

Request for Board Action Details

File #: 2022-061

Type: Administrative Item **Status:** Passed

In control: Board of Commissioners

On agenda: 7/12/2022 **Final action:** 7/12/2022

Title: Designation of two Unclassified, Unrepresented positions in the Public Health Department in Accordance with the Personnel Act, Minnesota Statute 383A.286, Subdivision 3.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Public Health Organization Chart, 2. Resolution

Date	Ver.	Action By	Action	Result
7/12/2022	1	Board of Commissioners	approved	Pass

Sponsor: Human Resources

Title
Designation of two Unclassified, Unrepresented positions in the Public Health Department in Accordance with the Personnel Act, Minnesota Statute 383A.286, Subdivision 3.

Recommendation
Approve the change in designation of two Planning Specialist positions to that of two unclassified, unrepresented positions, such as Deputy Director positions in the Public Health Department in accordance with the Personnel Act, Minnesota Statute 383A.286, Subdivision 3.

Background and Rationale
Public Health department’s responsibilities continue to be highly complex which necessitate the need for positions/roles to support the growing team and ensure county initiatives and priorities are represented throughout department policies and programs. Human Resources recommends the approval of the Health and Wellness Service Team’s request to change the designation of two currently vacant classified Full-Time Equivalents (FTEs) to that of two unclassified, unrepresented positions that will be utilized in roles that assist the department director in managing the Public Health department.

Reporting directly to the department director, the two designated unclassified, unrepresented positions will assist in overseeing department divisions, supervising staff, and assisting the director, leadership team, and county management with planning and implementing department objectives and strategies. Responsibilities may include assisting with developing department strategic plans; planning, developing, evaluating, and implementing department policies, programs, projects, and service offerings; planning and managing department budgets; establishing partnerships with external agencies, key stakeholders, and community members; and ensuring compliance with applicable regulations, policies, and procedures.

County Goals (Check those advanced by Action)

Well-being Prosperity Opportunity Accountability

Racial Equity Impact

Ramsey County's vision for a vibrant community where all are valued and thrive is dependent on being a community where all residents can experience fair outcomes and opportunities for advancement and growth. Public Health programs and services are directly and indirectly connected to the health and well-being of all residents. Public Health, under the guidance of the Public Health director, has an important role and responsibility to advance racial and health equity with an emphasis on social determinants of health and reaching Black, American Indian, and other underserved communities in Ramsey County. This is achieved through the department's strategic plan and community health priorities both of which elevate and address racial and ethnic based health disparities and inequities that have been identified through the community health assessment and community health improvement plan.

Community Participation Level and Impact

Public Health engages county residents to align with the county's vision, programming, and services to meet the needs of residents. Community partnership and participation is an integral part of Public Health's work. Participation includes membership on advisory committees, work with trusted messengers and community partners that represent the diverse communities served, and a strong alignment with the Racial and Health Equity Administrators and Liaisons to advance racial and health equity through shared community power.

Specifically, Public Health leadership and staff work with the Saint Paul - Ramsey County Community Health Services Advisory Committee (CHSAC) that advises the Ramsey County Board of Commissioners and Saint Paul's Mayor and City Council on issues related to public health. The CHSAC meets with the director of Public Health, as well as other department staff, including division directors. Members of the CHSAC provide a critical connection to the Saint Paul and Ramsey County community, bringing their diverse lived experience, knowledge, and skills as we work to address racial and ethnic-based health disparities and inequities that continue to exist in Ramsey County. The CHSAC provides critical direction on the department's strategic plan and community health priorities both of which elevate and address racial and ethnic based health disparities and inequities that have been identified through the community health assessment.

Inform Consult Involve Collaborate Empower

Fiscal Impact

This action will not require a complement increase for the department and is already included as part of the approved 2022-2023 Public Health department budget. Funding for the proposed new role will come from savings from current vacancies and efficiencies gained from process improvements over the current budget cycle.

Last Previous Action

None.

Attachments

1. Public Health Department Organization Chart.