

JAIL MEDICAL STAFFING

Salt Lake County Sheriff's Office



SALT LAKE COUNTY SHERIFF ROSIE RIVERA

RECRUITING AND RETAINING NURSES

Constitutionally mandated to provide medical care

FACTS

- 19% vacancy rate
- 42.5% current annual turnover rate
- Compensation #1 reason for leaving
- Candidates declining offers due to pay
- Very few qualified individuals applying

IMPACTS

- Burnout
- More transports to outside facilities
- More emergency calls and ambulance transports
- Increased wait times in booking where every individual is screened prior to taking custody
- Due to MHP shortage, nurses respond to mental health calls during graveyard shifts

CURRENT INTERVENTIONS

ACTIONS TAKEN

- Overtime incentive pay* (\$150/shift; capped at \$3000/person)
- Temp agency unable to fill shift requests:
 - Proposing a 65% increase to attract qualified nurses
 - Engaged a second agency through state contract
- Retention bonus in December 2021
- Ongoing recruitment and advertising efforts

ABOUT INCENTIVE PAY

- Incentive plan runs from 1/29/22 to 5/30/22
- \$150 per overtime shift worked to ensure minimum staffing levels
- To date:
 - 147 incentive eligible shifts worked
 - 2 employees met \$3k cap
 - \$22,050 paid

We are seeking your support to enhance these efforts.

PROPOSED RESOLUTION

We partnered with County HR to develop these solutions:

18 YEAR PAY CALCULATION

Adjust nurses' salaries to the 18 Year Pay Calculation

- Annual cost – \$131,000
- We can absorb the increase this year
- Annualized funding needed beginning in 2023

PREMIUM PAY

- Adds \$241 to each paycheck
 - \$6,266/annually
- Annual cost estimate – \$734,000
- Additional funding will be needed this year
- Job classes include:
 - Jail Nurse
 - EMT
 - Mental Health Professionals
 - Pharmacy Techs
 - Medical Lab Techs
 - Jail Nursing Supervisors

JAIL PSYCHIATRIST

After an exhaustive two-year search, we found a psychiatrist excited to join our jail medical team.

Requesting annual salary of \$325,000

- 7.7% above the maximum of the pay range
- Same percent above maximum for previous psychiatrist



Thank you.

