



**Program #40107 - Corrections Health Staff Augmentation** FY 2024 Adopted

**Department:** Health Department **Program Contact:** Myque Obiero  
**Program Offer Type:** New **Program Offer Stage:** Adopted  
**Related Programs:**  
**Program Characteristics:**

**Executive Summary**

Corrections Health continues to struggle with staffing issues and burnout. Much of this burnout is resulting in increased sick calls and vacation requests further exacerbating staffing issues and resulting in a higher number of mandates which in turn contributes to further burnout. To get out of this cycle CH is increasing each of our shift counts (the number of nurses assigned to a shift) by 2 (by 1 at JDH).

**Program Description**

The staffing augmentation means that the number of nurses regularly scheduled to each shift will increase so if there is a call out or staff request vacation, that shift is able to work without that nurse and without mandating a nurse from the previous shift, asking current staff to pick up that shift as overtime or rely on expensive agency staff. This is a strategy that has been used successfully by King Co. Jail Health when they were sued for using mandates as a regular solution to staffing issues. Last year CH mandated 548 times. That's 46 mandates on average per month. The hope is that the increased spending on permanent staff will result in decreased spending in overtime, temp and agency staffing expenses, as well as a reduction in the cost related to continuously orienting and training new staff as a result of retention issues. CH is reducing our CHN related on-call, temp and overtime budget to help pay for the additional positions. As we fill the vacant positions the need to rely on overtime and temporary staff is expected to decrease. These additional positions acknowledge the continued demand placed on our medical staff to serve a population that suffers from many chronic health and acute medical issues. Because we work in a jail we are unable to close or not serve patients due to staffing levels and so must continue to rely on the limited staff that are available. As the acuity of the population and total number continued to increase after COVID we need to grow to meet that need. Increased number of available staff, reduced mandated shifts, more effective patient care with longer term improvement in recruitment and retention. A disproportionate percentage of the BIPOC community are incarcerated in Multnomah County. Reduction in CH direct service impacts the care we are able to provide to this population. Those incarcerated in Jail cannot seek health or mental health services outside of what is provided by Corrections Health. Continued use of mandates, on-call staff and staffing agencies. These strategies result in increased spending in overtime, on-call and temp and professional services.

**Performance Measures**

| Measure Type | Primary Measure  | FY22 Actual | FY23 Budgeted | FY23 Estimate | FY24 Offer |
|--------------|--|-------------|---------------|---------------|------------|
| Output       | Reduction in Mandated Overtime shifts                              | N/A         | N/A           | 600           | 300        |
| Outcome      | Reduction of staff burnout as measured by vacant nursing positions | N/A         | N/A           | N/A           | 90% filled |

**Performance Measures Descriptions**

## Legal / Contractual Obligation

Necessary health care for incarcerated individuals is a right because they do not have the freedom to obtain care on their own. Appropriate access to care and timely evaluation by a health professional is mandated by the 4th, 8th and 14th amendments. When serious health needs are not adequately addressed by professionals, that deliberate indifference to medical needs may bring harm to individuals entrusted to our care and increase liability for the County. Corrections Health is bound by ethical standards to provide unbiased care to all individuals based on community standards of care

## Revenue/Expense Detail

|                        | Adopted<br>General Fund | Adopted<br>Other Funds | Adopted<br>General Fund | Adopted<br>Other Funds |
|------------------------|-------------------------|------------------------|-------------------------|------------------------|
| Program Expenses       | 2023                    | 2023                   | 2024                    | 2024                   |
| Personnel              | \$0                     | \$0                    | \$1,211,108             | \$0                    |
| <b>Total GF/non-GF</b> | <b>\$0</b>              | <b>\$0</b>             | <b>\$1,211,108</b>      | <b>\$0</b>             |
| <b>Program Total:</b>  | <b>\$0</b>              |                        | <b>\$1,211,108</b>      |                        |
| <b>Program FTE</b>     | 0.00                    | 0.00                   | 6.60                    | 0.00                   |

| Program Revenues     |            |            |            |            |
|----------------------|------------|------------|------------|------------|
| <b>Total Revenue</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> |

## Explanation of Revenues

## Significant Program Changes

Last Year this program was: