

JAIL MEDICAL STAFFING

Update on Nurse Staffing &
Support for Mental Health and Substance
Use Treatment Professionals



SALT LAKE COUNTY SHERIFF ROSIE RIVERA



UPDATE ON NURSE STAFFING

ACTIONS TAKEN

- Approved sign-on bonus
- Implemented premium pay
- Adjustment to 18-year pay calculation
- Overtime incentive pay* (\$150/shift; capped at \$3000/person)
- Retention bonus in December 2021
- Ongoing recruitment and advertising efforts

RESULTS

- 10% vacancies for RNs (was 19%)
- Hired 5 RNs since premium pay and sign on bonus approved
 - 2 RNs returned

JAIL PSYCHIATRIST UPDATE: Dr. Rong Xiao has been onboarded and is a wonderful addition to our team.

RECRUITING AND RETAINING MHPs and SUDC

Constitutionally mandated to provide mental health care

ABOUT

- MHPs (Mental Health Professional):
 - Provide mental health assessments and treatment
 - Respond to crisis calls and help stabilize inmates
- SUDC (Substance Use Disorder Counselor)
 - Administer MAT (Medication Assisted Treatment) program

IMPACTS

- Due to MHP shortage, nurses respond to mental health calls during graveyard shifts
- Burnout
- More transports to outside facilities
- More emergency calls and ambulance transports
- Due to staffing, only able to support 50 of the 100 MAT grant-funded participants

RECRUITING AND RETAINING MHPS AND SUDCS

CURRENT INTERVENTIONS

- **Approved sign-on bonus**
- ✓ Implemented premium pay (*MHP only*)
- ✓ Adjustment to 18-year pay calculation
- ✓ Overtime incentive pay* (\$150/shift; capped at \$3000/person) (*MHP only*)
- ✓ Retention bonus in December 2021
- ✓ Ongoing recruitment and advertising efforts

VACANCY STATS

- MHPS:
 - 32% vacancy rate (7/22)
- SUDC
 - 1/3 vacancy (one position was recently filled after being vacant for more than 12 months)
 - Potential Federal funding to hire up to 10

PROPOSED RESOLUTION:
Expand the RN sign on bonus to MHP and SUDC

SO RETENTION COMPENSATION

The Salt Lake County Sheriff's Office is proposing a retention bonus for all merit civilian and sworn personnel as part of our comprehensive retention strategy. This will help us to maintain adequate staffing levels, allowing us to safely perform our duties and support the overall public safety of Salt Lake County.

Projected 2022 Turnover

21.7% Sworn
30.2% Civilian

Current Vacancies

4/138 Public Safety
60/540 Corrections
37/375 Civilian

Since the wage war began in July 2021, vacancies have been consistently increasing. Law enforcement agencies and the Department of Corrections are heavily recruiting our deputies. DOC's starting wage is \$27.33+\$6k sign on bonus, our corrections' deputies start at \$25.94.

RETENTION COMPENSATION FACTS

- \$2,000 one-time payment
- 13-month commitment
- Civilian and Sworn Merit Employees
- Start date of 12/1/2022 or earlier
- Employees must opt in
- If an employee leaves before 12/31/2023 they will have to repay the bonus
- EXCLUDES elected, appointed, and temporary

Total Cost: \$2,374,401



Thank you.

