
- Regional Health & Medical Subcommittee
- BioWatch Program
- Metropolitan Medical Response System
- Urban Area Security Initiative Program
- Urban Area Working Group
- Regional Incident Management Team
- Local Mitigation Strategy Committee
- Local Emergency Planning Committee
- ASPR Grant Program (Formally HRSA)
- Hospital Disaster Planning Committee
- Hillsborough County Re-Development Task Force
- Citizen Corps Council
- Regional CHD/PHP Planners Committee
- Super Bowl Security Planning Committee
- Emergency Operations Center Operations Group
- State Critical Infrastructure Workgroup

Cities Readiness Initiative

- Tampa Police Department
- Temple Terrace Police Department
- Tampa Fire Rescue
- Hillsborough County Fire Rescue
- Plant City Police Department
- Temple Terrace Fire Rescue
- Plant City Fire Rescue
- University of South Florida Security
- Tampa International Airport
- MacDill Air Force Base
- US Marshal Service
- Federal Bureau of Investigations
- Hillsborough Sheriff Department
- Hillsborough School District
- Strategic National Stockpile Program
- Florida Dept. of Law Enforcement

Special Needs Shelters

- Emergency Operations Center (EOC)
- Citizens Action Center (CAC)
- American Red Cross
- Self Reliance, Centers for Assisted Living
- Americans with Disabilities Liaison
- Volunteer Florida
- Area Hospitals
- Home Health Agencies
- Assisted Living Facilities
- Hillsborough County EMS

Pandemic Influenza

- Bay Area Professionals in Infection Control (BAPIC)
- Community Emergency Response Teams (CERT)
- University of South Florida
- Stetson College of Law
- Hillsborough Community College
- Kiwanis
- Local Hospitals
- Large Businesses

Did you know?

The human population of the world is expected to triple by the year 2100.



Sterling

HCHD has completed a major milestone by submitting an application for a Governor's Sterling Challenge site visit. This application specifies HCHD's approach to key areas of high performance in the areas of Leadership, Strategic Planning, Customer Focus, Measurement Analysis and Knowledge Management, Workforce Focus, Process Management, and Results. Feedback from this report will guide us as HCHD continues to strive to become a model public health organization.

The Governor's Sterling Award is modeled upon the Malcom Baldrige National Quality Award - a recognized world class model for high performance. Involvement with the program has already led to an expansion in the scope of strategic planning, the adoption of Six-Sigma based problem-solving methodology for process improvement teams, and other improvements. Feedback received from the site visit team will further focus HCHD on the critical improvements needed to take agency performance to the next level. Organizational structures in place to support these endeavors include the Sterling Council, Sterling Category Champions, and growing number of trained examiners.



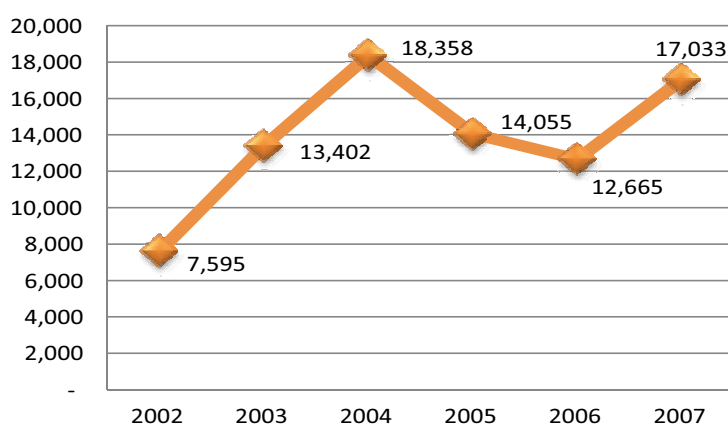
FSECC

Florida State Employees' Charitable Campaign (FSECC) is the annual drive that receives official State coordination and support. FSECC is the only authorized solicitation of state employees allowed at the workplace during work hours. FSECC provides an organized and effective method by which employees can donate to approved charities of their choice, either through payroll deduction or a onetime donation. Employee contributions to the annual FSECC are entirely voluntary.

