



EL PASO COUNTY PUBLIC HEALTH

ANNUAL REPORT 2025



Welcome

This past year has been one of transformation and progress for El Paso County Public Health (EPCPH). Amid significant transitions and challenges, our team demonstrated resilience, adaptability, and an unwavering commitment to our mission. I am proud of the strength and determination shown throughout 2025, and I am confident that we have emerged stronger and more unified.

In March, following the retirement of our public health executive director and the departure of our Board of Health president, EPCPH swiftly implemented an interim structure to ensure stability and continuity. These leadership changes coincided with substantial fiscal challenges, including disruptions to grant-funded initiatives and notable reductions in federal and state revenue streams.

Rather than viewing these obstacles as setbacks, our team embraced them as opportunities to innovate and improve. We undertook a comprehensive review of our operations, resulting in enhanced efficiencies and sustainable practices that will serve us well into the future. Through careful evaluation of funding models and staffing structures, we aligned resources with priorities using a fiscally conservative approach, strategically managing vacancies and attrition to preserve core services.

We also sharpened our focus on essential mandates and priorities, fostering greater clarity and cohesion across the agency. These efforts culminated in a balanced budget and a clear roadmap for continued success. As we look ahead to 2026, our commitment remains steadfast: to deliver the highest level of service to our community while maintaining prudent financial stewardship.

I am deeply proud of all that our team has accomplished and excited for the opportunities that lie ahead. Together, we will continue to build on this foundation of strength, innovation, and excellence.



A handwritten signature in blue ink that reads "DeAnn Ryberg".

DeAnn Ryberg
Interim Executive Director

Table of Contents

1	Welcome Letter	11	Finances
3	About Public Health	12	Responding to Emerging Threats
5	Board of Health	13	Engaging Partners & Serving the Community
6	Organizational Chart	16	Making Data & Information Accessible to the Public
8	Accomplishments and Awards	17	EPCPH By the Numbers
		20	Financials: Revenues

About Public Health

El Paso County Public Health is located in Colorado Springs, Colorado and serves over 750,000 residents of El Paso County. El Paso County covers 2,130 square miles and includes the cities and towns of Colorado Springs, Manitou Springs, Calhan, Fountain, Green Mountain Falls, Monument, Palmer Lake, and Ramah. The five military bases, multiple colleges, and mixture of rural and urban areas across its plains and mountainous areas make the county unique.

The El Paso County population is 50.2 percent male and 49.8 percent female, with a median age of 35.5 years. In 2024, 66 percent of the county population identified as White, 20 percent as Hispanic, 6 percent as Black/African-American, 4 percent as Two or More Races, 3 percent as Asian, less than 1 percent as Native Hawaiian or Other Pacific Islander, and less than 1 percent as American Indian/Alaskan Native.

El Paso County Public Health was established in 1872 as a City Health Department; it became an organized County Health Department in 1939. Public Health provides a broad spectrum of services to address ongoing and critical public health and safety issues.

El Paso County Public Health divisions, programs and services are aligned with Colorado's seven core public health services: administration and governance; assessment, planning and communication; communicable disease prevention, investigation and control; emergency preparedness and response; environmental health; prevention and population health promotion; and vital records and statistics. El Paso County Public Health's programs include both those mandated by state statute as well as those that reflect the unique needs of El Paso County.



VISION

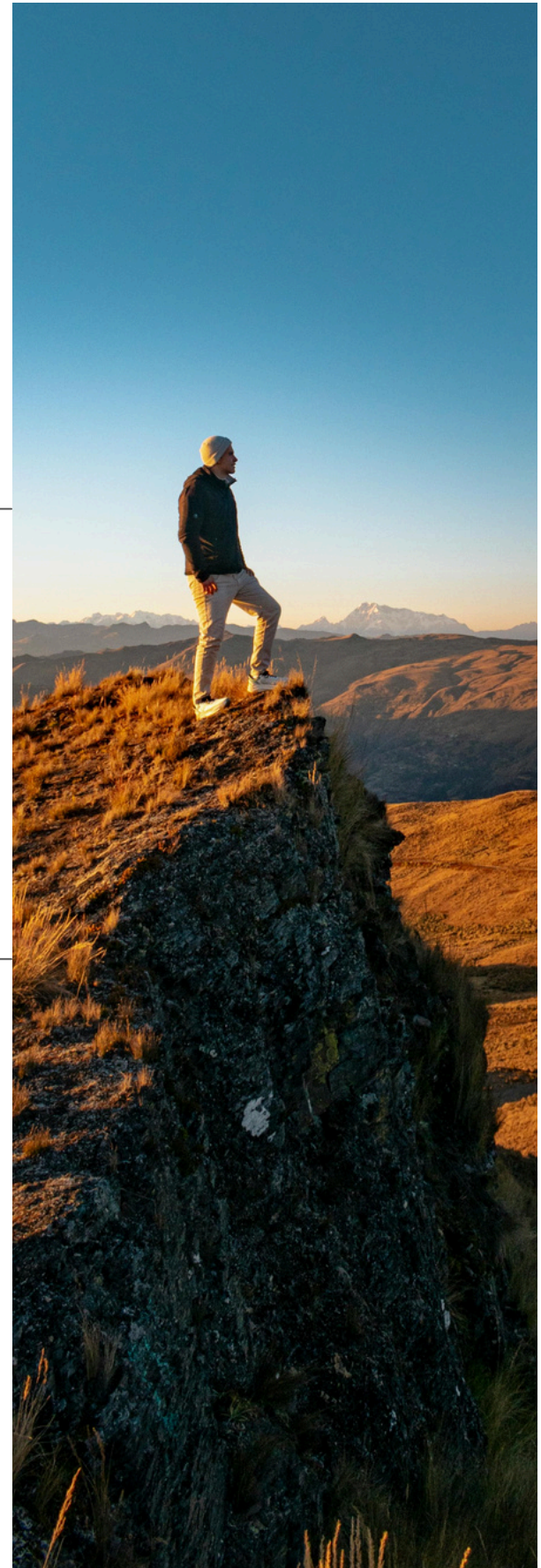
Our vision is for all El Paso County residents to live in thriving communities where every person has the opportunity to achieve optimal health.

MISSION

Our mission is to promote and protect public health and environmental quality across El Paso County through people, prevention and partnerships.

VALUES

Integrity, Transparency, Respect,
Collaboration, Innovation and
Accountability



2025 Board of Health



Hunter Barnett
2024 - Present



Dr. Deborah Chan
2023 - Present



Todd Dixon
2025 - Present



Dave Donelson
President
2021 - Present



Carrie Geitner
2025 - Present



Lauren Nelson
2025 - Present



Doris Ralston
Vice President
2017 - Present



Cortney Salt
2025 - Present



Dr. Richard Vu
2021 - Present

El Paso County Public Health (EPCPH) is governed by a nine-member Board of Health, which establishes policy, oversees financial matters and appoints the public health director. Each member serves in a voluntary capacity for a maximum of two consecutive five-year terms upon appointment by the El Paso County Board of Commissioners.

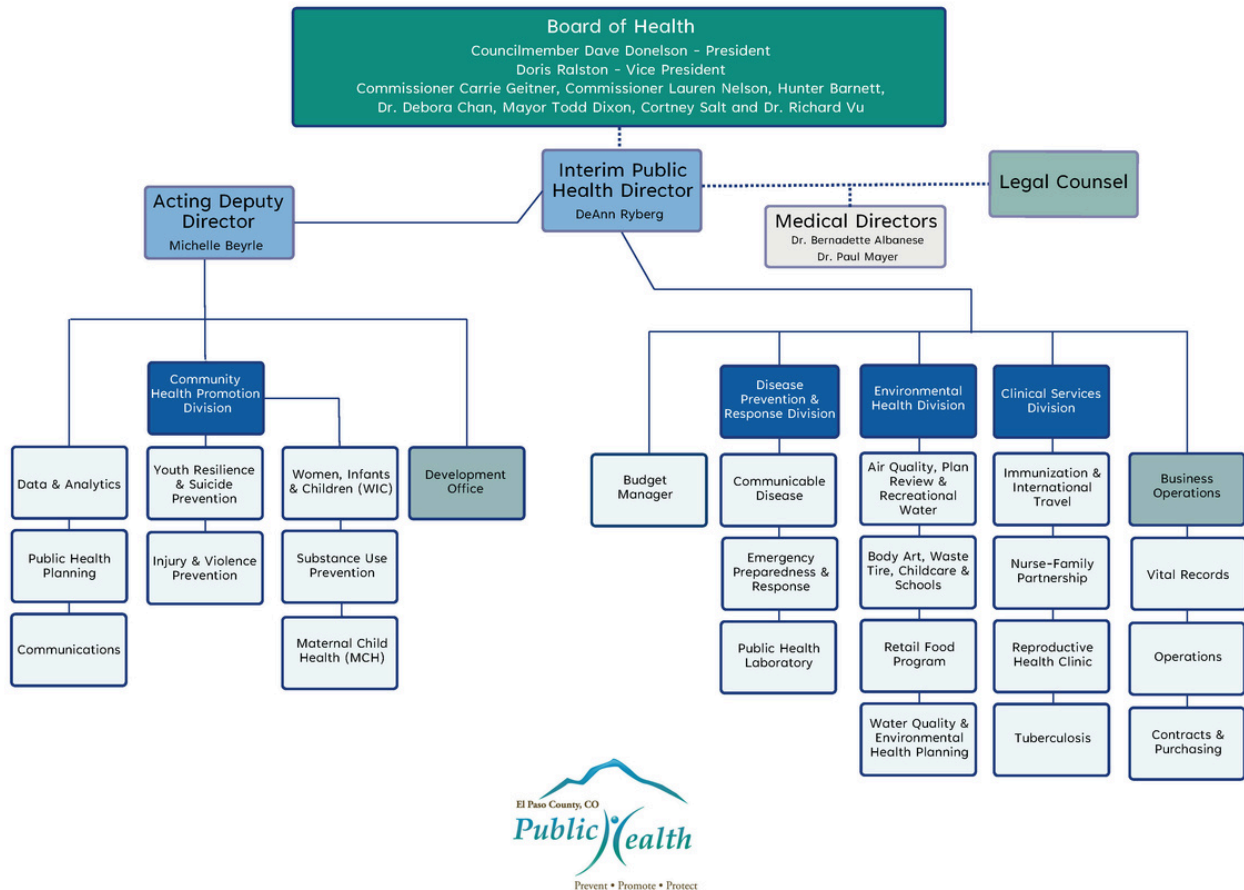
The Board is made up of two current county commissioners, one Colorado Springs city council member, one elected official from another municipality within El Paso County, an active or retired physician, an active or retired medical professional, a business or financial professional, a nonprofit/private organization or public education professional and a citizen-at-large member. The Board meets regularly once each month.

