

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

**Agency Professional Committee Meeting
March 29, 2022**

Union Attending

Geoff H. Davies, Coordinator SEIU1199
Clifford Brown, Delegate (WCI)
Curtis Shaw, Delegate (WCI)
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
Joel Bradley, LRO3

Housekeeping

Future meeting dates:

Tuesday, June 28

Tuesday, September 27

Tuesday, December 6 – clash with DRC. Union to send some alternatives.

APC Agenda

1. Vacancies

Union requests update based on last meeting; what positions filled since what still open.
Job Fair in February update. Discussion of ideas for outreach.

WCI new hires turned down position during hiring process – do we know why?

- *How many CPCs have transferred to MH for the pay?*
- *Need to maintain equity now CO pay has gone up*

Applications either aren't coming in or aren't qualified. If pay is better here, why aren't we getting hires?

- *With CO pay now and increase there is compression.*

Any consideration of using GRF, like DRC.

Their union brought the info and made the proposal to DRC which then had to go to DAS. They brought that in a written proposal.

Todd: appreciate fact that trying to get more money but COs was in negotiations. I don't know there's any talk of opening the contract.

Laurie: there are talks at statewide level about various classification, like nurses, we know the data on the nurse. We don't have similar data for CPS and what would be the equivalent. We'd love more hard data on this, to see that.

JS: 25% in January, have hired since and now down to 22%. Have more in the pipeline starting once background done.

Also out to colleges and universities in Ohio and the US. Job fairs cancelled of course, as they're being held HR is going to them, having staff also go who are willing.

Ask for list of where, not anywhere around Belmont county

JS: we do advertise in the Ohio Hiring system and our HR pushes out to linked in and monster etc.

GD: right, so what is it? We've had that convo ourselves.

JS: right there's openings all over the state, we're trying to get internships from schools to develop into FT candidates. Approached by John Carrol university to develop a program to develop a CDCA here to achieve full licensure in a shorter amount of time. Those are activities.

I'm going to Ohio Christian in a couple weeks. Enrollment in their programs is declining, so trying to come up with ideas.

2. Recruitment and Retention Update January 22: We will look at the R&R you sent us. We're not opposed. Not aware of a policy in place for geography specific R&R. I'll check to see if we have.

Union requests update on management work in this area.

JS: not sure where the geographic specific

Our concerns is where and how long they would last and what would happen when if you take them away?

Not sure what we could be doing that we're not. We're out there.

Put something together that removes supplement at cetinyl vacancy rate across the board.

Suppment % based on vacancy rates, reduce % as vacancy rate goes down.

3. ORAS entries not being complete at reception, leading to delay at institution. Need clear direction.

SA: CPCs had to do sevral ORAS. EG March did 23 TCU but 61 ORAS.

JS: we had a lot of offenders shipped out with ORAS and TCU being completed. When we found out we notified sueprvior to do the TCUs but sound slike quite a few came to noble. If there are people who show pleas let us know. Having worked in reception I know there are some who come through who get removed from the recentoon process for reasons and we don't get to complete the TCU or otherthings. If you get them though please just notify us who they are This shouldn't happen further with covid restrictions lifting.

~~4. Cost savings days — request from members.~~

5. Membership Suggestions for recruitment and retention

JS, January 22: I would encourage you and your membership to come up with ideas to increase recruitment.

- I. Use current funds in GRF that are not being used in open positions to fund a recruitment and retention supplement, or retention and sign on bonus.

We discussed the idea for sign on bonus. Need to get resolution from our leadership.

LS: other agencies – DODD have been doing sign on and referral, but they got a ULP on it. Referral. Discussions right now. We're not at any specifics but its not off the table, don't know what it would look like. Multiple. Retention bonus? Not heard anything. doesn't mean it might not be being discussed I just not privy to it.

Any discussion about moving CPC pay?

We've been looking at private sector comparable. COs alone wont raise the ship. Whatever happened happened for one classification. Doesn't mean every other classification.

