



MISSOURI VETERANS COMMISSION

Special Monthly Commission Meeting

August 30, 2021

10:00 AM

Jefferson State Office Building,

205 Jefferson Street, 12th Floor

Jefferson City, MO 65102

and via WebEx Conference Call

- **CALL TO ORDER**
 - Pledge of Allegiance
 - Roll Call
 - Chair Opening Comments
- **UPDATE BRIEFS**
 - COVID Update
 - Vaccination Update
 - Staff Pay Update
- **CHAIR COMMENTS AND ANNOUNCEMENTS**
- **ADJOURNMENT**



CALL TO ORDER

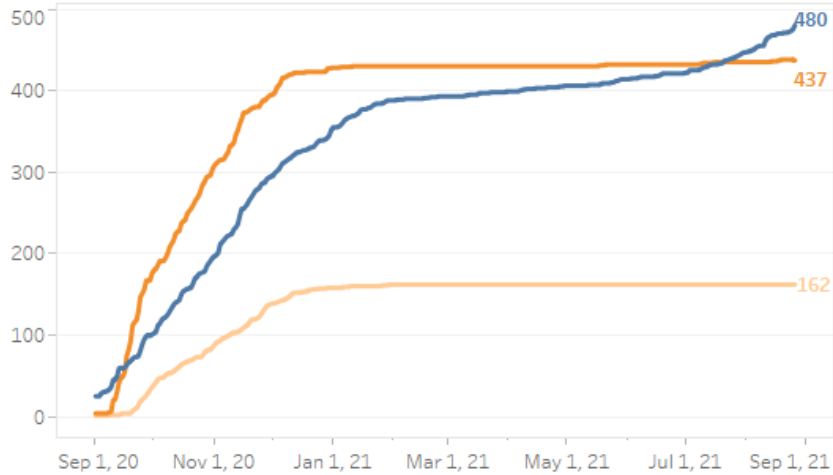
- Pledge of Allegiance
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COVID and Vaccination Update

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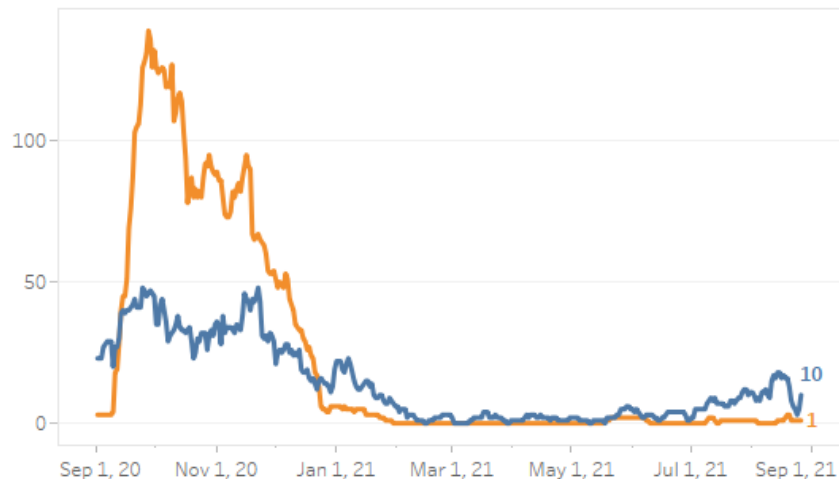
Cumulative Cases Over Time



Cumulative Cases Over Time

- Staff cases have overtaken Veteran cases
- Staff cases reflect general population trends
- Last Veteran death was January 30th

Active Cases Over Time



Active Cases Over Time

- Recent spikes at specific homes
- Generally impacts non-vaccinated, but not completely
- Veteran positives have mostly been vaccinated
- Veteran exposures mix of community and within the home
- Veterans are generally recovering faster and/or asymptomatic

MVC Vaccination Plan

- Staff
 - Currently have 61% of staff vaccinated.
 - State average for staff vaccinated in LTC facilities 48%.
 - **Reasons for not taking:** (will make sterile, religious reasons, don't take vaccines, invasion of privacy, came out to quick, pregnant, breast feeding).
- Veterans
 - Currently have 95% of Veterans vaccinated.
 - State average of residents vaccinated in LTC facilities 83%.
- Moving forward
 - MVC will continue to educate and encourage.
 - Homes continued to coordinate vaccination for staff in need.
 - Currently coordinating with CVS Omnicare to obtain booster shots for the immunocompromised.



