



Goodhue County
Health and Human Services

426 West Avenue
 (651) 385-3200 • Fax (651) 267-4882

REQUEST FOR BOARD ACTION

| | | | |
|------------------------------|---|---------------------|--|
| Requested Board Date: | February 20, 2024 | Staff Lead: | Nina Arneson |
| Consent Agenda: | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | Attachments: | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Action Requested: | Appointment of one or two HHS Board members to participate with Goodhue County - Public Health Transformation meeting(s) on Friday, March 1, 2024, and as needed. | | |

BACKGROUND:

The State of Minnesota has the desire to transform the Public Health System to more closely align with federal standards, and provide more consistency as to how Public Health needs are met throughout the state.

There are various funding opportunities to address our Public Health needs. Some of these opportunities were more temporary--such as federal COVID grant funds, the CDC I-Fund, and another CDC workforce development grant. Some are new ongoing funding sources we will receive from the state--such as the Foundational Public Health funds. We also have some additional funding with more specific requirements--such as the Response Sustainability Grant.

We have already made one commitment for the funds with the addition of a planner position (see attached HHS Board request). The position has been filled and our Planner-Data Analyst will be starting later this month.

With new incoming funds, we want to take a structured look at our local needs and make a plan as to how we will utilize these new funding opportunities to ensure continued improvements, and continued alignment with State and local requirements, needs, and expectations.

Our first meeting to go over the background of the Foundational Areas and look at the funding sources will be **Friday, March 1, 8:30-1:00**. It is anticipated additional meetings will follow.

RECOMMENDATION: Goodhue County HHS would like the HHS Board to appoint one or two HHS Board members to serve in this capacity.

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Goodhue County Health and Human Services

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Red Wing, MN 55066
(651) 385-3200 • Fax (651) 267-4882

November 14, 2023

TO: Goodhue County Personnel Committee

FROM: Nina Arneson, GCHHS Director
Kris Johnson, GCHHS Deputy Director

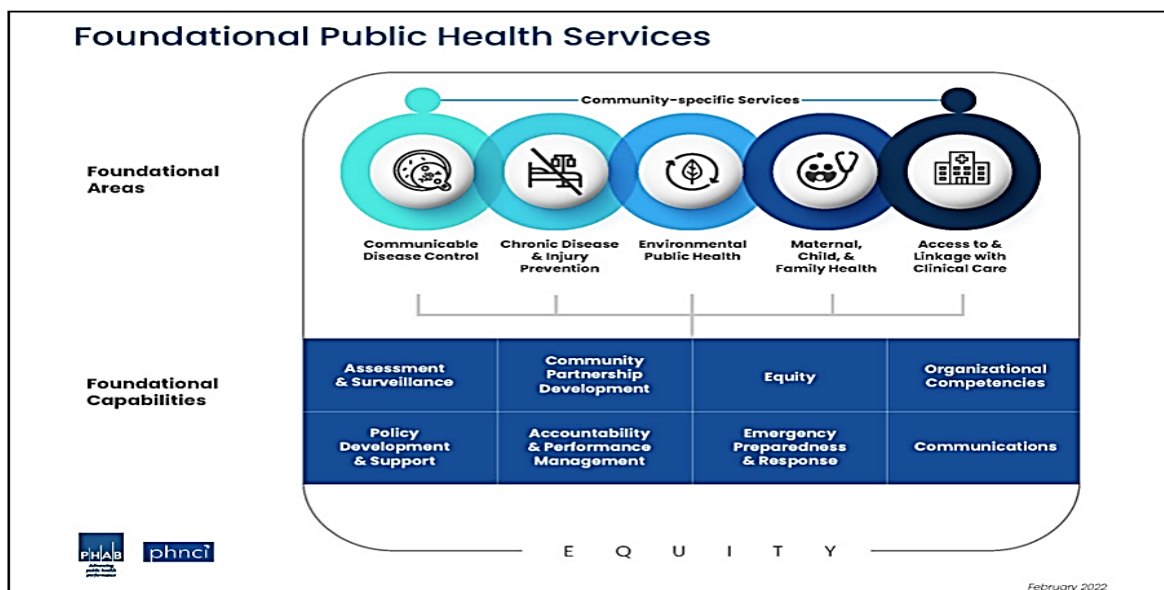
RE: NEW Permanent Position Request - 1.0 FTE Planner-Data Analyst

