

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Board of Health
INITIATED BY

County Board Staff Committee
SUBMITTED BY



Marie-Noel Sandoval, Health
Officer
DRAFTED BY

June 27, 2016
DATE DRAFTED

TO CREATE THE POSITION OF ASSISTANT DIRECTOR, CREATE A CLASS
DESCRIPTION AND ESTABLISH A PAY RANGE

1 WHEREAS, the Rock County Public Health Department requests that a 1.0 FTE Public Health Nurse
2 Director position be deleted and a 1.0 FTE Assistant Director position be created; and,

3
4 WHEREAS, this change will address the changing public health environment and scope of work as well
5 as align with strategic planning goals and objectives and assure the successful achievement of the Rock
6 County Public Health Department's vision, mission, and program objectives; and,

7
8 WHEREAS, by achieving our program goals and objectives, the Rock County Public Health Department
9 can improve the level of health knowledge and health behaviors of the community, thereby
10 improving the health status of Rock County residents, thereby making Rock County a healthier place in
11 which to live, play, work, and learn.

12
13 NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled
14 this 14th day of July, 2016 moves to delete 1.0 FTE Public Health Nurse Director
15 position and create the position of a 1.0 FTE Assistant Director, create the class description, and establish
16 Pay Range 27 (\$67,087.44-\$81,557.28).

Respectfully submitted,

BOARD OF HEALTH

Sandra Kraft, Chair

Louis Peer, Vice Chair

Richard Bostwick

Linda Garrett

Dr. Dean Peterson, DVM

Dr. Keith Konkol, M.D.

Dr. Connie Winter, DDS

Judith Wade, WHNP

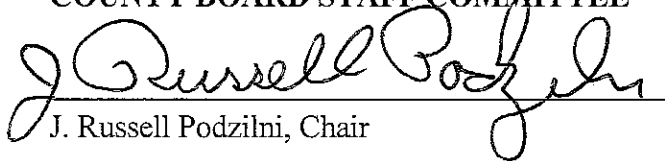
Eric Gresens, R.Ph

16-7A-076

TO CREATE THE POSITION OF ASSISTANT DIRECTOR, CREATE A CLASS DESCRIPTION, ESTABLISH A PAY RANGE, AND AMEND THE 2016 BUDGET

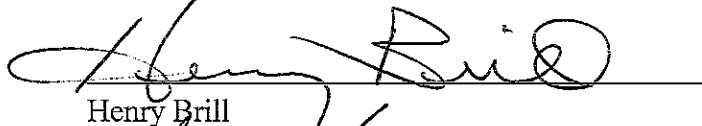
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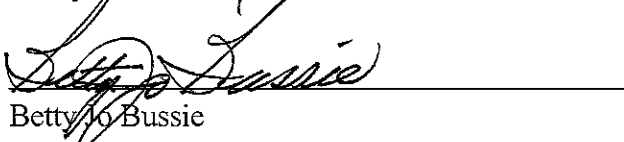
COUNTY BOARD STAFF COMMITTEE

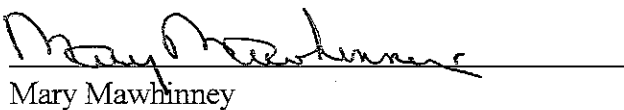

J. Russell Podzilni, Chair

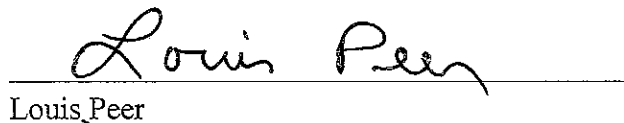

Sandra Kraft, Vice Chair

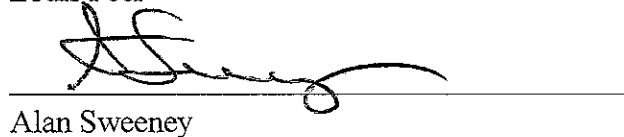

Eva Arnold

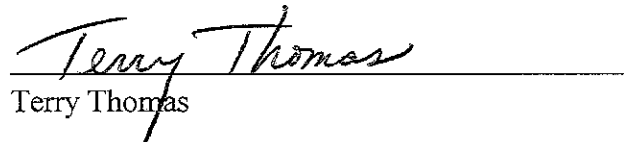

Henry Brill


Betty Jo Bussie


Mary Mawhinney


Louis Peer


Alan Sweeney


Terry Thomas

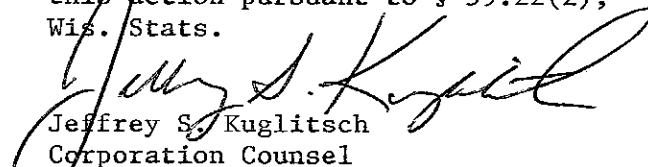
FISCAL NOTE:

This resolution deletes a 1.0 FTE Public Health Nurse Director position and creates a 1.0 FTE Assistant Director position. The new position will be funded by the deletion of the Public Health Nurse Director position.


Sherry Oja
Finance Director

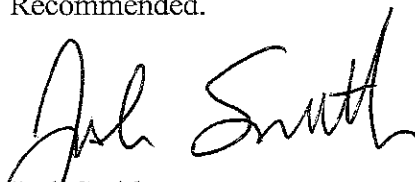
LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats.


Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.


Josh Smith
County Administrator

Executive Summary

For local public health practice, the scope and content of work to be performed as well as strategies for addressing public health issues are continuously evolving. Local Health Department focus has moved toward the reduction of providing personal health services and increased focus on emergency preparedness, epidemiology and surveillance, and primary prevention through education. Additionally, there is an increase in collaboration with other agencies and community partners. This new focus characterizes a new role for health departments as the "chief strategists" for a community. Health departments as chief strategists will lead communities' health promotion efforts by catalyzing, conducting, supporting, and sustaining health protection and promotion activities in partnership with health care clinicians and leaders in widely diverse sectors, including social services, education, transportation, public safety, and community development.

The Rock County Public Health Department has been undergoing a strategic planning process to inform and guide the department in organizing and structuring the programs and services offered in Rock County. Additionally, the strategic planning process will serve to identify staffing gaps and serve as a template for performance improvement and more effective workforce development. A vacant public health nurse director position has presented the opportunity to address the changing public health environment and scope of work as well as align with strategic planning by converting this position to an Assistant Director position. This proposed change will be cost neutral in the 2017 budget.

The purpose of this position is to assist in the management of the overall day-to-day operations and personnel of the Public Health Department to assure the successful achievement of the department's vision, mission, and program objectives. The Assistant Director promotes and supports population health in Rock County by providing senior management, leadership and public health expertise. This position promotes individual and population public health by providing the essential services of public health within a variety of settings, ensures compliance with a broad range of current local health and environmental codes, regulations and policies; participates in multi-faceted community health and environmental projects; and providing technical assistance and information to individuals, families and groups regarding public health and environmental issues. The Assistant Director provides mentoring, supervision and technical assistance to all staff. Work is performed under the general direction of the Public Health Director. Position assumes all duties of the Public Health Director in her/his absence and supervises in conjunction with Director, all employees within the department. There will be minimal budgetary impact as the creation of this new position will be coupled with the deletion of an existing one.