- ~~II. Offer a career ladder to hire in currently Paid internships or hiring of CDCAs. Offer upward mobility where none currently exists.~~
- III. Increase pay to be above market rate. If people aren't applying the offer isn't tempting enough? Or is it the pipeline? Getting interns in and also hiring or making the option appealing – sign on bonus?
 - i. Flexible scheduling potential? Flexible scheduling – maintain core hours but allow a 45 minute flex

PROGRESS

JS: what do you mean? I see start times and ends times being very flexible. Different start and end times do have it, e.g. Cheesebrew starts earlier. That's an option. Daily flexing? It's allowed with prior approval, so if you have an appointment eg then supervisors can approve that. As long as it fits into operational need, e.g. treatments and programming. Inmate availability. Bring specifics of where its denied. We don't have windows, no grace period. But if you know next week.

ADJUST OR MODIFY your schedule by etc. etc.

Amanda: doing a 40 hour flex or an 80 hour flex if programming is not disrupted.

LS: what does that mean? Lateness? Being late but then doing your forty is not acceptable.

Amanda: So, then the concern is to open the pandora's box?

Laurie: we have habitual problems getting to work on time, going to be 10 minutes late due to traffic. No harm no foul as long as they work over. We may approve case by case for a reason and otherwise good record, then case by case okay. If it's a pile up and I'm never tardy then okay.

We are looking for a flex daily as long as it works into the program.

Geoff: we have the ability though to approve a flex which is then is abused can be terminated.

LS: we can't management a window where we don't know.

Geoff: but there can be adjustment. Couple days next week I want to etc.

Laurie: it would be a convo with the supervisor. With supervisor ability to approve yes.

- ~~ii. Agencies are hiring at \$25. They can make the same in community health without the baggage of a prison. Hoops to jump through also. It needs to be more than the community. Even with the automatic raises, in the community you get raises every three months, performance bonuses. But really its flexible scheduling. Hoops: security stuff, searched, contains on alert, inmate manipulation, attacks, basic prison stuff. People in the helping profession see that as a risk. Now substantial increase in pay. You have to sweeten the pot.~~
- iii. Current CPC can and are transferring to social worker positions because with their supplement the pay is higher.

JS: its anecdotal. Transfers or otherwise based in individual circumstances. It goes both ways too. Sometimes also they've come back. It's not necessarily a higher pay issue.

Cliff: I'm happy for the COs that they got a well deserved pay raise and is necessary. But here's an anecdotal circumstance – an officer informed me when he hits six years soon he'll be making \$30 and hour. He has a GED. I couldn't do that until I put in 28 years. Its going to be an issue – we have to have substantial credentials to make what we make. These COs will be making same with just time in, no credentials. If that's something they bargained then that something we have to bargain.

Geoff: would management support it?

LS: if the moneys there then yes I'd be thrilled if we could get more money. You're preaching to the choir, there's no "no" from us, but we don't have the authority.

JS: Agreed. My only concern is if we have the moey now what if we don't have it next year of theres a recession

- iv. Current CPCs train new hires, this is not in the job description and should be compensated

JS: Im unclear by training? If someone is showing you the ropes would that be considered training. What specifics.

Stacey: ive talked to CPCs when we have to sit with them,, show them the paperwork, doing the assessments right, watch them do assessments and go through fusuon with them, how to do a treatment plan with them. I don't knowif anything else. Could be doing groups or assessments but not.

Amanda: similar. Shadowing, responsible for walking hem through fusuon. 4299. Explaining earned credit.

JS: OJT should come from the supervisor. But also was it beneficial to get that from a peer or from a supervisor?

Stacey/Curtis: I've never had it from a supervisor to know.

Stacey: example from NCI in December. I had to stop one IOP to do one of a new hires programs

JS: part of OJT is that supervisors are training them. Let me look into that and address it.

