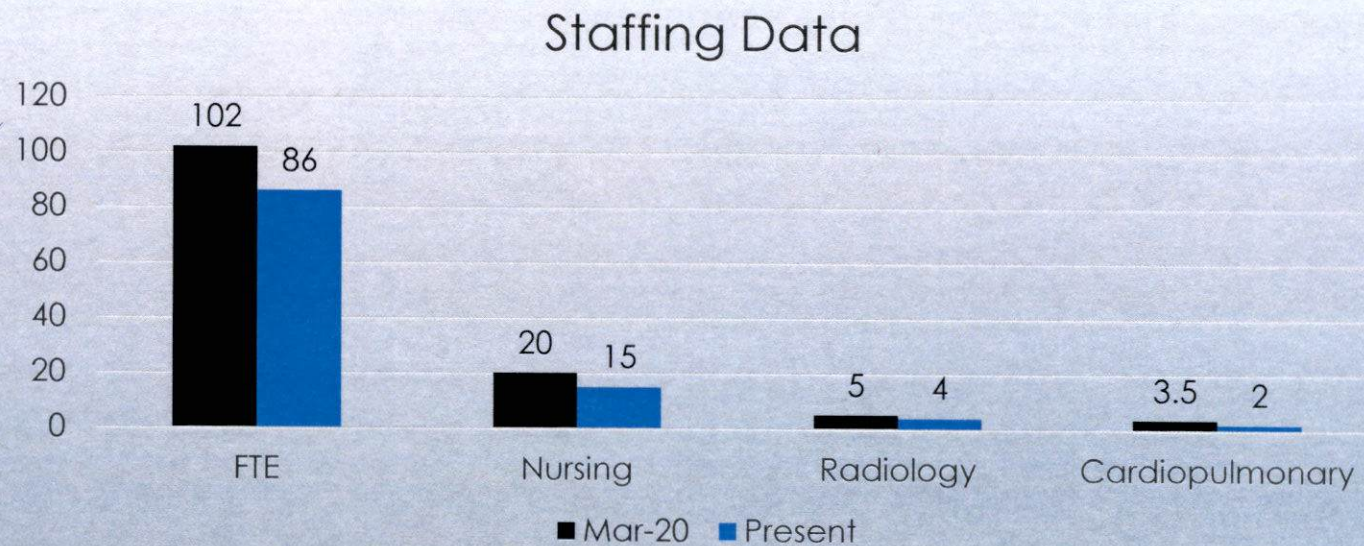


Tyler County Hospital Staffing Report

1

Staffing Data

March 2020 - Present



NURSING

► Fully staffed

- 8 Emergency Department
- 12 Med Surge

► Current Staff

- 6 Emergency Department
- 9 Med Surge

► Contract Staff

- Fusion
 - 2 RN's (\$135/hr)
- ProLink - *Emergency department*
 - 3 RN's (\$165/hr)
- Contracts are based on staffing availability
 - Hourly rates may fluctuate due to current resource availability

RADIOLOGY

► Fully Staffed

- 4 Radiology/CT Tech
- 1 Ultra Sound Tech

► Current Staff

- 3 Radiology/CT Tech
- 1 Ultra Sound Tech

► Contract Staff

- Fusion
 - 1 Radiology Tech (\$80/hr)
- Contracts are based on staffing availability
 - Hourly rates may fluctuate due to current resource availability

CARDIOPULMONARY

► Fully Staffed

- 3 FT Certified/Registered Respiratory Therapist
- 1 PRN Certified/Registered Respiratory Therapist

► Current Staffed

- 2 FT Registered Respiratory Therapist

► Contract Staff

- Prolink
 - 1 RRT (\$160/hr)
- Contracts are based on staffing availability
 - Hourly rates may fluctuate due to current resource availability

LABORATORY

- ▶ Fully Staffed
 - ▶ 5 Medical Lab/Medical Technicians
 - ▶ 1 phlebotomist
- ▶ Current Staff
 - ▶ 3 Medical Lab Technicians
 - ▶ 1 phlebotomist
- ▶ Contract Staff
 - ▶ Fusion
 - ▶ 1MT (\$61/hr)
 - ▶ Contract ends 03/31/2022
 - ▶ Aureus Medical
 - ▶ 1MT (\$115/hr)
 - ▶ Contract starts 02/24/2022
- ▶ Contracts are based on staffing availability
 - ▶ Hourly rates may fluctuate due to current resource availability

ACTION PLAN

- Advertisement
 - Hospital Website
 - Hospital Facebook Page
 - Tyler County Booster, Beaumont Enterprise, Lufkin Daily News, Jasper Newsboy, Polk County Enterprise
 - Indeed
- Benefit Package
 - Increased base salary
 - Increased PTO accrual *Paid Time Off*
 - Increased retirement match
- Lab Training Program
 - Offering training program and educational assistance to become Medical Lab Technician

Summary

- ▶ ^{all time} FTE rate dropped 16% since March 2020
- ▶ Nursing is down 25%
- ▶ Radiology is down 20%
- ▶ Cardiopulmonary is down 43%
- ▶ 6 Contract employees are filling positions
 - ▶ \$35,356 per week
 - ▶ \$1,838,512 for March 2022-March 2023
- ▶ Contracts are based on staff availability and can result in fluctuation of hourly rates in order to obtain and secure staffing
- ▶ Advertising as well as a more attractive benefit plan and a lab training program have been used in an attempt to fill positions



July 29, 2021

Dear County and City Leaders:

Thank you for your continued dedication to combatting COVID-19 and building a path towards economic and public health recovery. Though the state has maintained a low number of cases for a number of months, the recent numbers require renewed efforts on all of our parts. We are especially focused on amplifying the availability of vaccinations and the importance of other safe practices to ensure Texans can continue to make the best choices for themselves and their loved ones.