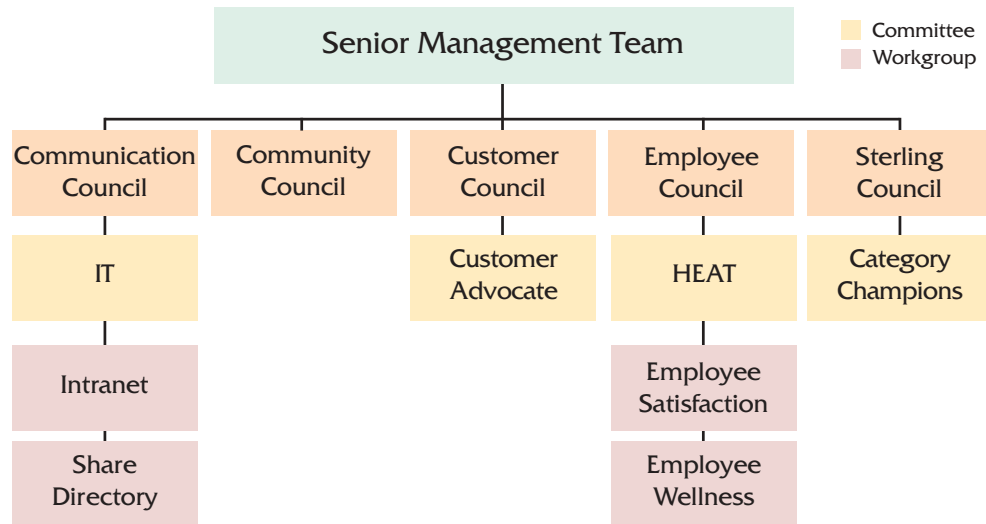
In FY 2007, HCHD exceeded its goal of increasing donations by 10% and reached a dollar value of \$13,931. There was a 35% increase in collections and the goal was significantly surpassed. Collections totaled \$15,725 in personal staff donations and \$1,308 in special event donations, for a grand total of \$17,033. The highest agency collection since 2004.

There were 166 employees (32%) who donate either through payroll deduction or cash/check donations. In addition, countless staff were involved with special events which included luncheons, bake sales, car washes, garage sales, drawings, and a book drive.

FSECC Yearly Comparisons



Councils



Councils provide employees an opportunity for participation, empowerment, and communication. They also ensure decisions made by senior management are made with consideration and input from a more diverse and representative group of employees. Membership ranges from frontline employees, to supervisors, managers, and at least one Senior Management Team representative. In addition to being a sounding board and communication tool, the councils may charter working teams to accomplish various tasks.

The councils themselves are aligned with the Vision Triad's focus on Customers, Community, and Employees. Councils engage in activities focused on respective areas of the Vision Triad. For example, the Customer Council is involved in the measurement of customer satisfaction, the Community Council monitors health related event participation, and the Employee Council is responsible for overseeing the follow-up to the Employee Satisfaction Survey.



Two other councils are more task specific. The Sterling Council focuses on the implementation of the Sterling Model as the approach to becoming a role model public health organization. Finally, the Communication Council is developing ways to ensure the organization engages highly effective communications with both internal and external stakeholders.



2008 HCHD ANNUAL EVENTS

DSSD ~ Direct Services Staff Day

GSD ~ General Staff Day

H ~ Holiday

ELT ~ Executive Leadership Team Meeting

MTM ~ Management Team Meeting

ORG ~ HCHD Organizational Performance Review

SMT ~ Senior Management Team Meeting

January 2008

1/19 Black History Event-
Lopez Park
1/19 Children Gasparilla
Parade
1/30 Cultivating Successful
Leaders Classes Begin
1/31 Distribute W2

