

November 9, 2017

RE: Request for Expedited Hiring Process

Dear County Executive (copy all Board Supervisors);

I am writing this letter on behalf of the Board of Health for Public Health Madison Dane County (PHMDC). It has come to our attention that there are serious delays in the hiring process, compromising the ability of our health department to fulfil its responsibilities. These delays in the hiring process result in extended vacancies of 6-12 months or more.

When positions remain vacant for long periods of time, both morale and productivity suffer. Qualified applicants withdraw from the process as they are hired at other jobs. Existing staff are not able to sustain the effort of working their own jobs in addition to the assuming the duties of the vacant position. The health department loses great people and the problem is compounded. The hiring delays seriously impact the ability of the health department to fulfill their promise to protect the health and safety of our residents.

Escalating demands on the health department require it to be agile in all ways, including in its hiring process. It requires a talented, multi-disciplinary workforce in order to best deliver services. We are asking that you work with Public Health Madison Dane County to expedite the hiring process. The health department should be held to no different standards than other city and county departments. The expertise of departments need to be respected as they know the staffing they need in order to deliver the needed services.

We believe strongly in the mission of PHMDC to work with the community to enhance, protect, and promote the health of the environment and the well-being of all people. Being fully staffed will go a long way toward enabling PHMDC to fulfil this mission.

Sincerely,

Patricia Lasky  
Chair  
Board of Health  
Public Health Madison Dane County