

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

Board of Health  
INITIATED BY



Katrina Harwood  
DRAFTED BY

Board of Health  
SUBMITTED BY

June 28, 2021  
DATE DRAFTED

**CREATE THE POSITIONS OF PUBLIC HEALTH PLANNER, PUBLIC HEALTH POLICY SPECIALIST, AND PUBLIC HEALTH DATA SCIENTIST; CREATE CLASS DESCRIPTIONS; ESTABLISH PAY RANGES; AND AMEND THE 2021 BUDGET**

1 **WHEREAS**, the COVID-19 pandemic has exemplified the need for strong public health infrastructure  
2 and a workforce skilled in areas of data science, policy development, and planning; and,  
3

4 **WHEREAS**, the expertise brought by these specialist positions would improve the design and execution  
5 of public health programs; and,  
6

7 **WHEREAS**, the additional positions would improve public health emergency preparedness activities  
8 through planning and analysis; and,  
9

10 **WHEREAS**, COVID-19 remains a threat to the public’s health through the potential to mutate into  
11 variants that are not covered by the developed vaccines; and,  
12

13 **WHEREAS**, the Rock County Public Health Department and other community partners are working to  
14 increase the proportion of the population fully vaccinated, which requires concerted planning efforts that  
15 incorporate predictive analytics and policy development; and,  
16

17 **WHEREAS**, public health professionals anticipate that novel diseases will continue to pose a threat to  
18 the public’s health; and,  
19

20 **WHEREAS**, pandemics are likely to become more frequent; and,  
21

22 **WHEREAS**, there is a need to develop infrastructure so that the next pandemic does not result in the  
23 same significant morbidity and mortality as the COVID-19 pandemic; and,  
24

25 **WHEREAS**, the COVID-19 pandemic has created and exacerbated additional public health concerns  
26 related to health inequities and the social determinants of health; and,  
27

28 **WHEREAS**, the Rock County Public Health Department requests that a 1.0 FTE Public Health Planner  
29 position, a 1.0 FTE Public Health Policy Specialist position, and a 1.0 FTE Public Health Data Scientist  
30 position be created; and,  
31

32 **WHEREAS**, the positions will be funded through the American Rescue Plan Act, unless other public  
33 health specific funding is identified; and,  
34

35 **WHEREAS**, these positions would provide the additional capacity needed for the Rock County Public  
36 Health Department to effectively design and implement public health programs aimed at pandemic  
37 response/recovery; and,  
38

39 **WHEREAS**, the position of a Public Health Planner will support the development, implementation, and  
40 ongoing monitoring of the Rock County Public Health Department’s performance management system,  
41 quality improvement plan, workforce development plan, and partner relationship management system  
42 specific to COVID response, recovery, and ongoing design and execution of public health programs; and,  
43

44 **WHEREAS**, the position of a Public Health Policy Specialist will ensure that efforts to protect and  
 45 promote public health through policy action are evidence-based and take into consideration feasibility,  
 46 apply public health ethics, and take steps to ensure that there are not disproportionate impacts  
 47 communities of color and other groups that have been historically marginalized ; and,  
 48

49 **WHEREAS**, the position of a Public Health Data Scientist will apply predictive analytics, machine  
 50 learning, and other methods to develop public health surveillance systems that continuously assess risk to  
 51 the public’s health and to ensure that strategies to protect and promote public health are data informed and  
 52 likely to achieve the desired health outcomes; and,  
 53

54 **WHEREAS**, collectively, the additional positions will enable the Rock County Public Health  
 55 Department to effectively address the COVID-19 pandemic, engage in COVID-19 pandemic recovery,  
 56 and develop infrastructure and capacity to effectively address future pandemics and other public health  
 57 emergencies.  
 58

59 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled  
 60 this 8<sup>th</sup> day of July, 2021 moves to create the position of a 1.0 FTE Public Health  
 61 Planner, a 1.0 FTE Public Health Policy Specialist, and a 1.0 FTE Public Health Data Scientist; create  
 62 class descriptions; and establish the positions in Pay Range 22 (\$63,120 -\$76,776) in the unilateral pay  
 63 grid as Unilateral C positions (under the Fair Labor Standards Act).  
 64

65 **BE IT FURTHER RESOLVED**, that the 2021 Rock County Public Health Department budget be  
 66 amended as follows:  
 67

<u>Account/Description</u>	<u>Budget</u>	<u>Increase</u>	<u>Amended</u>
<u>Source of Funds</u>	<u>1/1/21</u>	<u>(Decrease)</u>	<u>Budget</u>
31-3000-0000-68000    Cost Allocations	\$303,604	\$66,860	\$370,464
<u>Federal Aid</u>			
<u>Use of Funds</u>			
31-3000-0000-61100    Wages	\$2,187,756	\$47,340	\$2,235,096
31-3000-0000-61400    FICA	\$167,363	\$3,621	\$170,984
31-3000-0000-61510    Retirement	\$147,674	\$3,195	\$150,869
31-3000-0000-61610    Health Insurance	\$566,432	\$12,350	\$578,782
31-3000-0000-61620    Dental	\$16,281	\$355	\$16,636

80  
 81  
 Respectfully submitted,

**BOARD OF HEALTH**

/s/Louis Peer  
 Louis Peer, Chair

/s/Dr. Connie Winter  
 Dr. Connie Winter, DDS, Vice Chair

VACANT  
 VACANT

/s/Shirley Williams  
 Supervisor Shirley Williams

ABSENT  
 Eric Gresens, R.PH

/s/Dr. Kaitlyn Meyers  
 Dr. Kaitlyn Meyers, DVM, MPH

/s/Danette Rynes  
 Supervisor Danette Rynes

/s/Dr. Vijaya Somaraju  
 Dr. Vijaya Somaraju, MD, MPH, FACP

/s/Debra Kolste  
 Debra Kolste



To Create the Positions of Public Health Planner, a Public Health Policy Specialist, and a Public Health Data Scientist  
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**COUNTY BOARD STAFF COMMITTEE**