- v. Review and revamp of current online hiring portals

1. Current state site show opportunities but doesn't sell the position
2. Online hiring sites also
3. Also mention **paid** CTA training. It is communicated and its paid. Its covered int eh interview process. It was online during pandemic and some in the institution.

Current ODH postings	Recovery services posting
<p>What's in it for you: At the State of Ohio, we take care of the team that cares for Ohioans. We provide a variety of quality, competitive benefits to eligible full-time and part-time employees. For a list of all the State of Ohio Benefits, visit our Total Rewards website! Our benefits package includes:</p> <p><u>Wage progression</u> <u>Guaranteed raises</u></p> <p><u>Medical Coverage</u></p> <ul style="list-style-type: none"> Quality, affordable, and competitive medical benefits are offered through the Ohio Med PPO plan. <p><u>Dental, Vision and Basic Life Insurance</u></p> <ul style="list-style-type: none"> Dental, vision and basic life insurance premiums are free after one year of continuous service. <p><u>Time Away From Work and Work/Life Balance</u></p> <ul style="list-style-type: none"> Paid time off, including vacation, personal, and sick leave 11 paid holidays per year Childbirth/Adoption leave <p><u>Ohio Public Employees Retirement System</u></p> <ul style="list-style-type: none"> OPERS is the retirement system for State of Ohio employees. The employee contributes 10% of their salary towards their retirement. The employer contributes an amount equal to 14% of the employee's salary. Visit the OPERS website for more information. <p><u>Deferred Compensation</u></p> <ul style="list-style-type: none"> The Ohio Deferred Compensation program is a 457(b) voluntary retirement savings plan. Visit the Ohio Deferred Compensation website for more information. <p>Ohio is a Disability Inclusion State and strives to be a Model Employer of Individuals with disabilities. The State of Ohio is committed to providing access and inclusion and reasonable accommodation in its services, activities, programs and employment opportunities in accordance with the Americans with Disabilities Act (ADA) and other applicable laws.</p>	<p>Therapeutic Community Substance Use Counselor [Correctional Program Coordinator] MaCI</p> <p>Primary Location: United States of America-OHIO-Madison County-London Work Locations: Madison Correctional Institute 1851 State Route 56 London 43140 Organization: Mental Health & Addiction Services Classified Indicator: Classified Bargaining Unit / Exempt: Bargaining Unit Schedule: Full-time Work Hours: 8:00a-4:00p; may vary Compensation: \$24.98/hour Unposting Date: Apr 29, 2022, 10:59:00 PM Job Function: Counseling and Rehabilitation Job Level: Individual Contributor Agency Contact Name: Michelle Long, HCM Sr. Analyst Agency Contact Information: michelle.long@mha.ohio.gov Therapeutic Community Substance Use Counselor [Correctional Program Coordinator] MaCI (220003Q5) Job Duties</p> <p>Correctional Program Coordinator (Therapeutic Community Substance Use Counselor)</p> <p>Job location: Madison Correctional Institution (MaCI) 1851 State Route 56 London, Ohio 43140</p>

JS: we have revised postings with input from line staff. We work with HR to update the language of the posting. The Ohio Hiring management system posting id need to know what is missing that would make it more attractive.

Geoff will send the screenshots and suggested changes.

Therapeutic Community Substance Use Counselor [Correctional Program Coordinator] MaCI

State of Ohio Jobs ★★★★★ 788 reviews

London, OH 43140

\$24.98 an hour · Full-time

[Apply on company site](#)



