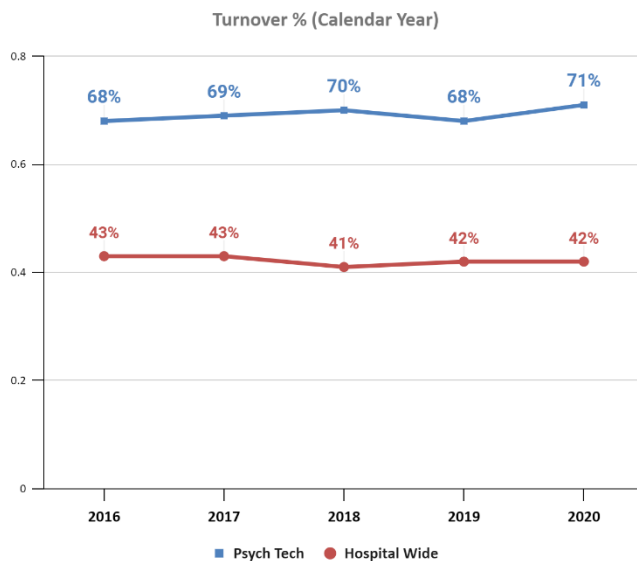


UTAH STATE HOSPITAL RECRUITMENT AND RETENTION

CRITICAL STATE

- Utah State Hospital (USH) is requesting consideration of recruitment and retention funding approved in FY20 to stabilize workforce
- Salaries for key personnel are significantly below market
- Shortages correlate with high injury rates
 - High Acuity requiring 20-30 safety watches per shift = 90 additional FTE's per day
 - Approximately 20,000 shifts uncovered annually resulting in significant safety challenges
- High overtime costs / high burnout
 - Overtime Cost FY19 = \$1.1M
 - Overtime Cost FY20 = \$1.4M
- High turnover rates



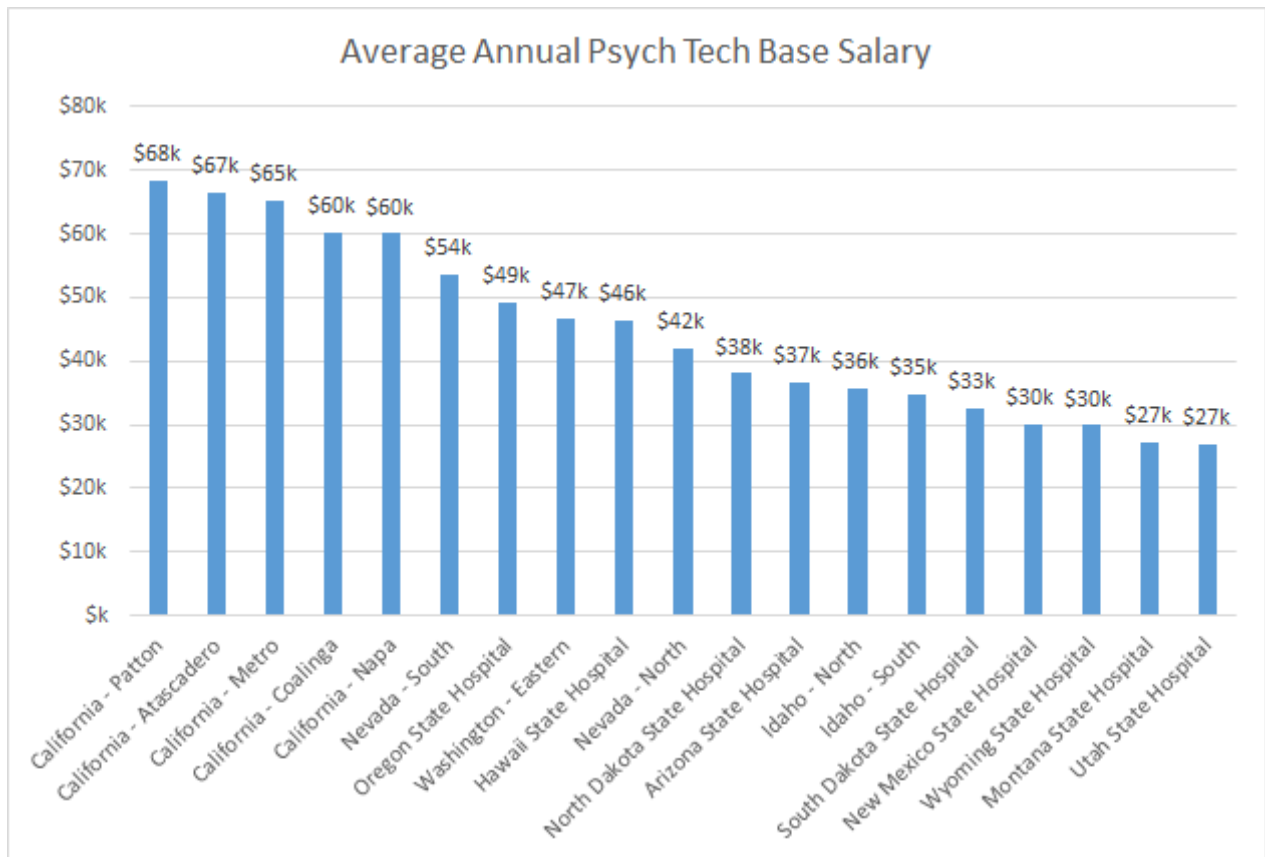
- 86 psych tech vacancies, 18 RN/LPN vacancies – total of 104 direct nursing staff vacancies

Current USH Salary Comparison

Position Title	USH Hourly Wage	DHS Agency Median	FY21 DHRM Market Data (Median)	US Bureau of Labor
Psychiatric Technician	\$ 11.33	\$ 12.50	\$ 14.93	\$ 14.18
Social Worker	\$ 20.85	\$ 22.94	\$ 22.51	\$ 23.85
Custodian I	\$ 9.00	\$ 10.25	\$ 11.95	\$ 11.03
Food Service Worker I	\$ 9.21	\$ 10.51	\$ 11.18	\$ 11.79
Psychologist	\$ 39.33	\$ 47.19	\$ 37.34	\$ 46.15

Job Title	Current Salary Range Minimum	Current Entry USH Salary	Current Salary Range Midpoint	Current Salary Range Maximum	Statewide Median	Market Parameters - Low Target	Market Parameters - Target Median	Market Parameters - High Target
Psychiatric/Developmental Technician	\$11.16	\$11.33	\$14.42	\$17.68	\$12.50	\$13.11	\$14.93	\$17.14

Western State Hospitals Salary Comparisons



USH Psychiatric Technician Recruitment 2020

- 454 applicants
- Hired 195