

MEMORANDUM

DATE: September 28, 2016

TO: Chair and Members of the Personnel and Finance Committee

FROM: Janel Heinrich, Director

SUBJECT: Request to fill Public Health Nurse (PHN) in the Nurse Family Partnership Program (NFP) using FTE from 2 vacant positions; # 2666 (Berger .8 FTE) and #0946 (Rabinowitz .2 FTE).

County Ordinance 29, 52(16) requires the Personnel and Finance Committee, along with the County Executive, to approve filling positions that are new or have been vacant longer than six months. I am seeking approval to fill a Public Health Nurse (PHN) in the Nurse Family Partnership Program (NFP) using FTE from 2 vacant positions; # 2666 (Berger .8 FTE) and #0946 (Rabinowitz .2 FTE).

We submit a request to fill a position in the Nurse Family Partnership Program due to a current PHN's voluntary reduction in FTE and move out of NFP. This anticipated move from NFP in early fall will require an immediate refill of a 1.0 PHN in the Nurse Family Partnership Program. We seek your approval of this request to avoid having any real or perceived lapse in service for maternal child health clients referred to PHMDC and eligible for NFP. Additionally, there is an active cert list (May) with several qualified candidates that we could draw from, avoiding the need for a new recruitment.

Annually NFP serves almost 90 low-income pregnant women using an evidence-based early intervention program designed to support healthy birth outcomes, appropriate early childhood development and boost family economic stability. We know that our reach is currently only a fraction of the hundreds of individuals in Dane County who meet the eligibility criteria for NFP and in the next years it is our goal to expand this program.

Participating clients and families have grown stronger due to Nurse-Family Partnership's commitment to achieving the following goals:

- Improve pregnancy outcomes by helping women engage in good preventive health practices, including getting prenatal care from their healthcare providers, improving their diet, and reducing their use of cigarettes, alcohol, and illegal substances
- Improve child health and development by helping parents provide responsible and competent care
- Improve the economic self-sufficiency of the family by helping parents develop a vision for their own future, plan future pregnancies, continue their education, and find work

We appreciate your support in moving the request to fill and fund this position forward in a timely way.