S	M	T	W	T	F	S
		H	2	3	4	5
6	7	8	9	10	11	12
13	14	SMT	ELT	17	18	19
20	H	GSD	23	24	25	26
27	ORG	29	30	31		

~ Black History Month

February 2008

2/1 Wear Red Day
2/7 National Black HIV/
AIDS Awareness Day
2/2-9 Weather Awareness
Week
2/9 Gasparilla Distance
Classic
2/19 Step Up FL! Walk at
USF (11-1)
2/20 Kelton & NH Clinic Step
Up FL! Walk [Healthy
Luncheon]

S	M	T	W	T	F	S
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3	4	SMT	6	7	8	9
10	11	12	13	14	15	16
17	18	SMT	ELT	21	22	23
24	25	DSSD	27	28	29	

~ "Step Up Florida!" Month
~ Governor's Annual Tabletop
Exercise

March 2008

3/4 Senate Legislative
Session Begins
3/5 SS, JE, UA & PC
Clinics Step Up FL
Walk!
3/8 Mayor's Walk [Al Lopez
Field]
3/14 Davis Productivity
Awards Announced for
2008
3/15 PEF's Due
3/24 World TB Day
3/30 National Doctors Day

S	M	T	W	T	F	S
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2	3	SMT	5	6	7	8
9	MTM	11	12	13	14	15
16	17	SMT	ELT	20	21	22
23	24	25	26	27	28	29
30	31					

~ County Mass Casualty Exercise
~ National Nutrition Month

April 2008

S	M	T	W	T	F	S
		SMT	2	3	4	5
6	7	8	9	10	11	12
13	14	SMT	ELT	17	18	19
20	ORG	22	23	24	25	26
27	28	29	30			

~ National Minority Health Month

4/7-13 National PH Week
4/7 World Health Day
4/11 USF Leadership Apps
Due
4/15 Income Tax Due
4/17 HC Mass Casualty
Exercise
4/19 Paint Your Heart Out
Day
4/19 Asthma Walk 2008 –
Tampa
4/19-26 Infant Immunization
Week
4/23 Admin Professional
Day
4/24 Take Our Daughters &
Sons to Work Day

May 2008

S	M	T	W	T	F	S
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4	5	SMT	7	8	9	10
11	12	13	14	15	16	17
18	19	SMT	ELT	22	23	24
25	H	27	28	29	30	31

~ Stroke, Hepatitis, Allergy &
Asthma Awareness Month

5/2 Senate Session Ends
5/6 National Nurses Day
5/11-17 Women's Health
Week
5/12 National Women's
Checkup Day
5/18-24 National
Emergency Medical
Services Week
5/21 National Employee
Health and
Fitness Day
5/27-30 Sterling Conf
5/31 World No-Tobacco
Day

June 2008

S	M	T	W	T	F	S
1	2	SMT	4	5	6	7
8	MTM	10	11	12	13	14
15	16	SMT	ELT	19	20	21
22	23	DSSD	25	26	27	28
29	30					

6/1 Hurricane Season
Begins
6/4 Last Day of School
6/5 World Environment
Day
6/9-15 Men's Health Week
6/20 World Refugee Day
6/27 National HIV Testing
Day
6/30 Fiscal Year End

