

Increase staff to improve safety at Security Hospital

Issue:

- Minnesota Security Hospital and other forensic services settings treat clients who have been involved in the criminal justice system and may pose a danger to themselves or others.
- Skilled clinicians are needed to treat these clients, who have complex mental health issues, often combined with chemical dependency, cognitive disabilities and/or medical issues.
- For many years, funding has not kept up with the needs of forensic services. Funding has not reflected the growing costs of treating a more volatile mix of patients and adapting to new treatment approaches. Both clients and employees have been injured.
- Inadequate staffing makes it more difficult to recruit and retain qualified employees, which in turn contributes to issues with safety and quality of care. These issues have led to regulatory sanctions.

Proposal:

- Gov. Mark Dayton's budget recommends more funding to improve clinical direction to and support for direct care staff and to achieve a safer, more therapeutic environment.
- Approximately 146 full-time equivalent positions will be added over three years. These additional staff will help bring Security Hospital and other forensic services closer to staffing levels at similar facilities in other states, while expanding programming on evenings and weekends.
- The proposal also includes a flexible staffing pool to adapt to staffing needs and reduce overtime; a team of experts in positive behavioral supports; specialized employees to complete statutorily required three-year reviews of all patients; and recruitment and retention incentives such as continuing education, loan and tuition reimbursement and hiring bonuses.
- The proposal was developed by a partnership between leadership and staff, facilitated by the Bureau of Mediation Services.

Benefits:

These changes will help us recruit and retain employees while reducing injuries to employees and clients. Ultimately, clients will have better outcomes so they can recover and reintegrate into the community. These changes will also support standards of care that meet best practices and are required by regulators.

Fiscal impact:

- FY 2018: \$9.31 million

- FY 2019: \$13.54 million
- FY 2020: \$16.39 million

Number of people affected:

- Current clients: approximately 350
- Current employees: approximately 830 full-time equivalents

Related information:

- Governor's Supplemental Budget Proposal on the Minnesota Management and Budget website:
<https://www.mn.gov/mmb/budget/currentbud/gov18-19/>
- Information about Direct Care and Treatment on the DHS website:
<http://mn.gov/dhs/people-we-serve/adults/services/direct-care-treatment/>