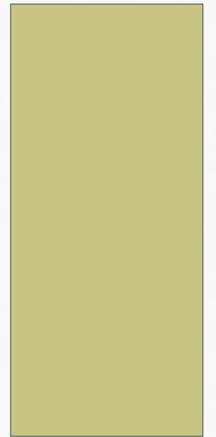


RUTLAND MENTAL HEALTH

RECRUITMENT AND RETENTION

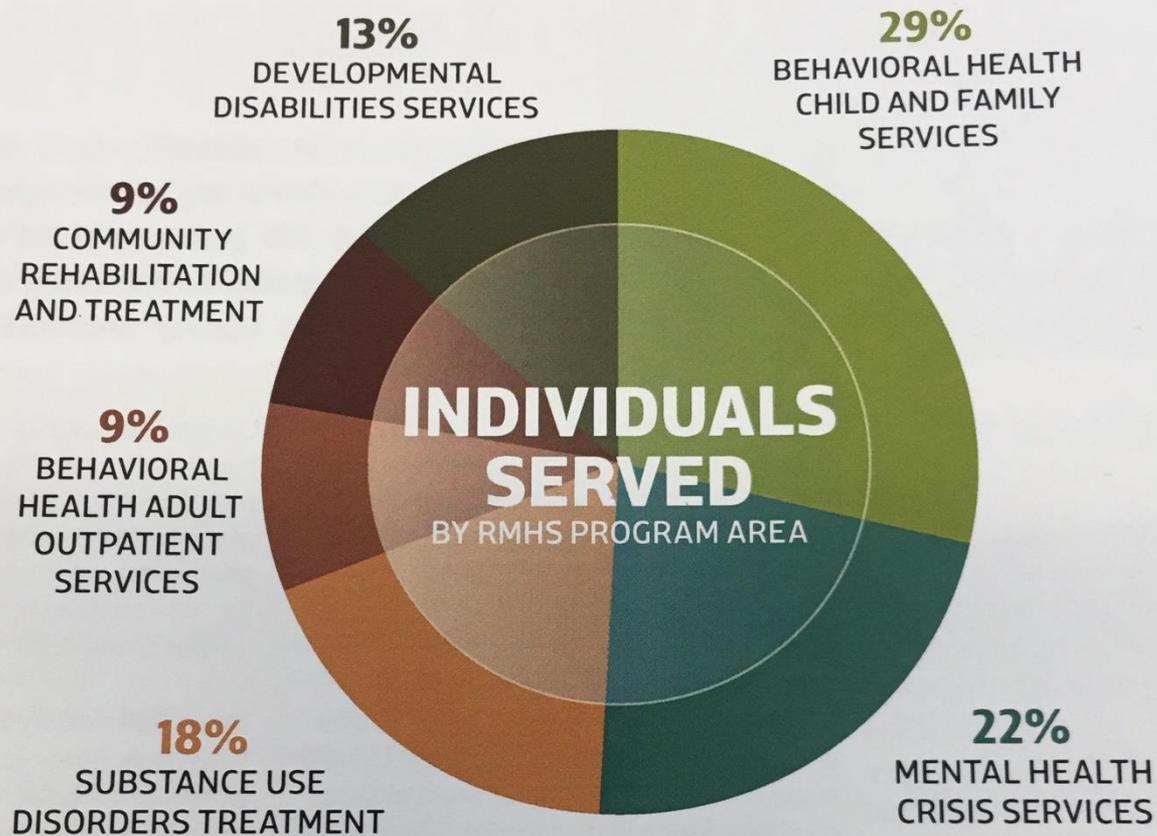


SOME BACKGROUND ON RMHS

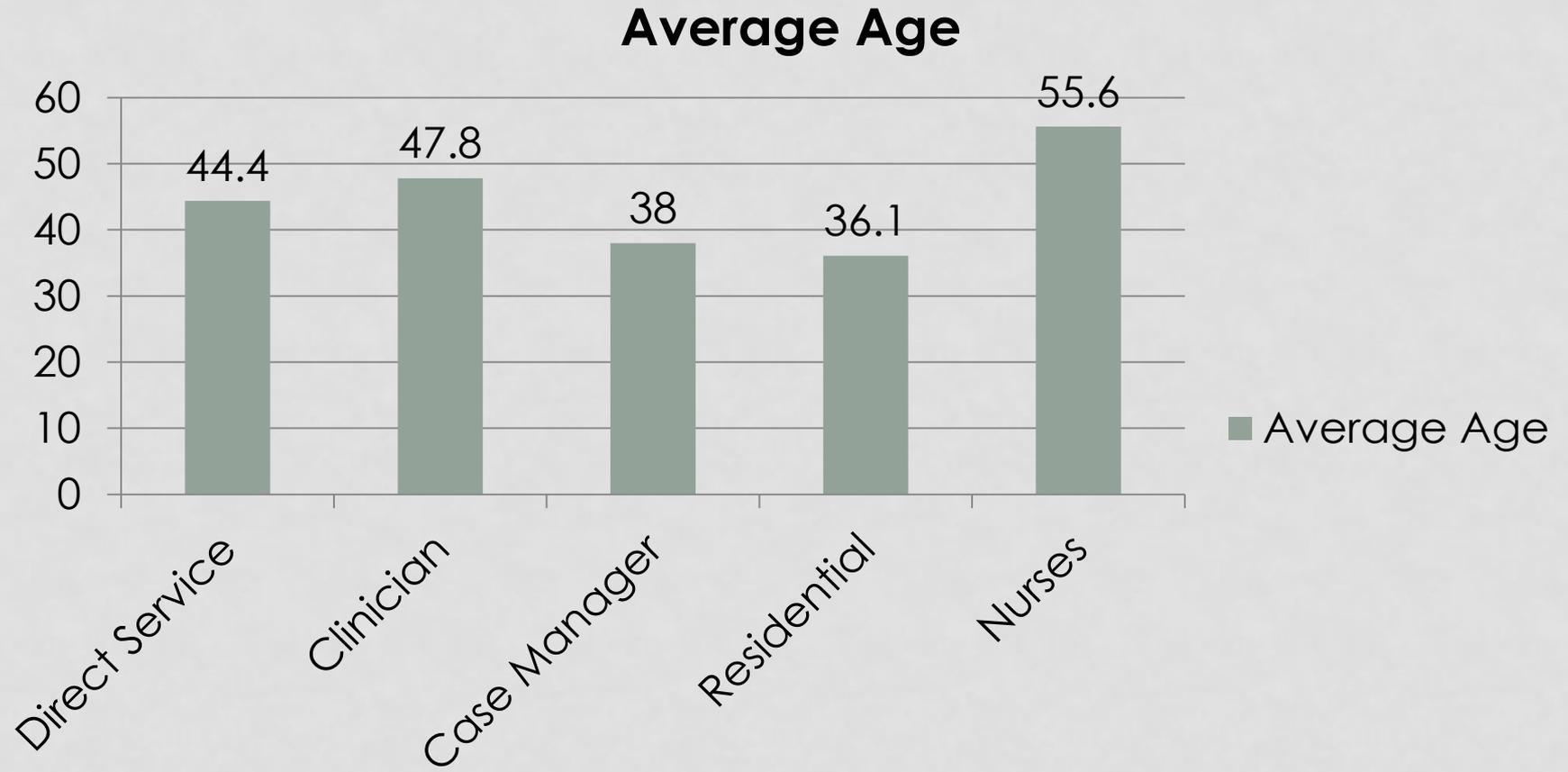
- Rutland Mental Health Services and Rutland Community Partners comprise Community Care Network
- Staff Employed by CCN: 400
- Staff Employed by RMHS: 340
- Clients Served by RMHS: 3200