The Board would like to recognize members who ended their service in 2025, including former Board of Health President Ted Collas, and former members Glant Havenar and El Paso County Commissioner Cory Applegate, for their dedicated time and service.

Organizational Chart

EL PASO COUNTY PUBLIC HEALTH INTERIM STRUCTURE

Updated
September 2025



El Paso County Public Health Interim Structure

- ✓ **Reporting to the Board of Health** – Interim Public Health Executive Director
- ✓ **Reporting to Interim Public Health Executive Director** – Acting Deputy Director, Legal Counsel, Medical Director, Budget Manager, Business Operations Division Manager, Disease Prevention and Response Acting Division Director, Environmental Health Division Director, Clinical Services Division Director
- ✓ **Reporting to Acting Deputy Director** – Data & Analytics Program Manager, Senior Public Health Planner, Communications & Public Relations Manager, Community Health Promotion Division Director, and Strategic Development Manager

- ✓ **Reporting to Community Health Promotion Division Director – Women, Infants & Children (WIC) Division Manager, Youth Resilience & Suicide Prevention Planner, Injury & Violence Prevention Planner, Substance Use Prevention Division Manager, Maternal and Child Health (MCH) Division Manager**
- ✓ **Reporting to Disease Prevention & Response Acting Division Director – Communicable Disease Division Manager, Emergency Preparedness & Response Division Manager, Public Health Laboratory Program Manager,**
- ✓ **Reporting to Environmental Health Division Director – Air Quality, Body Art, Child Care, Schools, Waste Tire, Water Recreation and Vector Division Manager; Retail Food Division Manager; Water Quality & Environmental Health Division Manager**
- ✓ **Reporting to Clinical Services Division Director – Immunization & International Travel Division Manager, Nurse-Family Partnership Division Manager, Reproductive Health Clinic Division Manager, Tuberculosis Program Manager**
- ✓ **Reporting to Business Operations Division Manager – Vital Records Program Manager, Operations Supervisor, Contracts & Purchasing Coordinator**



Accomplishments and Awards

2025 Awards and Recognitions

Government Finance Officers Association Certificate of Achievement for Excellence in Financial Reporting

For the sixth straight year, the Government Finance Officers Association of the United States and Canada (GFOA) presented El Paso County Public Health (EPCPH) with the Certificate of Achievement for Excellence in Financial Reporting for its 2023 Annual Comprehensive Financial Report. The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management.

Government Finance Officers Association Distinguished Budget Award

The Government Finance Officers Association (GFOA) also recognized EPCPH with its highest honor for transparency in budgeting with the 2025 Distinguished Budget Presentation Award. The award was in recognition of the 2025 budget book, which marks the sixth consecutive year EPCPH has received this award. It is a rigorous and detailed process to earn this award, and for EPCPH to receive it for six consecutive years is a direct reflection of the commitment to excellence in and accounting and budgeting principles.

Government Finance Officers Association Outstanding Achievement in Popular Annual Financial Reporting

The Government Finance Officers Association (GFOA) presented EPCPH with the Outstanding Achievement in Popular Annual Financial Reporting (PAFR Award) for its 2023 Popular Annual Financial Report, which marks the third consecutive year EPCPH has received this award. This award represents a significant achievement, with eligibility criteria dependent upon submission and receipt of the Certificate of Achievement for Excellence in Financial Reporting for the current fiscal year.

Certificate of Promising Practice from National Association of County & City Health Officials (NACCHO) for our program: Combatting Congenital Syphilis: A Collaboration with Correctional Facilities and Public Health

EPCPH received recognition as a promising practice from NACCHO for its innovative congenital syphilis prevention program. Promising Practice Award winners are recognized for innovative and effective public health practices that address critical needs in their communities.



This program stands as a leading public health innovation, while addressing the urgent health care needs of a vulnerable population. With programs such as these, EPCPH is making substantial strides towards reducing congenital syphilis rates, improving health outcomes, and building a healthier future for our community.