Staff Pay Update



THREE MVC TALKING POINTS

1. MVC Staff Salaries – raise to compete with healthcare market
 - A. Admissions and revenue directly correlated to staffing levels
 - B. 6 of 7 Homes currently unable to admit Veterans due to low staffing
 - C. Recruitment Rates: LPN \$7.70/hr less than market RN \$11.00/hr less than market
2. Appropriate authority and front cash for short-term financial stability
 - A. FY22 Operational Support for revenue shortfall \$5M General Revenue
 - B. Appropriation authority needed to spend CARES/ARPA one-time funding \$15M
 - C. Cash needed to front VA Grants (100% reimbursable) \$26.5M available for MVC
 - D. Appropriation authority for additional \$303M ARPA funding distributed to State of MO. General Assembly approval for distribution to MVC during FY22
3. Identify long-term funding source(s) and operational changes for financial stability
 - A. Request General Revenue for \$33.2M shortfall (FY23 and Future Years)
 - B. MVC Operations Changes



Talking Point #1

MVC Staff Salaries – Raise to Compete with Healthcare Market

• DIRECT CARE SALARY INCREASE

MVC Salary Increase Projections - Direct Care Staff Only									Budget Impact	
Classifications	Last Pay	Current FTE	FY21 % Turnover	Current Hourly Rate	Increase to Market	Annual Salary Requested	Range	Annual Proposed Pay	FY22 Increase Authorized FTE	FY22 Increase Filled FTE
	Period FTE							Under/(Over) MAX		
Director of Nursing/Nurse Manager	7.00	7.00	14.1%	\$38.39	\$ 42.00	\$ 87,360.00	N5	\$ 26,160.00	\$ 39,469.24	\$ 39,469.24
Registered Nurse Specialist/Supervisor	78.00	68.00	79.1%	\$31.80	\$ 37.01	\$ 76,980.80	N4	\$ 19,127.20	\$ 633,952.80	\$ 552,676.80
Registered Nurse	95.00	68.00	106.6%	\$24.23	\$ 33.18	\$ 69,014.40	N3	\$ 9,255.60	\$ 1,326,390.00	\$ 949,416.00
Senior Licensed Practical Nurse	84.00	61.00	40.0%	\$20.51	\$ 21.78	\$ 45,311.48	N2	\$ 19,086.52	\$ 166,992.63	\$ 121,268.46
Licensed Practical Nurse	24.00	24.00	90.7%	\$17.75	\$ 21.75	\$ 45,240.00	N1	\$ 8,016.00	\$ 149,760.00	\$ 149,760.00
Licensed Clinical Social Worker	7.00	7.00	0.0%	\$ 27.73	\$ 30.73	\$ 63,918.40	G9	\$ 479.60	\$ 32,760.00	\$ 32,760.00
Recreation/Music Therapist Supervisor	7.00	7.00	57.2%	\$19.38	\$ 22.38	\$ 46,550.40	G8	\$ 12,153.60	\$ 32,760.00	\$ 32,760.00
Senior Clinical Caseworker	8.00	8.00	26.1%	\$22.28	\$ 22.28	\$ 46,342.40	G7	\$ 7,657.60	\$ -	\$ -
Food Service Manager	7.00	7.00	14.3%	\$15.65	\$ 19.75	\$ 41,073.39	G6	\$ 8,462.61	\$ 44,737.28	\$ 44,737.28
Custodial Manager	7.00	7.00	14.2%	\$14.14	\$ 19.87	\$ 41,325.86	G6	\$ 8,210.14	\$ 62,551.97	\$ 62,551.97