BACKGROUND:

This request is to utilize GCHHS **existing time limited** grant public health infrastructure funds (**IFund**) so GCHHS will not lose these funds as [approved previously by the HHS Board](#). This is also positioning our agency to utilize the upcoming **new ongoing** State Public Health Foundational funds that require local public health agencies to improve foundational public health capabilities.

The COVID-19 pandemic has accelerated a push for the state of Minnesota, and the US as a whole, to build and strengthen the capacity of the Public Health System. In December 2022, the joint leadership group, including members of [State Community Health Services Advisory Committee \(SCHSAC\)](#), [Local Public Health Association \(LPHA\)](#), and Minnesota Department of Health (MDH) wrote a report called - [Transforming Minnesota's Public Health System for the 21st Century](#) identifying the goals of Public Health Transformation.

These efforts have undergone many iterations, and the framework has been updated since the 2022 report to match the National Foundational Public Health Services framework.



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Public Health Infrastructure Fund (IFund) Grant:

One part of this capacity building effort was the Public Health Infrastructure Fund grants. In 2021, the Minnesota Legislature appropriated \$6 million/year in funding to support efforts to improve, pilot or strengthen approaches to building capacity in four foundational capabilities:

- **communications,**
- **community partnerships,**
- **data and epidemiology, and**
- **health equity.**

GCHHS applied for and received a 2022-2024 Public Health Infrastructure Fund grant with a focus on data management.

[In April, 2022 GCHHS Board](#) approved the hiring of a provisional Data Specialist as part of these grant efforts. The position was created to have two important areas of focus:

- **Identify, collect and analyze data** on the health of the community as it relates to our services and interventions, coach program staff and community leaders to use this data to develop performance measures, and integrate the data with program work plans.
- **Effectively communicate data and its analysis:** provide staff and stakeholders with user-friendly, easily digestible information through a variety of sources.

Unfortunately, we were unable to fill that provisional position. There were interested candidates, but the short-term provisional nature of the position was ultimately a barrier for hiring. To meet the goals of the grant, we contracted with the [Minnesota Management and Budget \(MMB\) office](#) to support and coach current staff on identifying, collecting and analyzing data.

We identified four projects for in-depth data coaching, and MMB consultants have met with GCHHS staff several hours per month to coach them on utilizing the Results Based Accountability model of performance management. Our learnings with MMB has underscored the importance of staff having strong performance management capacity in order to assess and measure the results of our work, thus helping ensure that we meet our ultimate mission of improving the health of the community.

Both **Accountability & Performance Management**, and **Assessment & Surveillance**, are Foundational Capabilities in the National Foundational Public Health Services model adopted in 2023. This Data Analyst would help primarily in Accountability & Performance Management, as well as some support for Assessment & Surveillance. MMB has a high level of expertise and their hours of training and coaching staff are beginning to build internal capacity among public health program staff. However, the premise of our IFund grant was that just like we need internal support staff, accounting, and IT support, we need data analyst support on an ongoing basis as part of our team.

This person would be a professional, trained in program evaluation and performance management able to field questions from program staff on specific projects. This data analyst would have the expertise to coach program staff to develop program performance measures, engage the community through surveys or focus groups, and collect and analyze qualitative and quantitative data.

While the consultation with MMB has been helpful, there are limitations with utilizing a consultant. Capacity to consult is limited to a few hours per week (sometimes a few hours a month due to consultants' vacations or other projects), and has not provided the extent of support that would come with having a full time Data Analyst on staff.