Premiere Award for the United States Department of Agriculture's (USDA) Breastfeeding Award of Excellence

The EPCPH Women, Infants and Children (WIC) program's Breastfeeding Peer Counselor (BFPC) program received the Premiere Award for the USDA's Breastfeeding Award of Excellence. The award recognizes local WIC agencies with a BFPC program that have provided exemplary breastfeeding promotion and support activities. The intent of the award is to model excellent work and inspire other local agencies to strengthen their breastfeeding promotion and support activities, ultimately increasing breastfeeding initiation and duration rates among WIC participants. EPCPH WIC is one of two agencies in Colorado—and one of only 56 agencies nationwide—to receive the award.

Excellence in Inclusive Education from D11's Special Education Advisory Committee (SEAC)

EPCPH's Maternal and Child Health (MCH) program was recognized with an award for Excellence in Inclusive Education from Colorado Springs School District 11's Special Education Advisory Committee (SEAC). This award acknowledges MCH's efforts to support children and youth with special health care needs. MCH received this award for fostering relationships and collaborations with district staff and the SEAC that support the needs of families within the community.

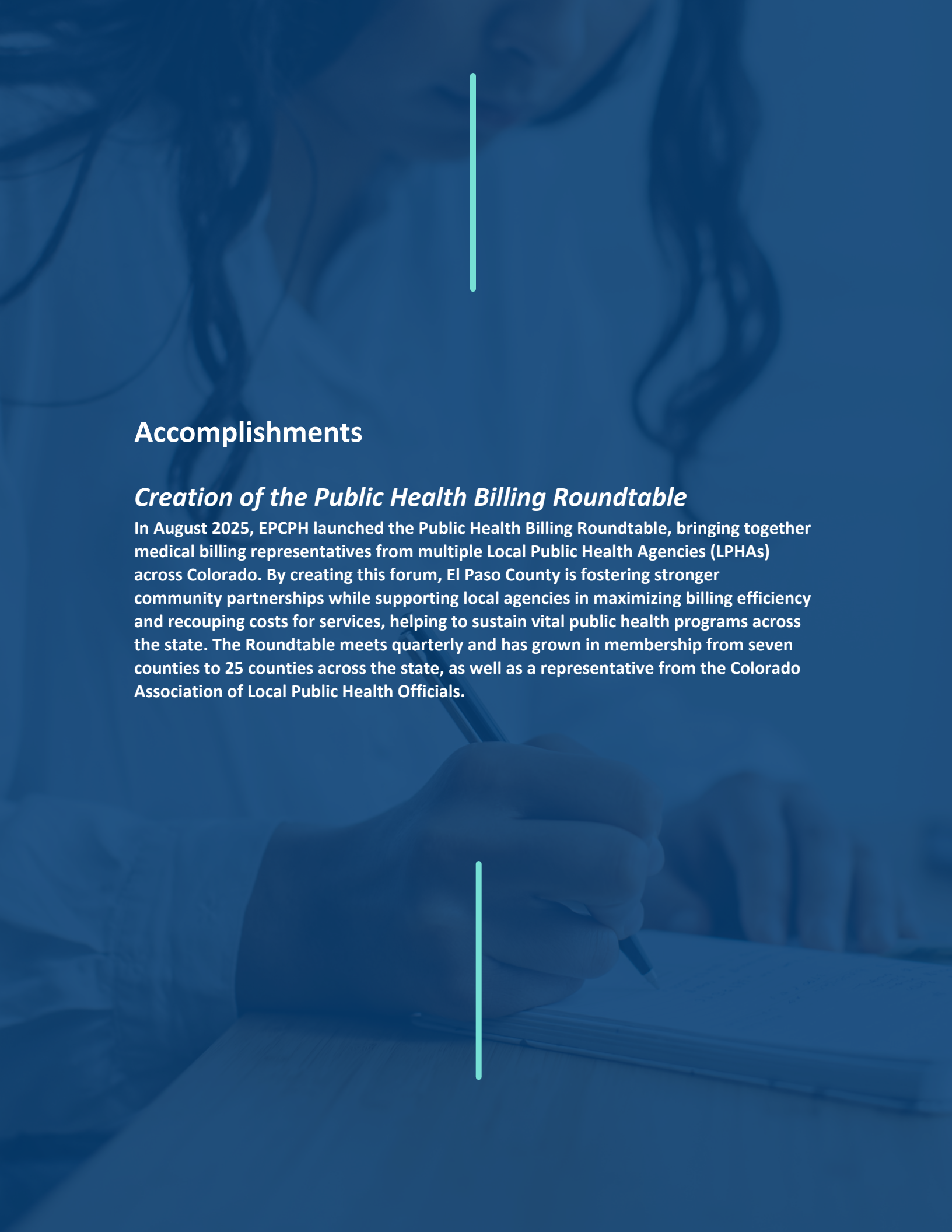
Community Safety Champion Award from Pikes Peak Area Council of Governments

Injury and Violence Prevention (IVP) Planner Emma Bernick received a Community Safety Champion Award from Pikes Peak Area Council of Governments for supporting their Drive Smart Colorado program to integrate traffic safety outreach in rural middle and high schools across El Paso County.



