



Crisis to Resilience ·

Closing the Pay Gap for Public Health Nurses

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MISSION STATEMENT:

Empowering people to prevent illness, promote resiliency, and protect the well-being of Jefferson County residents and visitors.

VISION:

People living in a safe and healthy environment.

VALUES:

Access for all, Caring, Excellence, Integrity, Teamwork (ACE IT).

SLOGAN:

Prevent, Promote, Protect.



531 Meade Street, Watertown

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www.jcphs.org

About Your Local Health Department

■ Programs:

Administration & Planning

- Public Health Accreditation

Preventive Services

- Communicable Disease Control
- Clinic Services – Immunizations, STI, TB
- Children's Services – Lead Prevention, CYSHCN
- Lead Rental Registry
- Rabies and Vector Control

Health Promotion & Education

Maternal/Child Health

Public Health Preparedness

Certified Home Health Agency (CHHA)

Emergency Medical Services

Medical Examiner

Environmental Health – Education & Referral

■ Personnel: 65

■ Budget: \$9,285,396

■ Partners:

All Hospitals

Fort Drum Regional Health Planning Organization

Pivot, THRIVE, Citizen Advocates, Anchor Recovery

Alliance for Better Communities

Cornell Cooperative Extension, NCPPC, CAPC

Municipalities

School Districts

Businesses

Law Enforcement

The Crisis

- Continuous and significant recruitment efforts were yielding no results.
- Jefferson County starting and service adjusted salaries for all levels of credentials nurse (PHN, RN, LPN) did not compete with competitor's starting wages.
- Jefferson County offered no recruitment or retention bonuses compared to every other major employer of nurses.
- Retention of nurses became a growing, critical issue, with the main reason cited for leaving being income-related.
- At the lowest point, there were 2 RNs (case managers) in the CHHA, with a patient census of 100, and another 28 patients waiting for admission. Preventive Services held steady with 3 PHNs and 2 RNs.
- We had 2 SPHNs that had to be put in the field with the 2 RNs to case manage and care for patients. There were 9 nurse vacancies in the CHHA, and 1 in Prevent.
- The census was strong with demand for services healthy and growing.

Jefferson County Public Health Service

Competitor Nursing Salaries. Bonuses, Other Benefits

as of January 8, 2024

Agency	Type	Starting RN Salary*	Bonuses	Other Benefits**
Jefferson County Public Health Service	Certified Home Health Agency	<u>\$30.23</u> /hour	None~	State Retirement
	Certified Home Health Agency	<u>\$30.60</u> /hour	\$5,000 Sign-On	
	Hospital	<u>\$33.00</u> /hour	Up to \$25,000 for New Grads	
	Primary Care Clinic	<u>\$33.10</u> /hour-GS11 <u>\$41.65</u> /hour-GS12^	Annual Performance Bonus up to 3% of current salary.	Federal Retirement; No On-Call, Weekends or Holidays. No required emergency response; considered non-essential.
	Certified Home Health Agency	<u>\$33.65</u> /hour	Negotiable	
	Certified Home Health Agency	<u>\$33.71</u> /hour	\$15,000 Sign-On	401K w/ Generous Employer Match
	Hospital	<u>\$34.00</u> /hour		

Timeline of Actions

January 8, 2024

Directors of Public Health and Patient Services meet with Director of Human Resources, Deputy County Administrator, and Board of Legislators Chairman

January 16, 2024

Directors of Public Health, Patient Services, and Human Resources meet with CSEA Labor Relations Specialist and CSEA Union President.

January 30, 2024

Directors of Public Health and Human Resources meet with Board of Legislators Health & Human Services Committee in Executive Session.

February 6, 2024

By Resolution 77, the Board of Legislators unanimously approved authorizing amendment to the CSEA collective bargaining agreement and a memorandum of understanding in relation to nursing recruitment and retention, effective immediately.

Impacts:

SALARY

- Increased LPNs from Grade 9 to Grade 12
 - Hourly Base increase from \$21.42 to \$23.35
- Increased RNs from Grade 19 to Grade 23
 - Hourly Bas increase from \$30.23 to \$35.37
- Increased PHNs from Grade 21 to Grade 24
 - Hourly Base increase from \$32.72 to \$36.70

BONUSES

- \$5,000 Retention Incentive for LPNs, RNs, PHNs.
 - 3- year service commitment
- \$10,000 Recruitment Incentive for LPNs, RNs, PHNs.
 - 3-year service commitment

Resilience

- ❖ By May 28, 2024, 9 nurses (1 PHN, 6 RNs, 2 LPNs) were either in training or working in the CHHA, a capacity to meet the needs of the census.
- ❖ A total of 14 nurses were retained either through recruitment or retention to provide home health care and preventive services for the department.
- ❖ All but one accepted the recruitment bonus.
- ❖ All current staff accepted the retention bonus.
- ❖ Adjusting salaries to market wage rates, in addition to providing the bonus program, stabilized staffing
- ❖ Nursing staffing has remained stable.

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