



Goodhue County
Health and Human Services

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April 9, 2025

TO: Goodhue County Personnel Committee
GCHHS Board

FROM: Nina Arneson, HHS Director

RE: HHS Realignment with Family Health & Healthy Communities

BACKGROUND:

Many changes including major, and minor structure changes have taken place since the HHS integration began in 2010. One of those structural changes has been our workforce and organizational structure that includes supervisors & leads with the goal of having at least one Team Lead with all units for continuity of leading, serving, supporting and training HHS professionals. This workforce and organizational structure has served us very well, and we are now ready to realign our final two work units.

The HHS Team Leads are experienced staff who have increased responsibility for training, program administration, and leadership. One of the ways we describe these lead positions is that a Team Lead is an HHS professional with “an extra backpack” – meaning, added duties. The two final units that need this realignment are the Family Health and Healthy Communities Units.

The Family Health Unit provides a variety of services that support pregnant and parenting families, in addition to providing Disease Prevention and Control Services. In Family Health, the Lead Worker would have primary responsibilities in program data collection and management, as well as budget management. Family Health is funded by 9 different grants, each of which has numerous expectations and reporting requirements. A lead would be able to assist with keeping budgets on target and answering staff questions about program requirements, as well as assisting to provide data and outcomes to the State of Minnesota as part of many of these grant requirements. With close and diligent monitoring, we are in a better position to bill for every grant dollar possible.

The Family Health Lead would also play a pivotal role in helping to monitor and interpret data, with dedicated time to monitor community trends to inform our resource allocation and program decisions. Included in this would be supporting our software and documentation system and coordinating with the Community Health Assessment process led by Healthy Communities team. Additionally, the Team Lead would provide community outreach and support to better inform community partners on the work of Family Health Unit. This would offer more opportunities for collaboration and partnership.

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The Healthy Communities Unit administers the area of chronic disease and injury prevention, such as healthy eating, active living, substance use prevention, traffic safety, and mental health promotion. These efforts are typically collaborative, with unit staff facilitating Live Well Goodhue County, the Mental and Chemical Health Coalition, the Child and Family Collaborative, the Safe Roads Coalition, and other partnerships. The unit also administers many Foundational Public Health Capabilities, including assessment and surveillance, communication, performance management, health equity, and community partnership development, and supporting our public health efforts agency wide. Healthy Communities Unit is funded by numerous grants from the State of Minnesota, currently including the Statewide Health Improvement Partnership (SHIP), Towards Zero Deaths (TZD), Response Sustainability Grant (RSG), Public Health Emergency Preparedness (PHEP), Local Public Health Act Grant, Foundational Public Health Responsibilities (FPHR), an Opioid Epidemic Response Services grant from the Opioid Epidemic Response Advisory Council (OERAC), and Cannabis and Substance Use Prevention (CSUP).

The Healthy Communities Lead will coordinate with the Family Health Lead to align the work of specialists in communication, data analysis, community engagement, and the other foundational capabilities, with staff implementing population health prevention and promotion work. This will help us continue to move toward more of a team approach where staff who implement grant work receive support and coaching from internal experts. Since achieving initial National Public Health Accreditation in 2019, Goodhue County Health and Human Services has moved toward the Foundational Public Health Services framework embedded in the national accreditation standards. We assigned foundational capabilities to two existing positions in 2021 (the community engagement specialist and community health specialist) and added two new positions – the planner/data analyst approved in 2023, and communication specialist approved in 2024 -- with state grant funds.

The Healthy Communities Lead will have responsibilities like other GCHHS leads including hiring, onboarding, and answering staff questions about personnel policy and program requirements. The lead will ensure implementation of approved grant activities. Just as in Family Health, the Healthy Communities lead will assist the unit supervisor to monitor grant budgets and bill all eligible activities to grants and hold staff accountable to measure and reach grant program performance goals.

The cost for this organization realignment would be minimal. We would not add, and/or hire new staff / FTEs. These Lead positions would be offered as growth opportunities for the current HHS professionals with no backfill. The cost increase is equivalent to approximately a one step advancement for each position, estimated at \$4,766 for 2025. The realignment will not impact the County levy, and the department will manage it within the existing HHS budget by utilizing existing grant funding and third-party reimbursements.

Public Health Educator/Nurse Promotions to Lead		
	2025 Current Grade 112/3	2025 Promotion Grade 114/2
Rate	\$37.93	\$39.92
Gross	\$78,895.00	\$83,034.00
PERA/FICA/Medicare/Life	\$12,007.00	\$12,634.00
Health Coverage/H.S.A. (Family Health Plan)	\$22,979.00	\$22,979.00
Total Cost	\$113,881.00	\$118,647.00
Total Benefits	\$34,986.00	\$35,613.00
Wages + Benefits less Health	\$90,902.00	\$95,668.00
Health Insurance	\$22,979.00	\$22,979.00
Total	\$113,881.00	\$118,647.00
	Increase	\$4,766.00

Attached, GCHHS Org. Chart

Goodhue County Health and Human Services (GCHHS)