Clinical Caseworker	10.00	10.00	26.6%	\$16.90	\$ 17.90	\$ 37,232.00	G4	\$ 4,876.00	\$ 15,600.00	\$ 15,600.00
Senior Therapeutic Services Worker	7.00	7.00	0.0%	\$13.79	\$ 16.79	\$ 34,923.20	G4	\$ 7,184.80	\$ 32,760.00	\$ 32,760.00
Senior Support Care Assistant	135.00	108.00	52.4%	\$15.20	\$ 17.32	\$ 36,026.45	G3	\$ 2,739.55	\$ 446,557.93	\$ 357,246.34
Food Service Supervisor	14.00	14.00	7.2%	\$14.14	\$ 15.70	\$ 32,651.92	G3	\$ 6,114.08	\$ 34,027.59	\$ 34,027.59
Support Care Assistant	558.50	354.00	81.1%	\$11.77	\$ 16.96	\$ 35,276.80	G2	\$ 393.20	\$ 4,521,839.40	\$ 2,866,125.60
Therapeutic Services Worker	25.00	20.00	52.3%	\$11.12	\$ 14.14	\$ 29,411.20	G2	\$ 6,258.80	\$ 117,780.00	\$ 94,224.00
Food Service Worker	44.00	44.00	28.0%	\$11.17	\$ 14.14	\$ 29,419.81	G2	\$ 6,250.19	\$ 204,145.06	\$ 204,145.06
Custodial Worker	6.00	6.00	16.0%	\$11.44	\$ 13.89	\$ 28,901.53	G2	\$ 6,768.47	\$ 22,978.48	\$ 22,978.48
Food Service Assistant	75.00	75.00	42.7%	\$11.44	\$ 13.74	\$ 28,579.20	G1	\$ 3,628.80	\$ 269,100.00	\$ 269,100.00
Custodial Assistant	96.00	88.00	35.2%	\$10.30	\$ 13.74	\$ 28,579.20	G1	\$ 3,628.80	\$ 515,174.40	\$ 472,243.20
Laundry Worker	44.00	42.00	20.6%	\$11.44	\$ 13.74	\$ 28,579.20	G1	\$ 3,628.80	\$ 157,872.00	\$ 150,696.00
	1,338.50	1,032.00	38.3%						\$ 8,827,208.79	\$ 6,504,546.04

* No positions over max even without reclass



MVC Turnover Dashboard

• LONGEVITY PLAN TO HELP ADDRESS RETENTION

MVC 4-Year Longevity Plan Requested Funding and Authority

	Direct Care Salary Increase	Direct Care Longevity Differential	Ancillary Longevity Differential	Total Spending Plan
Year 1 - Immediate FY22 (October) No Authority or Cash Flow needs	\$ 8,827,209	\$ -		\$ 8,827,209
Year 2 - FY23	\$ 8,827,209	\$1,041,602	348,243	\$ 10,217,054
Year 3 - FY24	\$ 8,827,209	\$ 1,447,965	414,881	\$ 10,690,054
Year 4 - FY25	\$ 8,827,209	\$ 1,447,965	414,881	\$ 10,690,054
Four Year Total Crisis Staffing Adjustments (Including Immediate)	\$ 35,308,835	\$ 3,937,531	\$ 1,178,005	\$ 40,424,371

- 1% longevity pay differential every two years, capped at 20 years of continuous MVC service (or 10%)
- Initial adjustment for total continuous years of service included in the above
- Milestone pay differentials will apply every 2 years of continuous MVC service



Next meeting:

- Next Special Monthly Meeting: September 20, 2021; at 10:00 am via WebEx
- Next Quarterly Meeting: 4th Quarter Commission Meeting – October 25, 2021; at 10:00 am in the Harry S Truman State Office Building, Room 492, Jefferson City, MO.





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ADJOURNMENT