

SUSPENSION ✓

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## COUNTY OF ERIE

**MARK C. POLONCARZ**

COUNTY EXECUTIVE

February 23, 2012

Erie County Legislature  
92 Franklin Street – Fourth Floor  
Buffalo, New York 14202

**RE: Personnel Adjustments – Erie County Correctional Health Services**

Dear Honorable Members:

The Erie County Department of Health (ECDOH) provides medical oversight and staff who provide health care at the Erie County Correctional Facility and Erie County Holding Center under an Interdepartmental Agreement with the Erie County Sheriff.

Authorization is requested to provide variable minimum starting salary levels for 34 medical service titles and to create two new positions in the Department of Health - Correctional Health Services, in order to more effectively provide healthcare services to the inmate populations of the Erie County Holding Center and the Correctional Facility.

Should your Honorable Body require further information, I encourage you to contact Health Commissioner Gale R. Burstein. Thank you for your consideration on this matter.

Sincerely,

Mark C. Poloncarz, Esq.  
Erie County Executive

By   
Richard Tobe  
Deputy County Executive

MCP/tc  
Enclosure

4E-13

## **MEMORANDUM**

**To:** Honorable Members of the Erie County Legislature  
**From:** Department of Health  
**Re:** Personnel Adjustments – Erie County Correctional Health Services  
**Date:** February 23, 2012

### **SUMMARY**

Authorization is requested to provide variable minimum starting salary levels for 34 medical service titles and create two additional positions in the Department of Health - Correctional Health Services, in order to more effectively provide healthcare services to the inmate populations of the Erie County Holding Center and the Correctional Facility.

### **FISCAL IMPLICATIONS**

No additional County dollars are required for this request. Funding will be obtained from available vacancy savings within the 2012 Health Division personnel related budget.

### **REASONS FOR RECOMMENDATION**

The Department of Health - Correctional Health Services continually operates twenty-four hours a day, seven (7) days a week, 365 days a year; this includes medical staff regularly providing direct patient care and regularly being on call for medical decisions. Recruiting and retaining professional staff requires a salary commensurate with the responsibilities of the position. Availability of Physician Assistants, Nurse Practitioners, Registered Nurses and Medical Aides (Licensed Practical Nurses) locally, is very competitive, thus we must offer a competitive salary in line with community standards, to attract qualified candidates.

### **BACKGROUND INFORMATION**

The Department of Health has been having difficulty recruiting a Physician Assistant, Nurse Practitioners, Registered Nurses and Medical Aides (Licensed Practical Nurses) for Correctional Health Services with the current starting salaries. It is requested that authorization be provided to hire at a variable minimum in Job Group 16, Step 2 for the position of Physician Assistant, JG 12, Step 8 for the position of Nurse Practitioner; JG 8, Step 5 for the positions of Registered Nurse/Holding Center; JG 6, Step 5 for the positions of Correctional Facility/Medical Aide; and JG 7, Step 2 for the positions of Holding Center/Medical Aide.

We are also requesting the creation of one full time position of Head Nurse – Holding Center, JG 10 Step 5, and one full time position of Registered Nurse, JG 8 Step 4.

## **CONSEQUENCES OF NEGATIVE ACTION**

The Department of Health will be unable to recruit and retain highly qualified staff which will result in Correctional Health Services' inability to provide medical care to inmates in the Erie County Holding Center and Erie County Correctional Facility and could lead to negative consequences by the US Department of Justice.

## **STEPS FOLLOWING APPROVAL**

The Health Department will work with the Budget Office and Department of Personnel to implement this request and take the appropriate steps necessary to recruit and hire qualified candidates.

**A RESOLUTION SUBMITTED BY  
HEALTH DEPARTMENT**

RE: Personnel Adjustments – Erie County Correctional Health Services

WHEREAS, the Erie County Sheriff is responsible for health care at the Erie County Correctional Facility and the Erie County Holding Center; and

WHEREAS, the Erie County Department of Health provides medical oversight and medical staffing to provide health care at the Erie County Correctional Facility and Erie County Holding Center under an Interdepartmental Agreement with the Erie County Sheriff; and

WHEREAS, the availability of Physician Assistants and Nurse Practitioners, Registered Nurses and Medical Aides (Licensed Practical Nurses) locally, is very competitive, thus we must offer a competitive salary commensurate with the responsibilities of the position and in line with community standards, to attract a qualified candidate in Correctional Health Services; and

WHEREAS, in order to reduce contractual services and recruit and retain additional qualified professional staff for the Correctional Health Services, it is necessary to establish variable minimums for thirty four (34) medical service positions; and

WHEREAS, we are also requesting the creation of one full time position of a Teamsters Head Nurse – Holding Center, JG 10, Step 4 variable minimum (\$49,978 annual salary), and one full time position of a NYSNA Registered Nurse, JG 8, Step 1 (\$43,073), as indicated on B100 #6800 and #6821 respectively; and

WHEREAS, funding for the implementation of this restructuring is built into the Health Department's 2012 Budget and is also available from vacancy savings and there is no negative 2012 budgetary impact.

NOW, THEREFORE, BE IT

RESOLVED, that the Erie County Legislature hereby authorizes the establishment of variable minimum hiring levels in order to facilitate the recruitment of medical personnel for the Health Department's Correctional Health Services Division as follows:

Number of Positions	Bargaining Unit	Title	Job Group	Current Budgeted Step	New Step Variable Minimum	New Annual Salary	2012 Budgeted Annual Salary
1	CSEA	Physician Assistant	16	Step 3	Step 2	76,158	78,359
3	NYSNA	Nurse Practitioner	12	Step 0	Step 8	78,393	59,072
8	Teamsters	Registered Nurse/Holding Center	8	Step E	Step 5	45,042	50,355
4	CSEA	Correctional Facility/Medical Aide	6	Step 3	Step 5	35,841	33,077
18	Teamsters	Holding Center/Medical Aide	7	Step 3	Step 2	36,057	37,958

and be it further

RESOLVED, that the Erie County Legislature hereby authorizes the creation of one full time position of Head Nurse – Holding Center, JG 10, Step 4 variable minimum (\$49,978 annual salary) in the Teamsters bargaining unit, and one full time position of a Registered Nurse, JG 8, Step 1 (\$43,073) in the NYSNA bargaining unit, as indicated on B-100 #6800 and #6821 respectively; and be it further

RESOLVED, that while there is additional expense due to the new positions and variable minimums (\$149,806), due to vacancy savings from the above-mentioned positions being vacant throughout the first two months of 2012, as well as the fact that most of these positions will require several weeks to effectuate new hires (estimated savings of \$579,176), there is no additional 2012 budgetary impact above the adopted budget for the Department of Health from any of these adjustments; and be it further

RESOLVED, that certified copies of this resolution will be forwarded to the Erie County Sheriff, the County Executive, the Office of the Comptroller, the Department of Personnel, the Director of Labor Relations, the Division of Budget and Management, the Department of Law and to Commissioner Gale R. Burstein in the Erie County Department of Health.