



HAYWOOD COUNTY  
BOARD OF COMMISSIONERS

AGENDA REQUEST

*Must be presented to the County Manager's Office  
NO LATER THAN 5 P.M. FRIDAY THE WEEK BEFORE THE MEETING*

DATE OF REQUEST: 10/28/11

FROM: Carmine Rocco, Health Director 

MEETING DATE REQUESTED: November 7, 9 am  
Regular meetings: *First (1<sup>st</sup>) Monday of the month at 9:00 am  
Third (3<sup>rd</sup>) Monday of the month at 5:30 pm*

SUBJECT: Request to Reestablish a Nurse Practitioner Position in the Health Department.

REQUEST:  
(What action are you seeking?)  
In an effort to address a community health need by providing additional clinical services for patients and generate revenue to offset related personnel costs, the Haywood County Board of Health and Health Department request the following: Approval to reestablish one full time Nurse Practitioner in the Health Department.

BACKGROUND:  
*(Research and justification of proposal and need; Alternatives evaluated; Legal Basis: Outcome-What will be achieved and how will it be measured?)*  
Currently, we are not able to see all clients that call for clinical services on a weekly basis. These services include but are not limited to Physical Exams, Well Child Checks, Family Planning Services, and Breast Exams. One indication of the need to provide more medical care in our county is that the Federal Government recently designated Haywood County as a Health Professional Shortage Area (HPSA) in Primary Care. The health department had two Nurse Practitioner positions for many years. In 2009, a Nurse Practitioner resigned to take another position in private practice. The vacant position was Reduced In Force (RIF) on 06-19-09 as part of the county's budget reductions. On September 18, 2011, the Board of Health approved requesting to add a Nurse Practitioner back to the health department staff.

IMPLEMENTATION PLAN:  
*(How and when will staff undertake the action?)*

If approved, the department will begin recruitment and selection of a qualified person to fill this position. The position will begin serving clients once they were properly oriented and trained as necessary. The department will monitor services provided, billed and payments made for work done by this position.

FINANCIAL IMPACT STATEMENT:

(What is the cost? Where is the money coming from? Optional or mandated?)

Some of the services this position would provide are mandated such as STD diagnosis and treatment. Based on prior clinical experience it is estimated that another full time Nurse Practitioner will be able to see approximately 240 more patients per month that will generate approximately \$10,000 in billable services per month or \$120,000 annually. Data from last fiscal year indicated that our nurse practitioner generated approximately \$228,762 in charges and \$189,558 in payments. The personnel cost for a full time Nurse Practitioner with benefits is \$84,000, therefore the services provided by this position will generate enough revenue to cover the cost of the position.

SUPPORTING ATTACHMENTS: YES  NO  HOW MANY? 1

LIST: Memo From Carmine Rocco Health Director to the Board of Commissioners

**If yes, one ORIGINAL ATTACHMENT, and 14 copies, copied front and back side of pages, stapled and three-hole punched must accompany the agenda request**

PowerPoint Presentation: YES  NO

PERSON MAKING PRESENTATION AT MEETING: Carmine Rocco \_\_\_\_\_

TITLE: Health Director \_\_\_\_\_

PHONE NUMBER: 452-6675 \_\_\_\_\_

E-MAIL: crocco@haywoodnc.net \_\_\_\_\_

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THIS SECTION FOR OFFICE USE ONLY

Received (Date/Time): \_\_\_\_\_

County Manager / Clerk to the Board Comments: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

In an effort to save paper, attachments should be copied on both front and back sides.



**HAYWOOD COUNTY HEALTH DEPARTMENT**

Main Offices  
2177 Asheville Road, Waynesville, North Carolina 28786  
Telephone (828) 452-6675

**Environmental Health**  
1233 N. Main St. Box 8, Waynesville, NC 28786  
Telephone (828) 452-6682

**Carmine F. Rocco, M.S., Health Director**

**Memo**

To: County Commissioners  
Marty Stamey, County Manager  
Julie Davis, Finance Director

From: Carmine Rocco, Health Director

Re: Request to Reestablish a Nurse Practitioner Position

Date: October 28, 2011

In an effort to address a community health need by providing additional clinical services for patients and generate revenue to offset related personnel costs, the Haywood County Board of Health and Health Department propose the following:

Currently, we are not able to see all clients that call for clinical services on a weekly basis. These services include but are not limited to Physical Exams, Well Child Checks, Family Planning Services, and Breast Exams. One indication of the need to provide more medical care in our county is that the Federal Government recently designated Haywood County as a Health Professional Shortage Area (HPSA) in Primary Care. The health department had two Nurse Practitioner positions for many years. In 2009, a Nurse Practitioner resigned to take another position in private practice. The vacant position was Reduced In Force (RIF) on 06-19-09 as part of the county's budget reductions. On September 18, 2011, the Board of Health approved requesting to add a Nurse Practitioner back to the health department staff.

Based on prior clinical experience it is estimated that another full time Nurse Practitioner will be able to see approximately 240 more patients per month that will generate approximately \$10,000 in billable services per month or \$120,000 annually. Data from last fiscal year indicated that our nurse practitioner generated approximately \$228,762 in charges and \$189,558 in payments. The personnel cost for a full time Nurse Practitioner with benefits is \$84,000. Since 2009, we have sporadically been able to contract for additional Nurse Practitioner time through a staffing agency. There are few Nurse Practitioners working on a contract basis in this area, many prefer fulltime benefited positions. The payment to the staffing agency is an hourly rate and an administrative fee of 24% for most contracted staff. The additional cost and inability to count on consistent staffing due to the competition for Nurse Practitioners makes this arrangement less cost effective. Therefore, reestablishing this position will allow the department to consistently serve more patients, provide coverage when the other Nurse Practitioner is out, pay for itself, and bring in additional revenue for the health department that will support critical public health programs.

Information from another health department is provided for comparison purposes and to reaffirm the revenue generating capacity of nurse practitioner positions in public health settings. Guilford County Department of Public Health, Greensboro, indicates that using high-level providers (such as a nurse practitioner) has increased their earning potential by 65% according to Sherry Baldwin, Billing & Compliance Manager. They have 8 Full Time Equivalents (FTEs) classified as high-level providers (Nurse Practitioners). Revenue generated by these FTEs in Fiscal Year 2010 was \$876,501 or an average of \$109,563 per provider.

Given the community health need and that the position will pay for itself, I am respectfully requesting that the Board reestablish the previous Nurse Practitioner position (Physician Extender II, OSP classification, number 473-48-0205) into our budget. This position could begin seeing patients and billing for services as soon as they are oriented to the department.

I appreciate your consideration to reestablish the Nurse Practitioner position as soon as possible. Thank you.