



CITY OF APPLETON

MEMORANDUM

Date: 5/29/2024

To: Human Resources/Information Technology Committee

From: Charles E Sepers, Jr, PhD, MPH, Health Officer/Director, Department of Public Health

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Department of Public Health

Subject: Request to Increase Public Health Nursing FTE from 4.0 to 4.1

This memorandum seeks to justify the necessity for increasing the Full-Time Equivalent (FTE) for public health nursing within the City of Appleton Health Department from 4.0 to 4.1. The primary drivers for this request are a significant influx of latent tuberculosis infection (LTBI) cases linked to the arrival of a large number of refugees in Wisconsin's Northeast region and a noticeable rise in the utilization of the Pre Natal-Care Coordination (PNCC) program by Appleton residents.

Rationale

Increase in LTBI Cases:

- **Background:** With the anticipated arrival of a substantial number of refugees to Wisconsin's Northeast region, we are expecting a proportional increase in LTBI cases. Refugees often come from regions with higher tuberculosis prevalence, necessitating rigorous screening and management to prevent active TB cases.
- **Impact:** Addressing LTBI requires dedicated nursing hours for screening, diagnosis, patient education, and follow-up. An increase in .1 FTE will enable us to manage the additional caseload without compromising the quality of care provided to other residents.

Rising Demand for PNCC Program:

- **Background:** The PNCC program has seen a marked increase in participation among Appleton residents. This program is crucial for providing comprehensive prenatal care coordination to pregnant women and those that have just given birth, particularly those at higher risk.
- **Impact:** The surge in demand requires additional nursing resources to ensure timely and effective prenatal care coordination, thereby improving maternal and infant health outcomes. Without the increase in FTE, service levels will need to be reduced, or a waitlist created to manage caseloads with current staff.

Financial impact

The overall budgetary impact of adding this additional .1 FTE will be neutral, as all costs, including salary and fringe, would be moved from the Part-Time Wages line item from the Public Health Nursing budget.

Conclusion

The proposed increase in public health nursing FTE is a strategic response to emerging public health needs. It will enable the City of Appleton Health Department to maintain high-quality care standards and effectively address the challenges posed by a projected increase in LTBI prevalence and the rising demand for the PNCC program. Staff recommend the approval of this budget-neutral request to ensure that our department can continue to meet the community's health needs efficiently and effectively.