
Sponsor: Public Health

Meeting Date: 7/23/2024

Title: Personnel Complement Increase in the Public Health
Department through the Foundational Public Health Responsibilities
Grant

File Number: 2024-302

Background and Rationale:

Saint Paul - Ramsey County Public Health (SPRCPH) has been awarded a Foundational Public Health Responsibilities (FPHR) Grant through the Minnesota Department of Health (MDH). The FPHR grant is ongoing funding to strengthen local and tribal public health in Minnesota and must be used to fulfill foundational public health responsibilities. The initial grant award for 2024 is for \$178,664 and will be used for Workforce Development, an activity under the foundational capability of Organizational Competencies, which includes strengthening the department's ability to develop and maintain a diverse and inclusive workforce with the cross-cutting skills and competencies needed to implement the Foundational Public Health Services effectively and equitably. This will include cultivating an organizational culture of employee well-being, support and retention, and developing, implementing, and maintaining infrastructure and a written plan for public health workforce development.

This position will serve as a liaison within the department and continue current efforts of the longstanding Workforce Development Team, and leading the department's new Workforce Mental Health and Well-being Team. The Workforce Mental Health and Well-being Team has adopted the U.S. Surgeon General's Framework for Workplace Mental Health and Well-Being, which highlights five essentials that support workplaces:

1. Protection from Harm
2. Connection and Community
3. Work-Life Harmony
4. Mattering at Work
5. Opportunity for Growth.

The FPHR Grant provides the department an opportunity to more clearly focus on and prioritize staff well-being and create a workforce culture and infrastructure that supports the public health workforce. This is a critical role that will also support current efforts around recruitment, retention and promotion.

Recommendation:

The Ramsey County Board of Commissioners resolved to:

Approve an increase in the personnel complement of the Public Health department by 1.0 Full Time Equivalent for the duration of the grant.

A motion to approve was made by Commissioner Frethem, seconded by Commissioner Reinhardt. Motion passed.

Aye: - 7: Frethem, Martinson, McGuire, Moran, Ortega, Reinhardt, and Xiong

By: 
Mee Cheng, Chief Clerk - County Board