

COUNTY OF MILWAUKEE
Behavioral Health Division Administration
INTER-OFFICE COMMUNICATION

DATE: March 28, 2014
TO: Sup. Peggy Romo West, Chairwoman, Committee on Health and Human Needs
FROM: Héctor Colón, Director, Department of Health and Human Services
Prepared by Jim Kubicek, Interim Administrator, Behavioral Health Division
SUBJECT: From the Director, Department of Health and Human Services, submitting an updated informational report on BHD staffing

Issue

At its last meeting in March, the Committee on Health and Human Needs requested an update to the informational report presented on the staffing levels at the Behavioral Health Division (BHD). Per the request of the Committee Chair, this report details the progress made to date in filling Certified Nursing Assistants (CNAs), Registered Nurses (RNs) and Licensed Practical Nurses (LPNs).

Background

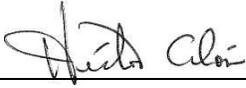
As reported in the March cycle, there were vacancies of 29 CNA, 15 RN and 2.5 LPN full-time equivalent (FTE) positions as of January 2014. Since that time, BHD has been able to hire 15 part-time CNAs, 3 CNAs Pool, 2.5 RNs and 5 RNs Pool additional positions and the updated vacancy counts are shown below:

Position	Budget	Filled	Pending Hires	April Net Vacant FTEs	March Net Vacant FTEs
CNAs	153.5	124.5	7	7	29
RNs	86	71	6.0	6.5	15
LPNs	16.5	14	0	2.5	2.5

BHD is currently undertaking recruitment efforts to fill its vacancies, particularly in classifications that impact direct care. We will aggressively continue to conduct interviews to meet our hiring goals. Staff started employment in mid-March and we anticipate additional staff to start the first week of April. To further assist in unit coverage, BHD has also utilized a staffing agency and is actively pursuing a second contract to reduce mandatory assignments. Since November 2013, over 30 CNAs from the staffing agency currently under contract have been trained - 11 are currently working.

Recommendation

This is an informational report. No action is necessary.



Héctor Colón, Director
Department of Health and Human Services

cc: County Executive Chris Abele
Raisa Koltun, County Executive's Office
Kelly Bablitch, County Board
Don Tyler, Director – DAS
Josh Fudge, Director, Office of Performance, Strategy & Budget
Matthew Fortman, Fiscal and Management Analyst – DAS
Erica Hayden, Research Analyst – Comptroller's Office
Jodi Mapp, County Clerk's Office