

**Recovery Services
SEIU District 1199 WV/KY/OH**

**Agency Professional Committee Meeting
January 24, 2022**

Union Attending

Geoff H. Davies, Coordinator SEIU1199
Clifford Brown, Delegate (WCI)
Curtis Shaw, Delegate (WCI)
Ryan Cheesebrew, Delegate (CCI)
Amanda Fletcher, Delegate (RiCI)
Stacey Adams, Delegate (NCI)

Management

Laurie Spolarich, Labor Relations Administrator
John Sexton, Director of Recovery Services
Todd Viars, LRO Central Office

Housekeeping

Management request that in future the agenda be shared by the union one week before. No agenda was sent for this meeting and no release was requested.

Union response: there was only one item which had already been communicated (December 10 email). We will ensure you a written agenda a week prior as well as a specific list of delegates attending.

Future meeting dates:

Tuesday, March 29
Tuesday, June 28
Tuesday, September 27
Tuesday, December 6

APC Agenda

1. Vacancies

- Previously have said that its turnover and HR bottleneck have been problems. The information provided seems to indicate a lack of candidates/qualified candidates. What happens to the work/programs in these institutions if there are not enough staff?

Mgt: Each of the staff conduct as many programs as able to with the available staff. Where there are vacant positions, programs do not take place.

- So where there is capacity the programs take place as much as possible and where there is not they do not take place?

Mgt: Correct.

- Where is the funding to provide these services and are they being provided and by who?

Mgt: Funding is all GRF, those funds are allocated but just not used. They stay in the fund.

- Why is Recruitment and Retention Supplement not being used?

Mgt: In some places there's a lack of candidates, some it's a lack of qualified candidates. Other state agencies hiring licensed individuals, they do not have qualified candidates either, there is a shortage in BH across the board, and HC in general. Not aware of a policy in place for geography specific R&R. I'll check to see if we have.

- So R&R as a policy tool doesn't exist?

Mgt: DRC has an eval based on the institution. We do have geo-supplements in other parts of MH. Don't know of a tool for different CPCs.

- What can MH do? What are you doing?

Mgt: We've had HR reaching out to recruit and to understand the benefits. I've had several new employees tell us the benefits are much better than other places. Job fairs, recruitment directly to colleges and universities, posting and reaching individual through job sites.

- How does pay compare with competitors?

Mgt: Not sure if done recently, but we were comparable to the field. Ave salary is \$17.42 for chem dependency in Ohio. Alcohol is \$24. We pay \$24.98 starting out. We also have step increases and benefits and so on.

LS: Also, the situation with nurses is not comparable – huge lack of nurses and state can't compete with 5K sign on bonuses. Not comparable to CPCs. We can't answer the question why do they choose to go places others than the state?

JS: we don't know, but you know it's everywhere across all industries, the great resignation.

- The great resignation is mostly in the service sector. We're talking about licensed professionals. So, is it communication? What best practices or other methods are being used in recruitment a whole that the state could also do? What do the recruitment professionals say?

Mgt: the answer comes down to money – and we don't have that. We will look at the R&R you sent us. We're not opposed. We want to fill our positions. If we could find a way we would have, it's not a new struggle. We are doing what we can within the scope of being a state agency. We have to talk to HCM about R&R for CPCs. HR needs to tell us what tools. R&R overall is macro level, but we can look at other areas in HR.

Young people want the money, that's where we have to compete.

The problem that we'll have though is even if we could give more money, we couldn't just give it to new people to get them in, we'd have to give to everyone.

- Suggestion: Utilize us, the current staff members (Correctional Program Coordinators - CPCs) as recruiters. Offer a \$1000 bonus to current CPC that recruits a person that is hire and another \$1000 Bonus when that new person completes probation.

Mgt: We actually have a job fair in February that's not been cancelled yet that we'll be taking CPCs to help.

- So, what about the area we do have control over? Lack of candidates? What's the correlation?

Mgt: I would encourage you and your membership to come up with ideas to increase recruitment.

- Retention and recruitment – what could be done differently that’s not being done?

Mgt: starting salary presently is higher than the private sector of Ohio. But if you find where they are getting more then share it, it helps with the higher level discussions.

- Why are the positions marked as hold for now?

JS: due to lack of space and available co-facilitation by DRC MH. SAMI positions mostly. We got commitment for space and scope with 6 intuitions, but others we did not. I can tell you that we did get commitments for space and co-facilitation for SAMI treatment groups at 6 sites and we moved ahead with posting to fill those positions. Have another on hold at Noble pending getting other areas filled.

CB: Pay and benefits are better but it’s generally an underpaid field. If they’re not wanting the job they’re finding something better somewhere else.

LS: are they out there? If so, why not us? If they’re not out there, then how do we grow them?

JS: gov office has pushed out money for MH to fund the workforce. We have a February job fair that HR is helping CPC go to and serve as recruiters

Geoff: there is info out there.

Geoff: Environment? Is there a stigma with working in prisons?

JS: there can be, we bring potential people in to see the environment to break down any misconceptions that have

CS: Quits or turned down – do we know why?

LS: not appropriate to specify, but we do have exit interviews where possible.

