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Ed.D., CAC
Jeannie Larsen, PHR, SHRM-CP
SHG Services

Mental Health Services
Substance Abuse Treatment
Primary Care
Peer Support Services
Physical Therapy
Vocational Training/Social Enterprise
Growth

Clinical Services (850/250/85/400)
Staffing (150)
Locations (15)
Strategic Partnerships
Business Lines
Visibility
Research Participation
Southeast Health Group Service Area

Total Population
FY 2013
47,059
47,304
.99% increase

FY 2018
18,703/18,432
5,688/5,882
12,291/12,164
5,322/5,858
1,423/1,383
3,632/3,585
SHG Workforce

Master’s Level Licensed Counselors
Unlicensed Masters Level Counselors (waiver)
Bachelor level Behavioral Health Providers
Certified Addiction Counselors
Peer Support Specialists/Certification
Psychiatrists (Pediatric/Adult)
Nurse Practitioners
Registered Nurses
Masters Degree in Business
24-7 Workforce (RAC)
Behavioral Health providers are an important part of the Colorado’s safety net. There are approximately 6000 employees at the 17 CMHCs.

CBHC teamed with a survey group to collect statewide salary and turnover data. Two significant items:

a) Community Mental Health Center wages lag behind state employee wages by 32%.

b) That the COLA is not keeping up with economy, inflation, and competition (hospitals, public health clinics, etc).

CBHC requested a 10% funding increase this spring; We were happy to receive a 3% increase (1% COLA + 2% Targeted).
Opportunity for Professional Development

- Professional Development Assistance Program
  Certified Addiction Counselors
  Master’s Degrees (BH/Medical/Business)
  Bachelor’s Degree (BH/Medical/Business)
  Associates Degree
- Loan Forgiveness Program (National/Colorado Health Service Corps)
- Training and Conference Budgets by department
- Paid Training and Transportation
- Relias Learning Membership (CEU eligible)
- Contract for on-site Trainings
Recruitment & Retention

- Wage increase upon receipt for license/certification or degree
- 29 Vehicle Fleet
- 36 month technology replacement
- Flexible work schedule
- Production bonus pay
- Agency-wide margin sharing
- New/newer office space
- Professional office atmosphere
Recruitment & Retention, Cont.

✓ Tiny Home Living for 12 months in hard to place locations
✓ Premium pay for extra crisis duty
✓ Smaller than industry typical caseloads
✓ Relocation reimbursement for hard to fill positions
✓ Semi-annual compensation reviews
✓ Same day PC service availability for staff/immediate family
✓ Willing to hire people with tarnished pasts
✓ Reputation for innovation
✓ Four Seasons Committee

How can you combat the shortage?

RECRUITMENT
Finding qualified candidates

RETENTION
Keeping qualified staff
Benefit Package

Generous retirement contribution
Sick leave reimbursement program (approx. 5 years)
Medical (75% paid for family) including HSA qualifying plans
Vision (75% paid for family)
Dental (75% paid for family)
Life (100% paid for employee; optional supplemental life)
Vacation/Sick/Bereavement (little to no wait)
12 Paid Holidays (including 1 floating holiday)
Employee Assistance Program
Free Membership for staff/family to Wellness Center(s)
50% reimbursement on health fair screening
Barriers

1. Drug free working environment
2. Professional housing
3. CAC/Licensing hours
4. DORA timeliness
5. Reciprocity Timeliness
6. Licensing with 3rd party payers
7. Remote locations (9600 square miles/travel time between offices)
8. 60 mile drive to front range/city (malls, shopping, concerts, nightlife)
9. Transportation services (staff commitment/lack efficiency)
10. Master’s level for crisis behavioral services
LITTLE LEAGUE BASEBALL IS A VERY GOOD THING BECAUSE IT KEEPS THE PARENTS OFF THE STREETS

Yogi Berra