

## Legislation Details (With Text)

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<b>Type:</b>	BOH - Agenda Item	<b>Status:</b>	Passed		
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<b>On agenda:</b>		<b>Final action:</b>	11/30/2022		
<b>Title:</b>	Sign-on Bonus Program Pilot Six Month Update - Nordstrom				
<b>Sponsors:</b>					
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. Sign On Bonus Pie Chart				

Date	Ver.	Action By	Action	Result
11/30/2022	1	Lake County Board of Health	approved	Pass

### Sign-on Bonus Program Pilot Six Month Update - Nordstrom

Since the implementation of the sign-on bonus program in March, we have used the tool in two ways to help recruit and hire candidates.

For some roles, such as providers and most recently our therapist positions, we have advertised the sign-on bonus publicly in an effort to increase our number of qualified applicants for these positions. In other roles, such as nurses, clerks, counselors and medical assistants, where we are seeing a steadier flow of applicants, we are using this tool as part of our offer negotiation to help meet candidate salary expectations and have found this to be a valuable resource as we navigate the challenging market. The attached chart depicts the experience to date.

Those positions which accepted the bonus represent nearly all the types of positions initially proposed for inclusion in the pilot. Most were hired at or near the entry pay for the position.

**Titles for those hired with bonus:** Advanced Practice Nurse (1), Physician (1), Certified Medical Assistant (4), Charge Nurse (1), Counselor (3), Clerk (2) Therapist (1).

**Titles for those who declined the bonus:** Clerk II (2), Counselor II - WRS, Senior Therapist - CABS, Therapist, Staff Nurse (2).

The total financial commitment to date equals \$35,000 for the thirteen hires described above. We believe the expense is modest considering the success seen across a range of positions. The agency would have spent more for temporary employee coverage or placement firms for only a couple of the positions listed if we had not been able to hire these staff. We now have increased capacity to provide services and minimized the strain on staff at the associated sites with the thirteen hires. As stated in the original proposal to the Board of Health, the program will be funded with unexpended salary dollars.

The only adjustments made to the program to date are the addition of two job titles. Below is a list of all included positions, with the new titles in italics.

Approved positions and sign-on bonus amounts:

- Clerk (All Levels) - \$1,500

- Counselor (All Levels) - \$1,500
- *Dental Assistant (Newly Added)* - \$1,500
- Certified Medical Assistant - \$2,500
- Therapist (All Levels) - \$2,500
- Nurse (All Levels) - \$5,000
- *Psychiatric Nurse (Newly Added)* - \$5,000
- Nurse Coordinator - \$5,000
- Advanced Practice Nurse - \$5,000
- Psychiatric Advanced Practice Nurse - \$5,000
- Psychologist - \$5,000
- Psychiatrist - \$5,000
- Physician (All Levels) - \$5,000

The original design of the program and the associated administrative processes appear to be working as desired and we do not see the need to adjust those.

To approve the Sign-on Bonus Program as an ongoing recruitment tool as presented and to authorize the Executive Director or his designees to monitor and adjust the operation of the program as needed.