Job details

Salary

\$24.98 an hour

Job Type

Full-time

Full Job Description

Primary Location : United States of America-OHIO-Madison County-London

Work Locations : Madison Correctional Institute 1851 State Route 56 London 43140

Organization : Mental Health & Addiction Services

Classified Indicator : Classified

Bargaining Unit / Exempt : Bargaining Unit

Schedule : Full-time

Work Hours : 8:00a-4:00p; may vary

Compensation : \$24.98/hour

Unposting Date : Apr 29, 2022, 10:59:00 PM

Job Function : Counseling and Rehabilitation

Job Level : Individual Contributor

Agency Contact Name : Michelle Long, HCM Sr. Analyst

Agency Contact Information : michelle.long@mha.ohio.gov

**Therapeutic Community Substance Use Counselor [Correctional Program Coordinator]
MaCI**

(220003Q5)

Job Duties

Correctional Program Coordinator (Therapeutic Community Substance Use Counselor)

Substance Abuse Group Facilitator

Access Counseling Services, LLC ★★☆☆ 4 reviews

Middletown, OH 45005

Temporarily remote

Full-time, Part-time

⚡ Responded to 75% or more applications in the past 30 days, typically within 3 days.

Apply now



Requires an Ohio License in substance abuse.

Benefits include:

On Site- Supervision

Health insurance

Dental insurance

Vision insurance

Life and Long Term Disability insurance

Short Term Disability insurance

401K Retirement Plan

Free On- Site CEU Training

* **\$1,500.00 Sign on Bonus** *

Job Types: Full-time, Part-time

Benefits:

- 401(k)
- Dental insurance
- Employee assistance program
- Flexible schedule
- Health insurance
- Life insurance
- Paid time off
- Vision insurance

Supplemental Pay:

- Signing bonus

COVID-19 considerations:

Working from home while covered by insurance allowed some days, masks, disinfecting done on a regular basis in office and after groups.

Education:

- Bachelor's (Preferred)

Experience:

- Addictions Counselors: 1 year (Preferred)

Mental Health Counselor

Alcohol & Drug Freedom Center of Knox County
Columbus, OH
From \$55,000 a year - Full-time

Apply now



Skills: Using logic and reasoning to identify the strengths and weaknesses of approaches to problems. Giving full attention to what other people are saying, being made, asking questions as appropriate, and not interrupting at inappropriate management, assessing and prioritizing tasks, and working within deadline

Job Type: Full-time

Pay: From \$55,000.00 per year

Benefits:

- 401(k) matching
- Dental insurance
- Flexible schedule
- Health insurance
- Life insurance
- Paid time off
- Professional development assistance
- Vision insurance

Schedule:

- 8 hour shift
- Monday to Friday

Supplemental Pay:

- Bonus pay
- Signing bonus

Ability to commute/relocate:

- Mount Vernon, OH 43050: Reliably commute or planning to relocate

Experience:

- clinical: 1 year (Required)

License/Certification:

- LISW or LPCC in the State of Ohio (Required)

Work Location: One location

Substance Abuse Counselor

North Central Correctional
Marion, OH 43302
\$23.50 an hour - Full-time

Apply now



Job details

Salary

\$23.50 an hour

Job Type

Full-time

Benefits

Pulled from the full job description

- Health insurance
- Dental insurance
- 401(k)
- Tuition reimbursement
- Paid time off
- 401(k) matching
- Flexible schedule
- Prescription drug insurance

Full Job Description

Ready for a meaningful career in criminal justice? At the North Central Correctional Complex in Marion, Oh, we provide a safe and secure working environment for our staff while helping offenders gain the treatment and valuable skills necessary for success upon release. Our team members enjoy competitive wages, affordable health, dental, and prescription drug insurance, education and tuition assistance, paid time off, 10 paid holidays, flexible schedules, 401(k) with company match, and a chance to make a difference every day! Full time opportunities available for many positions. Hiring immediately! **\$1000.00 sign on bonus after completion of 180 day probation! Starting pay \$23.50**

Substance Abuse Counselor

Freedom Recovery
London, OH 43140
\$20 - \$30 an hour - Full-time

⚡ Responded to 75% or more applications in the past 30 days, typically within 10 days.

