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(ITEM *) Report from the Director, Department of Health and Human Services, requesting approval of a retention package for employees affected by the restructuring of the Behavioral Health Division, by recommending adoption of the following:

A RESOLUTION

WHEREAS, the 2014 Adopted Budget for the Behavioral Health Division (BHD) includes the following language: "To maintain staff experience and expertise during the restructuring, a retention package for employees remaining at BHD until their employment status is affected by the redesign process will be developed and submitted to the County Board for approval."; and

WHEREAS, in order to ensure that appropriate levels of patient care are maintained during the budgeted downsizings of the Hilltop and Central units that are occurring in 2014, BHD is submitting a request to implement an employee retention package; and

WHEREAS, the retention package reflects salary bonuses of 15 or 20 percent of gross salary, depending upon an employee's classification, awarded to employees remaining in active BHD employment until they are laid off; and

WHEREAS, the closures are staggered throughout 2014 with target dates being May 1 and November 1 for the complete closure of Hilltop and July 1 for the closure of one Central unit; with the Acute Inpatient downsizing being contingent on census; and

WHEREAS, the total 2014 estimated cost for the retention package is \$500,000 to be covered by funds available in the Contingency Fund as requested by a fund transfer submitted by the department for the April cycle; now, therefore,

BE IT RESOLVED, that the Director of the Department of Health and Human Services, or his designee, is authorized to implement an employee retention package for employees impacted by the BHD restructuring.