Data is rounded

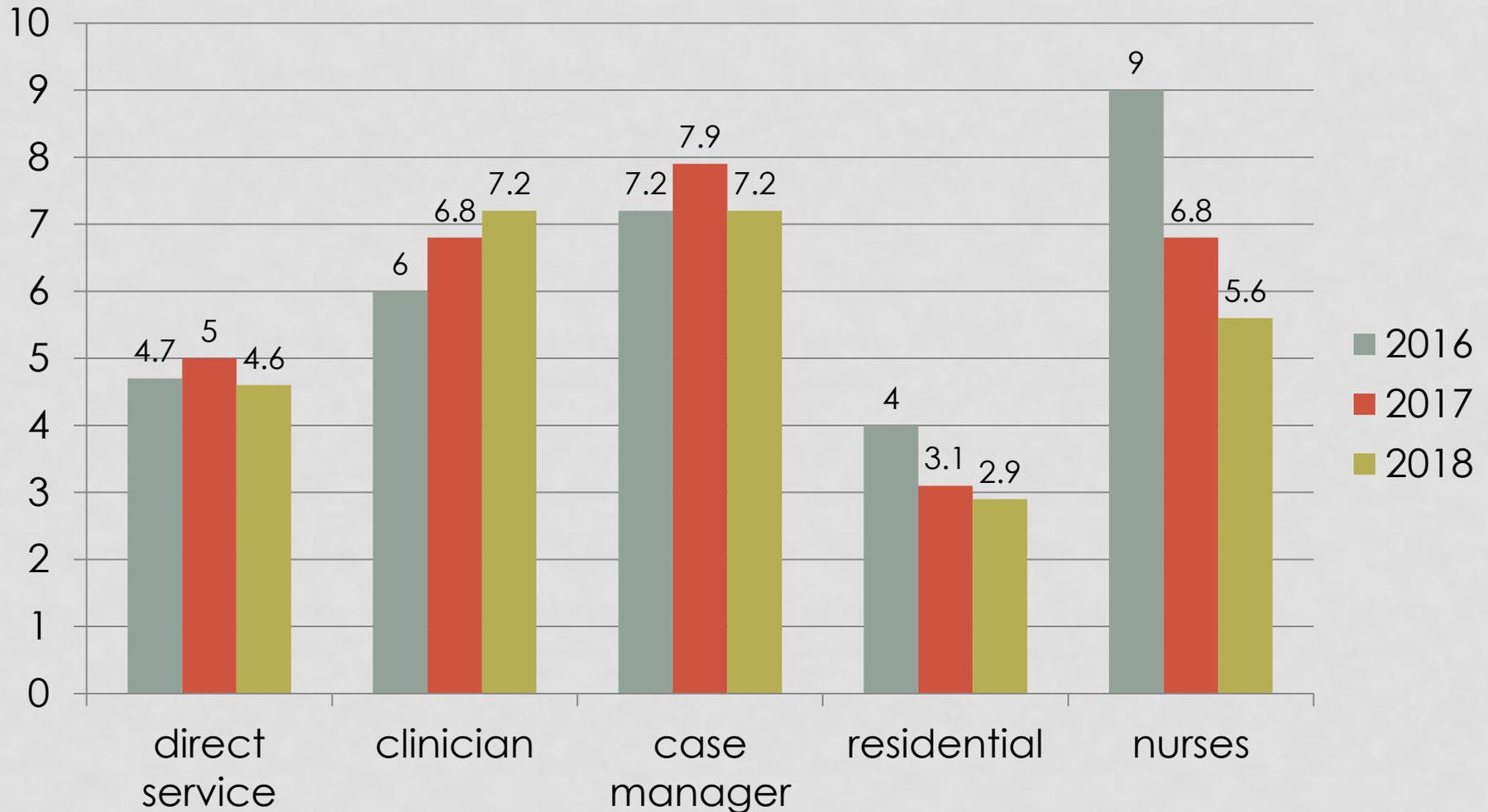
DISTRIBUTION OF RMHS CLIENTS



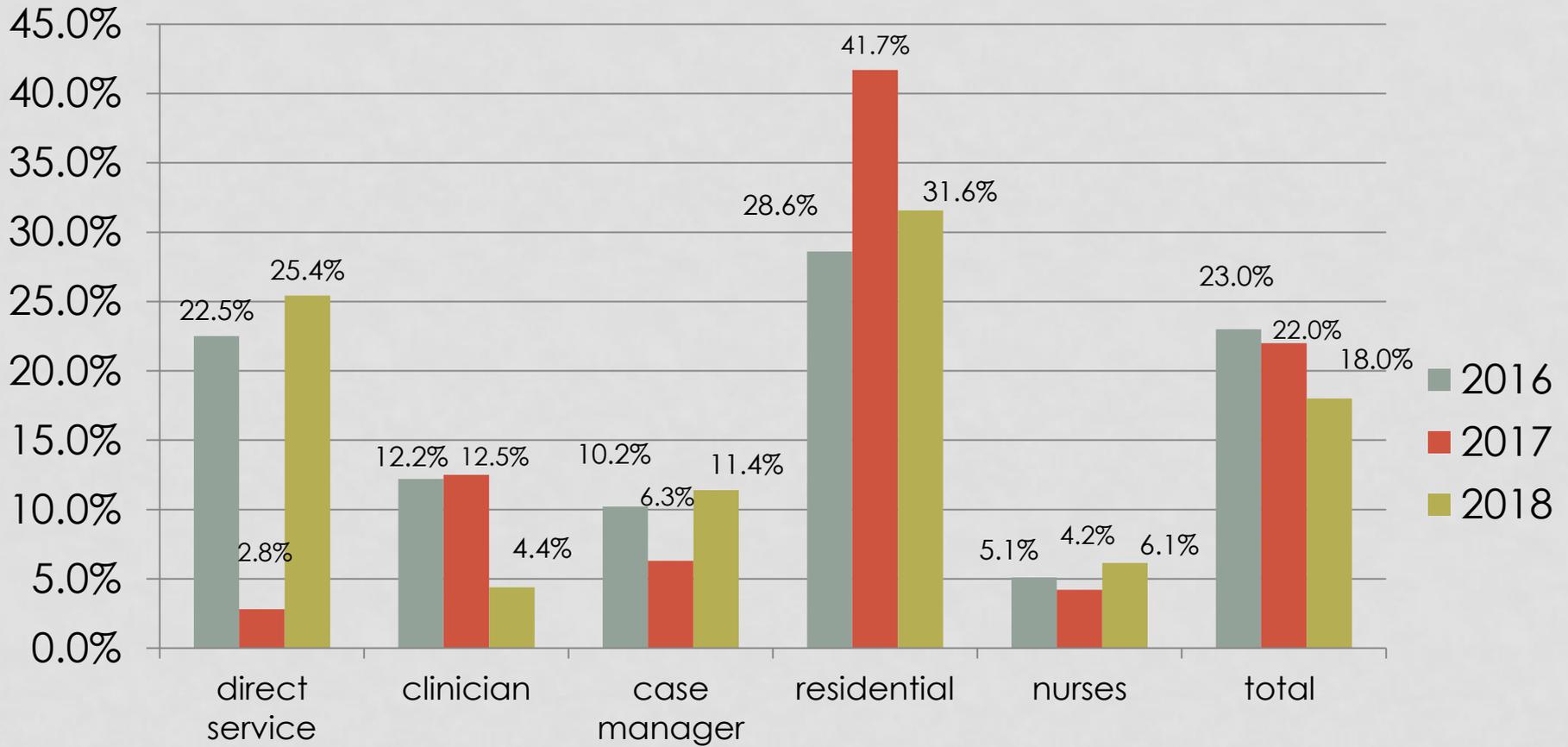
AVERAGE AGE



AVERAGE LENGTH OF SERVICE BY POSITION



TURNOVER HISTORY



OPEN POSITIONS

- One case manager or clinician opening leaves 25 to 30 clients underserved
- Burnout risk is high for case managers who have to cover:
 - Is not conducive to a supportive / healthy culture
 - Puts pressure on supervisors trying to fill gaps
 - Can result in further increases in employee turnover
- Hurts clients who may go into crisis
- Puts pressure on our community systems: police, hospital and emergency services

COMPETITION FOR STAFF

- Hospitals
- Community Health Centers
- Schools
- Home Health Agencies
- Nursing Homes

SALARY COMPARISON

Title	Competition Salary Range	RMHS Hiring Salary
Nurse	\$56.5k - \$94.9k	\$58.k
Residential Worker	\$35.9k - \$53.4k	\$33.3k
Clinician	52k – 83k	\$42k
Case Manager	43.6k - \$72.8k	\$35.4k
Direct Service	\$35.9k - \$53.4k	\$29.1k - \$33.3k

SIGNS OF PROGRESS

- Relationship with VSAC
- Relias – CEU's
- Increases in funding
- New technology
- Had deep discount with CSJ -
- Focus on Wellness and Safety

ONE SIZE DOES NOT FIT ALL AGENCIES

- Needs across the system differ due to:
 - Geography
 - Demography
 - Market Conditions
 - Proximity to Higher Ed
 - Client Composite

PROPOSAL

- Goal: Promote workforce recruitment and retention
- Objectives:
 - Recruit and retain staff interested in career development
 - Create affordable educational path
 - Continuous improvement of staff competency
 - Enable staff to obtain necessary credentials
- Funding level: \$3 million
- Timeframe: three years

PROPOSAL (CONT'D)

- 80% loan repayment
 - Impacts 160 to 200 staff
 - Masters' level clinicians, bachelors level direct staff and nurses
 - Three year commitment
 - Not to exceed \$5,000 per year
- 20% Tuition Assistance
 - Impacts 80 to 120 staff
 - In pursuit of relevant masters or bachelors degree
 - Three year commitment
 - Not to exceed \$2500 per year