Outstanding Community Partnership Award from CommonSpirit Trauma Services

IVP Planner Bernick also received an Outstanding Community Partnership Award from CommonSpirit Trauma Services for supporting the Choose S.A.F.E. program, which offers interactive traffic safety outreach in middle and high schools throughout the City of Colorado Springs. S.A.F.E. stands for “seatbelts and safe speeds, avoid alcohol and drugs, focus and eliminate distractions.”



Accomplishments

Creation of the Public Health Billing Roundtable

In August 2025, EPCPH launched the Public Health Billing Roundtable, bringing together medical billing representatives from multiple Local Public Health Agencies (LPHAs) across Colorado. By creating this forum, El Paso County is fostering stronger community partnerships while supporting local agencies in maximizing billing efficiency and recouping costs for services, helping to sustain vital public health programs across the state. The Roundtable meets quarterly and has grown in membership from seven counties to 25 counties across the state, as well as a representative from the Colorado Association of Local Public Health Officials.

Finances

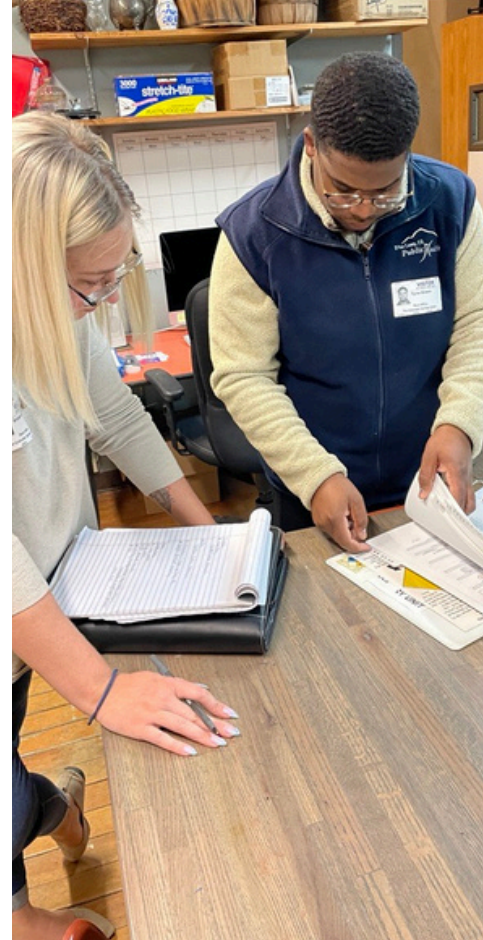
Throughout 2025, EPCPH upheld its commitment to delivering high-quality public health services through a fiscally responsible approach. By exercising conservative budget management, the agency successfully navigated significant disruptions to historic funding streams, including a \$1.7 million reduction in categorical grant funding and a nearly \$250,000 decrease in state allocations for local public health agencies. To address these challenges, EPCPH implemented proactive, strategic measures to ensure a balanced budget while preserving program effectiveness. Key actions included:

- Evaluating revenues across all programs
- Restructuring and realigning positions to achieve appropriate staffing levels
- Reviewing operational processes and expenses to identify efficiencies
- Establishing a local public health roundtable to explore medical billing opportunities
- Updating fee schedules
- Providing staff education on what comprises the agency budget

These efforts yielded numerous positive impacts; among them:

- Realizing a 21 percent reduction in monthly mobile phone charges
- Reducing monthly internet service costs by 50 percent via contract renegotiation for Public Health South
- Implementing a superbill for the Reproductive Health Clinic, increasing patient payments by at least \$500 per month
- Updating fee schedules for the Reproductive Health Clinic, resulting in a 28 percent revenue increase
- Developing a Medicaid billing process for the Tuberculosis program, generating nearly \$1,000 more than in 2024
- Supporting increased retail food fees. While these fees are set at the state level, the new fees will gradually raise cost recovery from 40 percent to approximately 70 percent in coming years

Each of these accomplishments reflects EPCPH's deliberate, methodical approach to assessing processes, identifying efficiencies, and implementing solutions that support cost savings and responsible management of resources.





Responding to emerging threats

EPCPH measles response

In May and June 2025, EPCPH successfully investigated and mitigated four confirmed measles cases representing a significant public health endeavor. Measles is a highly contagious, vaccine-preventable disease that is spread from person to person through the air. It can remain in the air for up to two hours after an infected person leaves the room. The disease can lead to serious health complications and is particularly dangerous in children under 5 years of age. Measles is a reportable condition under the State Board of Health, which requires public health case investigation and contact tracing efforts.

EPCPH's complex investigations involved more than 400 contacts across multiple settings, the majority of whom were appropriately assessed and monitored. To support a coordinated and effective response, EPCPH's Emergency Preparedness and Response (EPR) team activated the Incident Command System (ICS), bringing together staff from multiple programs to ensure a timely, organized, and collaborative agencywide effort. Through this unified approach, EPCPH mitigated further spread, maintained continuity of essential public health operations, and prevented any secondary cases.

During ICS activation, which began May 31 and ended July 8, the Disease Response Team acted quickly to provide MMR vaccine clinics in targeted areas to provide convenient access to community members and mitigate further spread of the disease. The vaccine clinics helped provide vulnerable clients with protection during the short measles response timeline.