Calendar dates available as of 3/1/08

2008 HCHD ANNUAL EVENTS

DSSD ~ Direct Services Staff Day

GSD ~ General Staff Day

H ~ Holiday

ELT ~ Executive Leadership Team Meeting

MTM ~ Management Team Meeting

ORG ~ HCHD Organizational Performance Review

SMT ~ Senior Management Team Meeting

July 2008							
7/23-25 Public Health Congress 7/28-29 FAPHN Conference 7/27-8/1 FPHA Conference	S	M	T	W	T	F	S
			SMT	2	3	H	5
	6	7	8	9	10	11	12
	13	14	SMT	ELT	17	18	19
	20	ORG	GSD	23	24	25	26
	27	28	29	30	31		
October 2008							
	S	M	T	W	T	F	S
				1	2	3	4
	5	6	SMT	8	9	10	11
	12	13	14	ELT	16	17	18
	19	ORG	SMT	22	23	24	25
	26	27	28	29	30	31	
10/1 Child Health Day 10/15 National Latino HIV/AIDS Awareness Day 10/20-24 National Health Education Week							
August 2008							
8/5-11 National Health Center Week	S	M	T	W	T	F	S
						1	2
	3	4	SMT	6	7	8	9
	10	11	12	13	14	15	16
	17	18	SMT	ELT	21	22	23
	24	25	26	27	28	29	30
31							
~ Davis Productivity Awards 2009 Call for Nominations ~ Back to School Immunizations							
November 2008							
	S	M	T	W	T	F	S
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	2	3	SMT	5	6	7	8
	9	10	H	12	13	14	15
	16	17	SMT	ELT	20	21	22
	23	24	25	26	H	H	29
30							
11/19 World Day for Prevention of Child Abuse 11/30 Hurricane Season Ends ~ Great American Teach-In							
September 2008							
9/16 Take Your Loved One to the Doctor 9/28-10/4 Adult Immunization Week 9/27 Family Health & Fitness Day	S	M	T	W	T	F	S
		H	SMT	3	4	5	6
	7	MTM	9	10	11	12	13
	14	15	SMT	ELT	18	19	20
	21	22	23	24	25	26	27
	28	29	30				
~ Davis Productivity Awards 2009 Nominations due to Agency Coordinators							
December 2008							
	S	M	T	W	T	F	S
		1	SMT	3	4	5	6
	7	MTM	9	10	11	12	13
	14	15	SMT	ELT	18	19	20
	21	22	23	24	H	26	27
	28	29	30	31			
12/1 World AIDS Day 12/3 Intl Day of Disabled Persons 12/5 HCHD AIDS Day Event							

Did you know?

The animal responsible for the most human deaths worldwide is the mosquito.

Did you know?

The animal responsible for the most human deaths worldwide is the mosquito.

Contacts

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Regional Public Information Officer ...	Steve Huard	307-8015x6312	272-6984
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Health Centers



Floyd Kelton

4704-B Montgomery Ave.
Tampa, FL 33616
(813) 307-8055 ▪ Fax (813) 272-7172



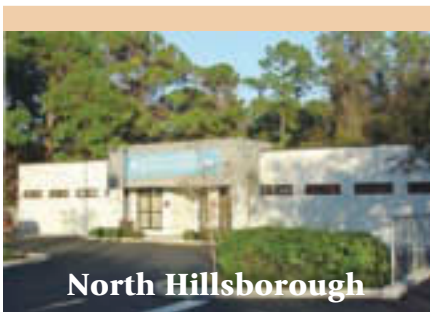
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& Refugee**

4951 E. Adamo Drive
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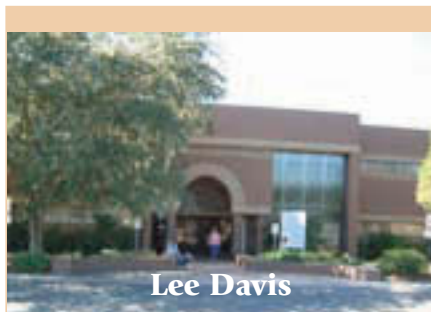
Joyce Ely

205 14th Ave. SE
Ruskin, FL 33570
(813) 307-8056 ▪ Fax (813) 671-7755



North Hillsborough

9827 N. Sheldon Road
Tampa, FL 33635
(813) 307-8053 ▪ Fax (813) 554-5090



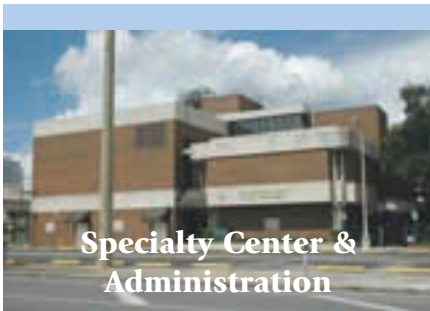
Lee Davis

3402 N. 22nd Street
Tampa, FL 33610
(813) 307-8074 ▪ Fax (813) 272-5408



Plant City

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Plant City, FL 33566
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TB Center

8515 N. Mitchell Avenue
Tampa, FL 33604
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