/s/Rich Bostwick  
Rich Bostwick, Chair

/s/Wes Davis  
Wes Davis, Vice Chair

ABSENT  
Tom Brien

/s/Kevin Leavy  
Kevin Leavy

/s/Lou Peer  
Lou Peer

/s/J. Russell Podzilni  
J. Russell Podzilni

/a/Alan Sweeney  
Alan Sweeney

dissent  
Bob Yeomans

/s/Mary Beaver  
Mary Beaver

Finance Committee Endorsement

Reviewed and approved on a vote of 4-1

/s/Mary Mawhinney                      7/8/2021  
Mary Mawhinney, Chair                      Date

FISCAL NOTE:

At this time, the addition of these positions will not require County funding. We will be using a portion of the ARPA funding, or a direct grant to the Health Department as the funding source.

/s/Sherry Oja

Sherry Oja  
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats. As an amendment to the 2021 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to § 65.90(5)(a), Wis. Stats.

s/Richard Greenlee

Richard Greenlee  
Corporate Counsel

ADMINISTRATIVE NOTE:

Recommended. The American Rescue Plan Act (ARPA) includes additional funding (in addition to the County's direct ARAP allocation) to support the development of public health infrastructure. If such federal funding is directed to the Health Department, we may be able to use those funds for this purpose and reserve the County's direct allocation to other purposes. In either case, we would anticipate using ARPA funding for these positions through the end of 2024, at which time we will better understand the organizational structure and positions needed to operate effectively, as well as other sources of funding that may be available for these positions. In this way, we will be able to use the intervening three-plus years to evaluate needs.

/s/Josh Smith

Josh Smith  
County Administrator



## Executive Summary

The COVID-19 pandemic has stretched the public health workforce and public health system. Additionally, the COVID-19 pandemic has created gaps in public health services and has made existing gaps in public health disease surveillance and planning efforts evident. The Rock County Public Health Department remains committed to assessing the impact of COVID-19 on the population of Rock County, including assessing the risk to the public from variants of the virus, conducting contact tracing, working with private and public organizations to develop and implement strategies to prevent the spread of illness, and coordinate the delivery of vaccines to specific geographic areas of Rock County. Although the COVID-19 pandemic has not yet run its course, we begin to look towards pandemic recovery. COVID-19 pandemic recovery will be focused on mobilizing communities and partnerships to address social determinants of health and would benefit from a highly effective local public health department.

In September 2020, the revised 10 Essential Public Health Services were released. The revision to the 10 Essential Public Health Services framework was the first in 25 years and the revised framework has incorporated updated expectations for public health departments. Of note, the new 10 Essential Public Health Services centers equity and emphasizes the role of public health in assessing and monitoring population health, investigating and diagnosing health hazards, creating and championing the implementation of policies, plans and laws, and innovating through evaluation and quality improvement. To effectively address health inequities that have been exacerbated as a result of the COVID-19 pandemic, we need an approach that incorporates data and information into the development of policies and plans.

The Public Health Planner position would work to ensure that COVID-19 response activities are aligned with anticipated outcomes of response efforts. The position would ensure that public health emergency response plans are updated to reflect lessons learned during the COVID-19 pandemic and would coordinate the development of a Workforce Development Plan that incorporates ongoing expectations for staff training/development in public health emergency response. As part of COVID-19 recovery, the Rock County Public Health Department will not just be working with community partners to address the health concerns and inequities that have been exacerbated as a result of the pandemic, but the health department will also be working to rebuild and strengthen public health programs that were paused during the pandemic response. This effort to rebuild and strengthen the health department would be supported by the Public Health Planner and would help to ensure that the health department is prepared for future public health emergencies.

The Public Health Policy Specialist would work to ensure that policy actions taken by the health department during the remainder of the COVID-19 pandemic are data informed and are developed in a manner that is consistent with public health ethics and centering health equity. Effective recovery from the COVID-19 pandemic will require actions to address social determinants of health and working to address system level challenges. While working at this level allows for more impactful solutions to public health challenges to be identified, it requires that local health departments have access to the expertise needed to assess policy options against desired health outcomes and to conduct Health Impact Assessments on specific policies being considered. The Public Health Policy Specialist would provide this expertise to the Rock County Public Health Department team and would support community-wide efforts to improve health outcomes.

The Public Health Data Scientist would apply predictive analytics, machine learning, informatics, and network analysis to strengthen public health programs and continually assess emerging threats to the public's health. During the COVID-19 pandemic, the expertise of the Public Health Data Scientist would be utilized to assess the risk of emerging variants, to anticipate the spread of illness (should a variant emerge that the vaccine does not provide protection against), and to project vaccine uptake. The Rock County Public Health Department's Epidemiologist has been instrumental in the health department's ability to respond to the COVID-19 pandemic. While epidemiological capacity continues to be needed to investigate root causes of public health issues and maintain our disease surveillance system, having a Public Health Data Scientist would allow for the health department to take into consideration future conditions when designing and implementing public health interventions.

We intend to utilize funds from the American Rescue Plan Act to fund salary and benefits for a full time Public Health Planner, a Public Health Policy Specialist, and a Public Health Data Scientist at a cost of \$66,860 for the remainder of 2021. Because these positions are also needed for basic public health infrastructure, we are proposing that they be added to our Rock County Public Health Department staff for future years. The Public Health Planner position, the Public Health Policy Specialist position, and the Public Health Data Scientist position will be placed in Range 22 of the Unilateral Pay Grid.