Over the course of one year (November 2022 – October 2023) we have had 243 hours of MMB consulting at a cost of \$32,880. MDH has not announced whether there is a possibility for an extension on the 2022-2024 Infrastructure Fund Grant we received. Currently we have a large sum - \$96,000 remaining to spend by June 30, 2024. This is something we do not want to lose, and send back as the need is here.

Foundational Public Health Responsibility (FPHR) Funds:

During the 2023 session, the Minnesota State Legislature allocated additional funds to Local Public Health agencies with the specific purpose of bolstering foundational capabilities.

A committee of representatives from SCHSAC, MDH, and LPHA is collaborating to determine a formula for allocating those funds to Community Health Boards. A SCHSAC vote is expected in December to decide on the funding formula listed below, and at the very lowest, Goodhue County HHS will receive \$100,000 per year in ongoing state funds. If the recommended formula is passed, Goodhue County would receive between \$172,800- \$220,548. Like the Local Public Health Act grant, the new FPHR funds are ongoing base funding.

| Option | Low under 100K | High under 100K | Low over 100K | High over 100K |
|---------------------------|----------------|-----------------|---------------|----------------|
| Option 1 (\$100,000 base) | \$168,913 | \$225,841 | \$118,976 | \$175,904 |
| Option 1 (\$115,000 base) | \$172,800 | \$220,548 | \$130,916 | \$178,664 |
| Option 1 (\$125,000 base) | \$175,392 | \$217,020 | \$138,876 | \$180,504 |
| Option 1 (\$150,000 base) | \$181,871 | \$208,199 | \$158,776 | \$185,104 |

After reviewing these scenarios and discussing fit with the workgroup’s principles, the workgroup voted to recommend the following funding formula:

Base funding of \$115,000 to each community health board, then allocating 60% of the remaining funds to social vulnerability index and 40% to community health boards serving fewer than 100,000 people. Overall, in this scenario, 59.6% of the funds are allocated to base funding; 24.3% to social vulnerability index; and 16.2% to capacity.

| Planner (1 FTE Permanent) | 2023 | 2023 |
|------------------------------|----------------------|----------------------|
| | Single Health step 1 | Family Health step 1 |
| Rate | \$32.51 | \$32.51 |
| Gross | \$67,621.00 | \$67,621.00 |
| PERA/FICA/Medicare/Life | \$10,299.00 | \$10,299.00 |
| Health Coverage/H.S.A. | \$9,551.00 | \$20,706.00 |
| Total Cost | \$87,471.00 | \$98,626.00 |
| Total Benefits | \$19,850.00 | \$31,005.00 |
| Wages + Benefits less Health | \$77,920.00 | \$77,920.00 |
| Health Insurance | \$9,551.00 | \$20,706.00 |
| Total | \$87,471.00 | \$98,626.00 |
| | Plan 1 | Plan 1 |

RECOMMENDATION:

The HHS Department recommends approving the following:

With the remaining Public Infrastructure Fund ([I.Fund](#)) grant allocation, plus the new Foundational Public Health Responsibility (FPHR) funds allocated by the Minnesota State Legislature, we are requesting to

1. Move forward to post and hire for a **Permanent 1.0 FTE Planner - Data Analyst** utilizing the MN Merit System. This posting would be for internal and external candidates. If an internal candidate is selected then move forward immediately to back fill that position until an external candidate has been hired to finish the process.

Note: Funding for this position would come from two primary sources:

- \$96,000 that remains in the Public Health Infrastructure grant, which needs to be spent by June, 2024.
- Utilize the newly allocated Public Health Foundational funding, with minimum allocation of \$100,000/year to Goodhue County.

Hiring for this position now allows us to utilize the remainder of the I-Fund grant, and with the commitment of the new funding, it also allows us to make this position permanent.

We also intend to facilitate a structured and collaborative decision-making process in 2024 to determine how to utilize the remainder of the funds not allocated to this position.