Vacancy Information provided by management in January:

AOCl	VACANT	CPC	Hold for now JS 1.11.22		
BeCl	VACANT	CPC	Reposted 1.12.22 through 1.19.22		4x- lack of candidates
BeCl	VACANT - SAMI-HOLD	CPC	Hold for now JS 11.17.21		
CCl	VACANT - SAMI	CPC	11.24.21 through 12.5.21	1.10.22 x1 tour, 2nd tour pending - cand is sick let second cand know of RCI	0
CO	VACANT	DAS	Hold for now JS 11.17.21		
GRC	VACANT	CPC	reposted 12.17.21 to 12.24.21	1.13.22 RJP with internal app Henry Robinson	reposted 1x incorrect posting the first time
DCI	VACANT	CPC		To be reposted 1.19.22	Reposted 1x - due to candidate removal in hiring process.
GCl	VACANT	CPC	reposted 1.4.22 - 1.18.22		3x - lack of candidates
GCl	VACANT	CPC	reposted 1.4.22 - 1.18.22		3x - lack of candidates
GCl	VACANT	CPC	reposted 1.4.22 - 1.18.22		3x - lack of candidates
GCl - TC	VACANT	AODC	reposted 12.16.21 - 12.30.21	1.4.22 apps need screened	2x due to lack of candidates
LaeCl	VACANT	CPC			
LeCl	VACANT	CPC	12.16.21 -12.22.21	1 app to HN 1.4.22	0
LeCl	VACANT - SAMI HOLD	CPC	Hold for now JS 11.17.21		
LoCl	VACANT	CPC	reposted 1.7.22 -01.21.22		12x since 3.20.21 due to lack of candidates
LoCl	VACANT	CPC	reposted 1.7.22 -01.21.22		8x since 5.20.21 due to lack of candidates
LoCl	VACANT	CPC	reposted 1.7.22 -01.21.22		5x since 10.20.21 due to lack of candidates
MaCl - TC	VACANT	CPC	reposted 12.16.21 - 12.30.21	1.4.22 apps need screened	4x due to lack of candidates
ManCl	VACANT	CPC	posted 12.23.21 through 1.2.22	3 interviews to schedule	0
MCl	VACANT	CPC	reposted 1.6.22 to 1.20.22		8x since 5.20.21 due to lack of candidates
MCl	VACANT	CPC	reposted 1.6.22 to 1.20.22		1 x due to lack of candidates

MCI	VACANT	SPRV		pending	
NCI	VACANT - HOLD	CPC	hold for now JS 9.16.21		
NCI	VACANT	CPC		pending	
NCI - TC	VACANT	AODC 1	reposted 12.16.21 to 12.20.21	1.4.22 apps need screened	9x since 1.20.21 due to lack of candidates
NCI - TC	VACANT	CPC	reposted 11.30.21 to 12.9.21	1.4.2. apps need screened	6x since 2.20.21 due to lack of candidates
NeRC	VACANT	CPC	reposted 1.7.22 to 1.21.22		2x for more candidate pull
ORW	VACANT	CPC	reposted 12.20.21 to 1.5.22	1.11.22 One interview to be scheduled	6x due to lack of candidates
ORW	VACANT - SAMI - HOLD	CPC	hold for now JS 11.17.21		
ORW	VACANT (Hartzler)	CPC		1.11.22 HCM submit to HR auth	
ORW - TC	VACANT	MHA 3	posted 12.13.21 to 12.20.21	Sent to apps to HM 1.4.22	0
OSP	VACANT	CPC	reposted 1.11.22 to 1.31.22		5x lack of qualified candidates
PCI	VACANT	CPC	reposted 1.11.22 to 1.18.22		6x no qualified candidates
PCI	VACANT	CPC	reposted 1.11.22 to 1.18.22		4x no qualified candidates
PCI - TC	VACANT	AODC 1		1.11.22 ML to repost	1x due to lack of candidates
PCI - TC	VACANT	AODC 1	posted 12.1.21 to 12.7.21	candidates selected but needs EHOC corrected due to grievance settlement	0
RCI	VACANT	CPC		1.11.22 ML will repost due to applicant no response	2x due to applicant no response
RCI	VACANT	CPC		1.11.22 ML will repost due to applicant no response	4x since 5.21 due to lack of candidates.
RCI	VACANT - SAMI	CPC	1.6.22 to 1.17.22		1x due to no call no show
RiCI	VACANT	CPC	12.27.21 to 1.6.22	2 apps sent to HN on 1.7.22	0
SOCF	VACANT - SAMI	CPC	reposted 12.6.21 to 12.13.21	1.7.22 scheduling one interview	1x due to lack of applicants
TCI	VACANT	CPC	reposted 1.6.22 to 1.17.22		1x due to lack of applicants
TCI	VACANT	CPC	reposted 1.6.22 to 1.17.22		1x due to lack of applicants
ToCI	VACANT	CPC	1.6.22 to 1.31.22		5x due to no qualified applicants
ToCI	VACANT	CPC		1.11.22 submitted to HR Auth - to be posted	0
ToCI	VACANT	CPC		1.11.22 to be submitted to HR Auth and posted	0
ToCI	VACANT	SPRV		1.11.22 to be submitted to HR Auth and posted	0
WCI	VACANT	CPC - GF	reposted 1.11.22 to 1.18.22		2x due to no qualified applicants
WCI	VACANT - SAMI HOLD	CPC	Hold for now JS 11.17.21		

Staffing Totals		Vacancies	Vac. %	
Total State Funded Positions	241	52	22%	2 grant positions
Total Contract Positions	3	0	0%	
Total Private Positions	12	3	25%	
TOTAL OVERALL POSITIONS	256	55	21%	
Total OSC Staff Admin / RRSA	11	1		
Total Supervisor Positions	25	2		
Total TC Supervisors Positions	6	0		
Total MHA 3 Position	1	1		
Total CPC Positions	180	44		
Total AODC Positions	17	4		
Total Disability	3			

