



Program #40107 - Corrections Health Staff Augmentation FY 2024 Proposed

Department: Health Department **Program Contact:** Myque Obiero
Program Offer Type: New **Program Offer Stage:** Proposed
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 proposing an increase to each of our shift counts (the number of nurses assigned to a shift) by 2 (by 1 at JDH).

Program Description

The staffing augmentation proposal means that the number of nurses regularly scheduled to each shift would 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 General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2023	2023	2024	2024
Personnel	\$0	\$0	\$1,211,108	\$0
Total GF/non-GF	\$0	\$0	\$1,211,108	\$0
Program Total:	\$0		\$1,211,108	
Program FTE	0.00	0.00	6.60	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: