



**Request for City Council Committee Action  
From the Department of Health & Family Support**

**Date:** September 19, 2006, 2006

**To:** HEALTH, ENERGY & ENVIRONMENT COMMITTEE  
**Referral to:** WAYS & MEANS/BUDGET COMMITTEE

**Subject:** REQUEST FOR STEP 7 FOR LORI CARLSON

**Recommendation:**

Council approval for Lori Carlson to start at step 7 rate of pay as a Nurse Practitioner for the School Based Clinic program.

**Previous Directives:** None

**Prepared or Submitted by:** Coral Garner, Director of Public Health Initiatives, x5446

**Approved by:**

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Gretchen Musicant, Commissioner of Health & Family Support

**Approved by:**

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Pam French, Director of Human Resources

**Presenters in Committee:** Coral Garner, Director of Community and Public Health Initiatives

**Financial Impact (Check those that apply)**

No financial impact (If checked, go directly to Background/Supporting Information).

**Background/Supporting Information Attached**

The Department of Health and Family Support is requesting that Lori Carlson start at Step 7 of the Nurse Practitioner salary scale. This position is for the School Based Clinic Program, which is part of our federally funded Maternal and Child Health program. The department has sufficient funds to accommodate this recommendation.

Ms. Carlson's experience working for 20 years as a Pediatric Nurse Practitioner specializing in adolescent health is highly relevant to this position. She obtained her master's degree from the University of MN, and her Nurse Practitioner training and certification from The College St Catherine in 1985 after working 6 years as a registered nurse in the area of pediatrics. She has been a nurse practitioner for Mpls Children's Teenage Medical Clinic for nearly 17 years, much of which was spent as the main medical provider and clinical supervisor/coordinator at the Southwest High school based clinic. She left this position when it was downsized as a result of budget reductions. Lori's salary at Mpls Children's with the school based clinic was \$40.00 per hour (\$83,200) and she will take a pay cut even at the top step of our NP salary schedule.

She has also worked at the Humboldt High school based clinic in St Paul, at St Paul Childrens Hospital in infectious disease (included TB and HIV, which also affect teens), and at Park Nicollet Clinic's eating disorder clinic with teens.

The NP position has always been a challenge to fill in our school based clinics. There are very few NPs who specialize in adolescent health and who want to restrict their practice only to adolescent

health as is the case in this position. In addition, we need to find NPs with significant experience who can function independently without an MD on site and who can provide supervision to other nursing staff, medical assistants, or clerks also working in the clinics. Finding the right mix of NP experience, skills, compatibility with our program, staff, and clients, and experience with culturally diverse populations is a challenge. Our salary schedule has fallen behind salaries for NPs in the metro area with similar responsibilities. We are in the process of working with HR on any salary adjustments possible for this position.