Multnomah County				
Program #40092 - Correct	tions Health Staffing Recruitmen	t And Retention Incentive	S	2/21/2018
Department:	Health Department	Program Contact:	Michael Seale	
Program Offer Type:	Existing Operating Program	Program Offer Stage	: As Requested	
Related Programs:	40049-40051, 40059			
Program Characteristics:	Out of Target			

Executive Summary

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This will provide funding for Corrections Health to offer pay adjustments, bonuses and other wage incentives to hire and retain staff in Corrections Health.

Program Summary

Corrections Health has a serious challenge attracting and retaining qualified staff. For every one person hired, two are lost to resignation or transfer. Recruiting, on-boarding and training staff only to have most leave within the first year is costly, inefficient and demoralizing to the remainder of the staff. Vacant posts result in extra shifts and mandated overtime, which further erodes morale and adds to the attrition rate.

In order to address rising turnover in Corrections Health and ensure shifts are safely staffed to support client care, the Health Department is exploring recruitment and retention strategies for the workforce within the corrections health facilities. One such potential solution is to develop loan repayment equity: providers (physicians and nurse practitioners) who work within the correctional system are not eligible for the loan repayment programs available to their peers within the Health Department's FQHC clinical system. Additionally, the Health Department is engaging in ongoing Labor Relations and Class Comp to analyze market rates and premiums as compared to other correctional facilities for represented and exempt personnel.

Performance Measures							
Measure Type	Primary Measure	FY17 Actual	FY18 Purchased	FY18 Estimate	FY19 Offer		
Output	Percentage of workforce in Corrections Health receiving some type of incentive pay or premium by the end of the	N/A	N/A	N/A	80%		
Outcome	Percentage improvement in probationary retention rate.	N/A	N/A	N/A	10%		
Performance Measures Descriptions							

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds	
Program Expenses	2018	2018	2019	2019	
Personnel	\$0	\$0	\$650,000	\$0	
Total GF/non-GF	\$0	\$0	\$650,000	\$0	
Program Total:	\$	\$0		\$650,000	
Program FTE	0.00	0.00	0.00	0.00	
Program Revenues					
Total Revenue	\$0	\$0	\$0	\$0	

Significant Program Changes

Last Year this program was: