

## Rowan County Human Resources

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TO: Board of Commissioners  
FROM: Kelly Natoli, Assistant County Manager/HR Director  
RE: Health Department Reclassification Requests  
DATE: 12-21-22

Rowan County Public Health Care Management staffing is in need of changing the job descriptions for vacancies to read that minimum qualifications include a Bachelor's degree in Social Work or a Bachelor's degree in Nursing.

Staffing is monitored by NC DHHS and Medicaid PHPs to see that positions are filled within 60 days, or a corrective action plan may need to take place for the program. Due to the pandemic and ongoing public health workforce concerns, there is a nursing shortage that exists within North Carolina and specifically within Rowan County.

In order to ensure that services can continue for our citizens, the Public Health Department has received approval from Regional State consultants for CMARC (Care Management for At-Risk Children) and CMHRP (Care Management for High-Risk Pregnancy) to broaden the scope of positions and accept either discipline (social worker and nursing) for our current vacancies and any future CMARC vacancies. This change would allow for us to fill vacancies in a timely manner, therefore relieving any undue stress on the current Care Management staff, which would work a much larger caseload until vacancies are filled.

As a result, the Public Health Director, Alyssa Harris, is requesting to allow for flexibility in hiring for the following positions, similar to how the County alternates in hiring for EMT and Paramedics (each hire depends upon the individual's qualifications):

Social Worker II Care Management Position Numbers (160800, 160801, 160802, 160803, 160804, 160805, 160806, 160809) and one (1) Public Health Nurse II (160711) to be retitled and filled as follows depending upon the individual's qualifications:

1. Social Worker II Care Management (change title to Public Health Care Manager I to remain at grade 17) – will have Social Worker minimum qualifications
2. Public Health Nurse II (change title to Public Health Care Manager II to remain at grade 22 - will have Nursing minimum qualifications

These positions are funded by Medicaid, and no additional County funds are needed for this change.