The Texas Division of Emergency Management (TDEM) and the Department of State Health Services (DSHS) stand ready to assist you to increase vaccination rates. We are currently increasing the number of vaccination events across the state. If your community would like testing or vaccination teams, drive-thru clinics, or other vaccination assistance, please let us know.

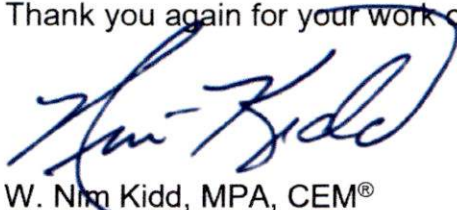
The increase in COVID cases, particularly the DELTA variant, has led to an increase in hospitalizations. As a result, the demands on the health care system will need additional resources. As we enter a new phase in the response to COVID in Texas, there are many resources and tools to assist that response, including community awareness, therapeutics, vaccines, as well as federal funding.

The federal funding for COVID response is substantial. The American Rescue Plan made significant funding available for all counties and cities in Texas through the Coronavirus Local Fiscal Recovery Funds (CLFRF). The Treasury Department has determined all of the eligible units of government and made the allocations for each based on population. Of the \$10.5 billion total allocated for Texas local governments, the Treasury Department sent \$5.7 billion directly to all 254 Texas counties and \$3.4 billion directly to 75 Texas cities, and the state will soon distribute the remaining \$1.39 billion to the Non-Entitlement Units (NEU), which are primarily cities with populations less than 50,000. The substantial funding from the CLFRF is available to support urgent COVID-19 response efforts to continue to decrease the spread of the virus, including enhanced staffing expenses at hospitals, and premium pay for essential workers. If you have trouble accessing these funds to arrange and pay for medical staff and hospitalization costs, please let us know.

As we send this letter, 43% of NEUs have completed their certification with TDEM to receive their CLFRF funds. We encourage any remaining NEUs to [complete the certification process](#) with the Texas Division of Emergency Management so that funds can be passed on to your government units in a timely manner. As previously noted, we will certify to draw down the CLFRF on August 2, and will begin distributing funds to those who have completed the process as soon as the funds are deposited.

Though the Treasury Department has ultimate oversight of these funds, Texans expect us to use their tax dollars judiciously. Given the significant amount of funding, these dollars provide an opportunity for both COVID-19 response discussed in this letter and any other allowable use the local government may be interested in as defined by the attached guidance provided by the US Treasury.

Thank you again for your work on behalf of Texans.

A handwritten signature in blue ink, appearing to read "W. Nim Kidd". The signature is fluid and cursive, with a large loop at the end.

W. Nim Kidd, MPA, CEM®

Chief – Texas Division of Emergency Management
Vice Chancellor for Disaster and Emergency Services
The Texas A&M University System



1100 WEST BLUFF
WOODVILLE, TEXAS 75979

Telephone 409.283.6400
Facsimile 409.283.5961

August 3, 2021

Greetings Judge Blanchette,

As is apparent to all, we as individuals, entities and communities continue to weather the ever changing course of the COVID-19 pandemic. Additionally, challenges linger as a result. One of the greatest test for us as a hospital district is obtaining and maintaining the necessary staff to continually provide quality care to our patients.

This struggle is multifaceted with staff separation related to fatigue, illness, retirement and other means of employment. The challenge for obtaining new employees is just a great for many of the same reasons noted above. Due to this phenomenon, it has been necessary to secure several contract employees. Currently, these employees include a radiology technician, a lab technician, a respiratory therapist and a registered nurse.

As with any contract employee, there is an increased cost for engagement. Respectively, the annual cost for these four contracts is \$674,357.00. This breaks down to \$149,396.00 for the radiology technician, \$126,880.00 for the lab technician, \$179,114.00 for the respiratory therapist and \$218,961.00 for the registered nurse.

Our current projections over the next 24 months are as noted below:

YTD Cost:	\$115,326.18
2021 Calendar Year:	\$383,785.18
2022 Calendar Year:	\$674,357.00
2023 (January-July):	\$393,374.92

We understand, CLFRF funding related to COVID surge has been allocated to our county. Due to the continuance of COVID, efforts to respond to as well as decrease the spread of COVID in our area is imperative. For this reason, we are requesting that the hospital district be considered for assistance in covering the enhanced cost associated with contract staffing by way of dollars from the CLFRF funding.

Your continued support of the hospital district as well as your consideration of us in this matter is greatly appreciated.

Sincerely,

Sandra Williams, RN, MSN, CEN - CEO

Sondra Williams RN, MSN, CEN, CEO

Janay Gilbert CRT, BSHA, COO

Janay Gilbert CRT, BSHA, COO