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Subject Follow up

Attachments FY23-SSA-RVA-Planning-Project-Project-Overview-and-Implementation-Plan_final.pdf

Dear Jason and Dr. Peterson-

Thank you for the time today discussing the 25 hour/week public health nurse role Dover is creating, the potential to use Charles River Health District funds to augment that and create a full-time public health nurse position to support Dover and Sherborn as identified by the Advisory Group during meetings led by Regina Villa Associates on behalf of the Health District.

Once again, I apologize for the confusion I created when I indicated that the posted regional public health nurse position was intended to fill the Dover role.

To reiterate, the position posted by Needham is **not** the regional position that was discussed in Advisory Group meetings. That position is for an additional public health nurse to support all four communities, funded by an independent funding stream, not by Shared Services funds. I made a thinking error that the posting related to the public health nursing position that had been discussed in the Advisory Committee. That error was mine alone- the posting was not made with the intent to fill the Dover position. My error arose from my review of the Charles River Health District Strategic Planning Process and Implementation Plan – June 2023 (attached) prepared by Regina Villa Associates. I've excerpted below three specific quotes regarding the position.

I've attached the notes from the Charles River Health District Strategic Planning Process & Implementation Plan – June 2023, which led me to believe that the position was further along. (Italics are my own).

1. On page 9 of that report, last paragraph of the Meeting #1 March 20 meeting notes:

Finally, the topic of hiring a shared Public Health Nurse for Dover and Sherborn via SAPHE Grant funding was raised. This was a pressing need for both towns, and was being discussed prior to the formation of the Working Group. It was noted that this position would likely be covered with SAPHE Grant funding, even though the role would only serve two of the four communities. All four communities could share a Regional Public Health Nurse who focused specifically on the needs of Dover and Sherborn; as long as every town is being offered a shared service, any town is free to decline said service should they choose.

2. 2. On page 9 of that report, third paragraph of the Meeting #2 April 10 meeting notes:

Dover and Sherborn noted that they were proceeding with hiring a Shared Public Health Nurse via SAPHE Grant funding. It was determined that both towns would provide Needham, as host agency, the salary/benefits information and job description.

3. 3. On page 11 of that report, from the Meeting 3 May 8 meeting notes, second paragraph of page, fourth of meeting notes.

An update was offered on Dover and Sherborn's shared Public Health Nurse. While the two Towns had arrived on a job description and salary/benefit rate, they agreed to coordinate with Needham to answer outstanding questions regarding the splitting of hours for this position.

It is important to me that all stakeholders feel heard and represented in the reports and actions of representatives. We are working under the understanding of shared services as follows:

- * The intent of Shared Services is make it easier to increase the provision of public health services within communities.
- * The funds available under shared services are required to be of benefit to all communities, but no community is required to use the benefit.
- * The value of using shared services funds to augment a part time position is that a full-time position has the potential to attract more qualified applicants and afford the opportunity to bring a more qualified individual on board.
- * Existence of a shared services MOU/IMA eliminates the need for multiple MOUs with varying stipulations, reducing administrative burden for communities.
- * By agreeing to a memorandum of understanding and then codifying that memorandum with an intermunicipal agreement (IMA), communities increase their ability to add services.

I will include the RVA report and notes above for our upcoming Advisory Committee meeting so that all members can reflect and contribute their views on the question. It will be important for us all to orient on agreed upon actions and identify all necessary areas for discussion.

We look forward to working with you on implementing shared services arrangements that benefit Dover and all communities in the district. Please do not hesitate to reach out with questions, requests for support or anything else.

Best,

Kerry

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