



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

**Date:** October 24, 2006  
**To:** WAYS & MEANS/BUDGET COMMITTEE  
**Subject:** REQUEST FOR STEP 7 FOR LISA DORNICK

**Recommendation:**

Council approval for Lisa Dornick 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 Lisa Dornick start at Step 7 of the Nurse Practitioner salary scale for the School Based Clinic Program. The department has sufficient resources to accommodate this recommendation through its state Local Public Health funds.

Ms. Dornick has 12 years of experience as the lead Pediatric Nurse Practitioner at a community clinic, much of which was in the area of adolescent health. She has an additional 12 years of pediatric nursing experience at Mpls Children's Hospital and Clinics as well as other clinics. She earned her Masters Degree in Nursing at University of Minnesota and is a certified Nurse Practitioner as well as a preceptor/mentor for Nurse Practitioner students from the NP programs at the University and the College of St. Catherine.

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. We need 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. Even at step 7 we can only provide a \$.10/hour increase over Ms. Dornick's current salary.