EPCPH also designed and implemented off-site measles titer clinics—an approach not previously utilized in Colorado for measles response to test for immunity to measles. Within a compressed response timeline, the team developed new response protocols, established clinic workflows, negotiated reduced laboratory pricing, and amended an existing contract to provide titers at no cost to the community. Titer clinics allow people who are immune to measles (but may not have a record of immunization) to return to their normal activities as soon as possible. This innovative strategy, along with the accompanying protocols, has since been shared with local public health agencies statewide to strengthen overall outbreak readiness.

Engaging partners & serving the community

EPCPH launches Infant Safe Sleep Campaign



EPCPH is committed to serving El Paso County by identifying community needs, addressing service gaps, and developing innovative strategies to expand our impact through strong partnerships and meaningful community engagement. We recognize that effective service requires continuous evaluation of our programs and practices, as well as the pursuit of creative solutions that reduce barriers and improve access to our services.

In 2025, EPCPH's Injury and Violence Prevention staff, with support from the Maternal and Child Health program, launched the Infant Safe Sleep Campaign, which aimed to reduce sleep-related infant deaths by educating parents, caregivers and communities about safe sleep practices.

The campaign was a response to 2024 Child Fatality Review Team (CFRT) data showing that sleep-related infant deaths were the leading cause of death among cases reviewed. EPCPH facilitates CFRT in partnership with the El Paso County Coroner's Office to review injury and violence-related deaths among 0–17-year-olds to develop child mortality prevention recommendations as required by the Colorado Child Fatality Prevention Act ([C.R.S 25-20.5-401](#)).

The “Infant Safe Sleep” campaign emphasizes a safe sleep environment to help keep babies safe by practicing the ABC's (alone, back, crib) of safe sleep. The initiative is aimed at educating parents, caregivers and communities about safe sleep practices to help reduce the risk of sleep-related infant deaths.

The campaign utilized a variety of outreach methods. A Safe Sleep Station was set up in the EPCPH Vital Records Office, offering educational brochures, diaper tags and other materials. EPCPH Women, Infants and Children (WIC) and Nurse-Family Partnership (NFP) staff were given materials and training to enable both programs to share safe sleep information with every client. The programs also make referrals for cribs when clients are unable to afford a safe sleep environment. Additionally, materials were distributed through partner agencies, and demonstrations of safe sleep practices were provided at community events. On August 18, 2025, the Communication Program issued a press release on safe sleep, garnering media attention that amplified the safety message.

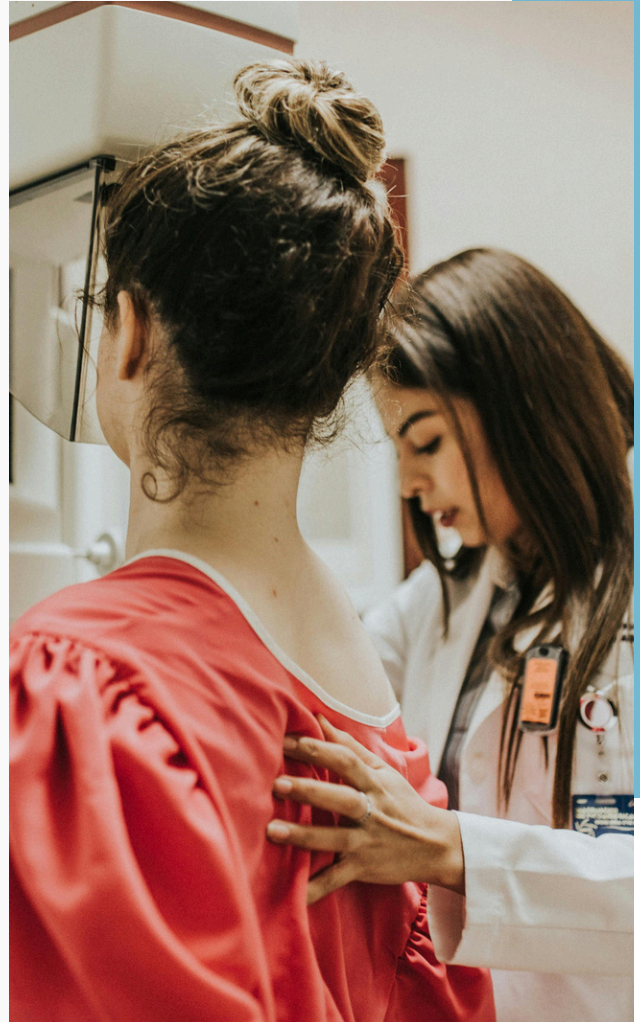
EPCPH pursues mammogram quality improvement initiative

Working with the EPCPH Quality Improvement Team, the EPCPH Reproductive Health Clinic (RHC) set 2025 goals to improve mammogram referrals and completion rates for patients aged 40 and older after 2024 data showed only 43 percent of 128 eligible women completed screening. An additional 32 percent represented “missed opportunities” for referrals, including visits where screening was not addressed, no order was placed, or follow-up was unsuccessful.

