

**Exhibit A – Deliverables (draft)**  
**Grants to Local Health Departments to**  
**Strengthen Public Health Workforce and Foundational Capabilities**

**Purpose:** The program of work under this funding opportunity addresses long-standing weaknesses due to chronic underinvestment in New York’s public health system and strengthens preparedness to address new challenges and future public health emergencies. The investments in the local public health workforce and foundational capabilities supports Local Health Departments (LHDs) to address health inequities and disparities more effectively across populations and regions throughout their jurisdiction and better meet the ongoing and future public health needs of New Yorkers.

**Requirements:** Funds from this grant must be used to strengthen the county public health department and may not supplant existing public health department resources. Maintenance of effort is a requirement of receiving these grant funds.

**Uses:** Grant funds may be used to strengthen the public health workforce through hiring of public health positions, supporting retention of current staff, making upgrades to the workplace to increase employee satisfaction, providing public health training, and providing public health support services to the public health department.

**Short-term outcomes** of this funding investment include improvements in the LHD workforce to include hiring new or vacant positions, retaining current staff through various investments or services, or improving foundational public health capabilities through training and other staffing enhancements.

**Longer-term outcomes** of this funding investment include improvements in the public health of the jurisdiction, especially among socially and economically marginalized communities.

**Examples of Allowable Costs:**

- Hire new staff or retain staff whose grant funding sources are expiring;
- Develop policies and best practices to guide use of funds for various recruitment and retention incentives; deploy the resources for these purposes;
- Contract with another agency to hire staff on the LHD’s behalf;
- Invest in staff retention efforts to include retention bonuses, base pay increases, tuition assistance, staff training opportunities (including travel to conferences and events) or other retention efforts;
- Partner with neighboring county or counties to hire staff in a shared staffing model;
- Invest in ‘special projects’, novel public health efforts and partnerships with academic or community partners to address workforce solutions;
- Invest in office upgrades to increase employee satisfaction with the workplace environment; examples include minor alterations, repairs, purchasing updated furniture, equipment, wifi expansion and implementation of software/technology solutions;
- Invest in internal data modernization solutions that will increase efficiencies and improve employee satisfaction.

**Funding Restrictions:**

- Funds cannot be used for research-related activities.
- Funds cannot be used for clinical care / direct patient care.

NOTE: Funds are intended to augment public health staffing capacity and cannot supplant existing commitments. These funds should result in a net increase of total county public health staff.

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