Apply now



Full Job Description

Freedom Recovery is a faith based IOP program based out of Columbus. We have two offices in Columbus, as well as offices in Dayton, Marysville, Springfield, and London. We are currently looking to hire a full-time clinician for our London office. This position entails individual counseling, group facilitation, and case management.

We currently offer evening groups, three days per week. Due to continued growth, we are looking to start morning IOP groups at this location as well.

Applicants must have morning and some evening availability.

Applicants must have one of the following: LCDCII, LCDCIII, LICDC, LPC, LPCC, LSW, or LISW. CDCAs will not be considered for this role.

Job Type: Full-time

Pay: \$20.00 - \$30.00 per hour

Benefits:

- Dental insurance
- Flexible schedule
- Health insurance
- Paid time off

Schedule:

- Monday to Friday

Work Location: One location

Substance Abuse Counselor

New Season ★★☆☆☆ 261 reviews
Columbus, OH 43228

Apply on company site



- Experience in substance abuse field is not required, but preferred
- Qualified candidates will have a **LCDC II** for the state of Ohio.
- Bachelor's degree is preferred but not required

Experience Required:

- Minimum of 500 hours of experience in substance abuse is preferred

Skill and Ability:

- Must possess excellent interpersonal and communication skills
- Ability to multitask, prioritize, and be dependable and reliable
- Basic mathematics skills

Benefits:

- 3 weeks of PTO
- Excellent Medical (EPO & PPO plans), Dental, and Vision Insurance
- FSA's and Teladoc services
- Life Insurance
- Short/Long Term Disability
- 401k with up to 3% matching
- Leadership Development Academy

***EOC:** Colonial Management Group, LP/New Season is committed to Equal Employment Opportunity (EEO) and to compliance with all Federal, State, and local laws that prohibit employment discrimination on the basis of race, color, age, national origin, ethnicity, religion, gender, pregnancy, marital status, sexual orientation, citizenship, genetic disposition, disability or veteran's status or any other classification protected by State/Federal laws*

Substance Abuse Group Facilitator

Access Counseling Services, LLC ★★★★★ 4 reviews

Middletown, OH 45005

Temporarily remote

Full-time, Part-time

⚡ Responded to 75% or more applications in the past 30 days, typically within 3 days.

[Apply now](#)



Requires an Ohio License in substance abuse.

Benefits include:

On Site- Supervision

Health insurance

Dental insurance

Vision insurance

Life and Long Term Disability insurance

Short Term Disability insurance

401K Retirement Plan

Free On- Site CEU Training

*** _ \$1,500.00 Sign on Bonus _**

Job Types: Full-time, Part-time

Benefits:

- 401(k)
- Dental insurance
- Employee assistance program
- Flexible schedule
- Health insurance
- Life insurance
- Paid time off
- Vision insurance

Supplemental Pay:

- Signing bonus

COVID-19 considerations:

Working from home while covered by insurance allowed some days, masks, disinfecting done on a regular basis in office and after groups.

- IV. Offer voluntary overtime to current CPCs to be able to offer services currently not being offered due to lack of staff

JS: core hours we get are the same hours that CPCs work. When would that be?

Availability of the offenders – so when the CPC is there in the day we have the ability to get with the offenders to meet with them. But then there's count times etc. They close areas also. When would the staff want to see offenders, on a weekend in the day? What would it look like? It would spend on security staff also.

Stacey: NA and AA programs, also TRP group – I DON'T WANT THE OPTION OF OT IF MANDATE. I WANT TO DO CO OVERTIME. NOT ALLOWED TO.

Sexten: I will check into that. I want to talk with the warden to see what requests there are that we're not meeting. I saw that warden last week and he didn't mention it or any concerns. What is not being offered that he wants to see offered. Programs Withdraw this then.

Geoff:

- ~~V. Review of SAMI process to enable cofacilitator to do more in terms of administrative duties/kites etc.~~
- ~~VI. Current pay is not commensurate with duties and responsibilities. Union will be looking into the potential of a PDQ.~~