Mammograms are proven to reduce breast cancer deaths, and the U.S. Preventive Services Task Force recommends biennial screening for women ages 40–74 at average risk.

In 2025, efforts focused on improving provider compliance and ensuring screening discussions occurred at every visit. Among 138 eligible women ages 40–65, screening was discussed in 96 percent of visits—an improvement from 2024. However, only 24.6 percent of patients went on to receive a mammogram, with 46 percent of patients declining screening. Cost, particularly for self-pay and uninsured patients, was identified as a key barrier.

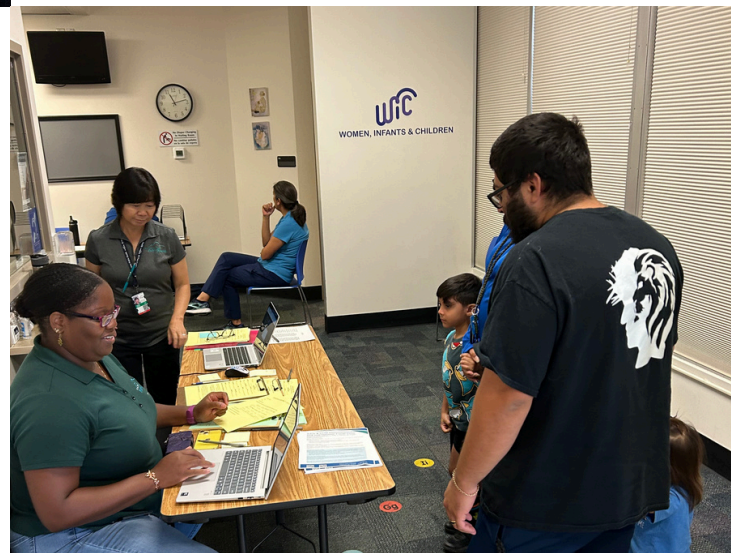
In response, RHC established a Memorandum of Understanding (MOU) and formal partnership with Colorado Springs Imaging to provide five no-cost mammograms per month for uninsured patients—up to 60 annually. This initiative is expected to increase screening completion among uninsured patients by at least 20 percent in 2026. The 2026 strategic plan for the initiative will focus on patient navigation, same-day scheduling, motivational interviewing, bilingual reminders, and structured follow-up to ensure more patients receive a mammogram.





The seventh annual Colorado Epidemiology Conference was held at the Antlers Hotel in Colorado Springs on May 8, 2025. This unique conference — co-hosted by EPCPH and the Colorado Department of Public Health and Environment (CDPHE) — brought together local and state epidemiologists, public health professionals, national speakers, military partners, hospital partners and academic partners.

On Aug. 2, 2025, EPCPH's Valley-Hi office hosted a successful back-to-school event with partner agencies. Staff distributed 165 backpacks filled with school supplies to local students. Additionally, the Public Health Immunization team administered 10 vaccinations, helping to ensure children were up to date on their immunizations before the new school year.



On Oct. 13, 2025, the Maternal and Child Health (MCH) program hosted its first Bundles of Care event. The event was a collaborative effort between Maternal and Child Health, Women, Infants and Children (WIC), Nurse-Family Partnership (NFP), and the Reproductive Health Clinic. By bringing these programs together in one space, along with community partners, the event provided essential infant supplies while strengthening community connections and supporting the emotional well-being of caregivers. The event was offered in partnership with WeeCycle, a nonprofit focused on meeting children's basic needs.



Making data & information accessible to the public

Building trust with stakeholders through credible data and transparent communication is a cornerstone of EPCPH's Strategic Plan and guiding principles. In 2025, EPCPH achieved significant progress in these areas—launching new dashboards, enhancing mapping capabilities, and improving accessibility across all digital platforms.

Enhanced Digital Accessibility

The Communications program achieved major milestones in digital accessibility by complying with Colorado House Bill 21-1110 ahead of the June 30 deadline. This accomplishment included making the EPCPH website accessible, delivering training to all staff, equipping Communications team members with advanced accessibility skills, establishing document review standards, and developing a comprehensive set of policies, standard operating procedures, and templates to ensure consistent implementation.



Mapped WIC client density

The PHDA team partnered with the Women, Infants and Children (WIC) program to complete a mapping project that compared the number of clients within a zip code to location of stores that accept WIC benefits, EPCPH WIC facilities/clinic locations, and additional factors which impact health. These maps were then utilized to inform strategic decisions regarding targeted outreach and mobile clinic locations.



Launched the Respiratory Disease Dashboard

To improve transparency and public access to timely respiratory disease trends within the community, the Communicable Disease team launched a new Respiratory Disease Dashboard on the EPCPH website. The dashboard provides a clear, user-friendly overview of weekly hospitalizations for influenza (including subtype), COVID-19, and RSV in El Paso County.

EPCPH by the numbers

Communicable Disease

290

CONFIRMED
INFECTIOUS DISEASE
OUTBREAKS (INCLUDES
COVID AND NON-COVID
OUTBREAKS)



2,719

CASES OF REPORTABLE CONDITIONS
IN 2025 (PRELIMINARY DATA
INCLUDES ALL CONFIRMED AND
PROBABLE CASES INCLUDING, BUT
NOT LIMITED TO, HOSPITALIZED
COVID, RSV AND FLU)

Clinical Services

1,698

REPRODUCTIVE HEALTH
CLINIC VISITS

10,072

IMMUNIZATIONS
PROVIDED



1,778

GONORRHEA/CHLAMYDIA
TESTS

7

ACTIVE
TUBERCULOSIS (TB)
CASES TREATED*

817

SYPHILIS TESTS

28

LATENT TB CASES
TREATED*

684

HIV TESTS

*TOTAL CASES
TREATED IN 2025
REGARDLESS OF
WHEN THEY BEGAN
TREATMENT

Community Health Promotion

14,734

WIC AVERAGE MONTHLY
ENROLLMENT

32

MATERNAL & CHILD HEALTH
EVENTS

1,270

MATERNAL & CHILD HEALTH
REFERRALS

82

MATERNAL & CHILD HEALTH
OUTREACH



Vital Records

24,165

BIRTH CERTIFICATES ISSUED



42,026

DEATH CERTIFICATES ISSUED

Environmental Health



279

RETAIL FOOD ESTABLISHMENT
PLAN REVIEWS

231

CHILD CARE INSPECTIONS

2,592

INDIVIDUALS PROVIDED FOOD
SAFETY EDUCATION CLASSES

133

BODY ART ESTABLISHMENT
INSPECTIONS

80

SCHOOL SAFETY INSPECTIONS

109

CONSTRUCTION ACTIVITY
PERMITS ISSUED

30

OPEN BURN PERMITS ISSUED

8,164

WATER TESTS

546

ONSITE WASTEWATER
PERMITS ISSUED

785

ONSITE WASTEWATER
PROPERTY SALE APPLICATIONS

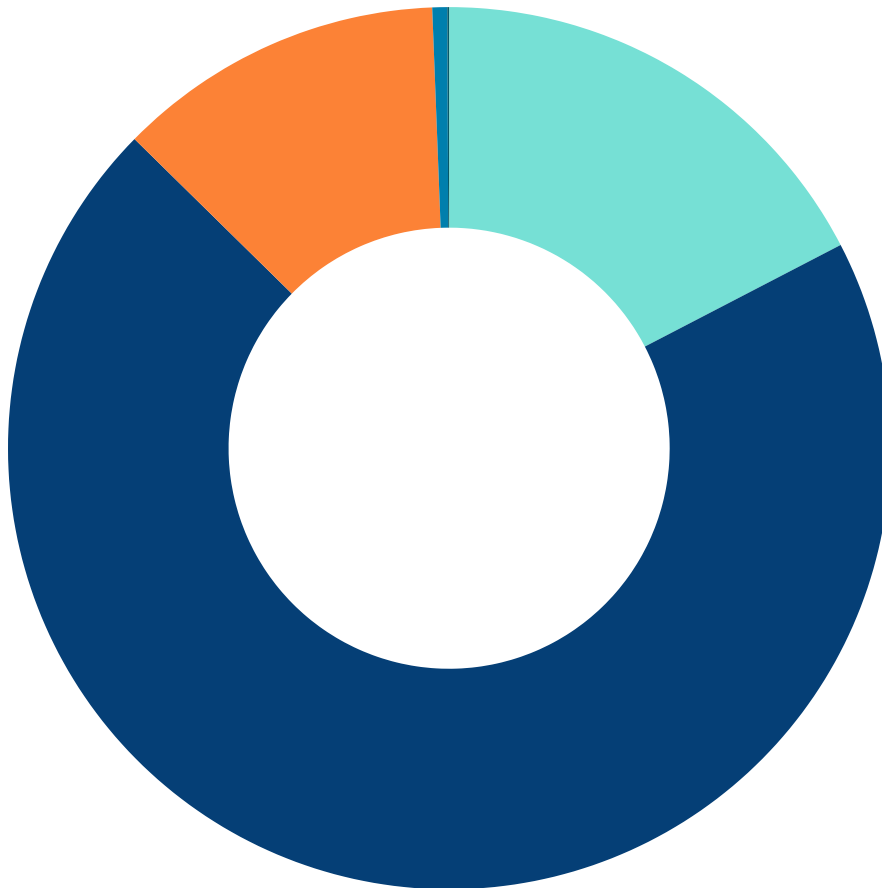
353

PUBLIC POOL INSPECTIONS



Financials: Revenues

- Charges to El Paso County for Programs
- Intergovernmental and Other Grants
- Licenses, Fees and Permits
- Interest Income
- Miscellaneous



This pie chart breaks down the 2025 revenues for EPCPH.

Intergovernmental and other grants equate to \$27.9 million or 70.1 percent. Licenses, fees and permits equate to \$4.8 million or 12 percent. Charges to El Paso County for programs equate to \$6.9 million or 17.3 percent. Interest income and miscellaneous equate to \$243,129 or less than 1 percent.



El Paso County Public Health
www.elpasocountyhealth.org



- Follow Us on Social -

