

Temporary & Utility Workers



V E R M O N T V E T E R A N S ' H O M E

Fulfilling the Promise

An Agency of the State of Vermont

It all starts with the
Promise

- At the Vermont Veterans' Home
- **Governor Scott's Priority Initiative-**
 - **We Protect Vermont's most Vulnerable Heroes by providing 46,416 days of care last year**



Fulfilling the Promise

It all starts with the Promise



VERMONT
VETERANS'
HOME

- The State of Vermont Fulfills the Promise, it is our turn to ensure their service is not forgotten.
- They answered the call and defended our Country, for that reason, our staff at the Vermont Veterans' Home is here for them.
- This is their Veterans' Residential Campus.
- This is their home.

VVH provided 46,416 days of care to Vermont's most vulnerable Veterans last year.



Fulfilling the Promise

OUR HISTORY

- Incorporated by the VT Legislature by Act. No. 180 in the Acts of 1884
- In 1887 the property, conveyed to the Board of Trustees by deed of the Trenor W. Park; First “inmate” was admitted on May 18, 1887
- Was a self-contained working farm for Veterans
- Governed by the Vermont Veterans’ Home Board of Trustees
- Land Owned by The Home’s Board of Trustees





Employee Overview

- **192 FTEs all but 7 are Classified Employees**
- **Recent Request from the Position Pool**
 - 2 RNs 1 at 32 Hours and 1 at 24 Hours
 - 1 LPN at 24 Hours
 - 6 LNAs at 24 Hours
 - 1 Admissions Nurse 40 hours to cover the northern part of the State.
- **“Lost” 2 positions to the 2017 retirement**
- **Returned 20 positions when we decreased the bed capacity**
 - All but 3 were open positions.
 - 3 others were RIFed and maintained RIF rights under the CBA



Nursing Temporary Employees

- 27 Temporary Nursing Positions
- 14 are LNAs
- 6 are RNs
- 5 are Students are LNA Class
- 2 are LPNS
- Use to help cover call-outs, vacations, FMLA, one-on-one, sick time etc. Averages 19 FTEs each week

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What is a Utility Worker

- Term used for temporary employees who work in various departments.
- Departments include:
 - Social Services
 - Dietary
 - Maintenance
 - Buildings and Grounds
 - Laundry and Housekeeping
 - Recreation
 - Finance



Social Services Temporary Employees



1 Social Worker who helps to cover vacations and a current open full-time position.

Individual not interested in working full-time



10 are “Veteran Buddies” who provide one on one supervision of Veteran who are at risk for unexpected behaviors which cause risk to self or others.



Assist Veterans with eating their meals.



Attend outside appointments with the Veteran



Serve as a “Hall Monitor” – proactive stance to help reduce falls and behavioral issues



FY 2018 we used 32,000 hours of one on one time or 15, FTES each week.

Dietary Temporary Employees

- 8 Temporary Employees averaging 24 hours per week.
- Used to cover scheduled opening.
- Currently not enough full time positions to meet all of the demands of the kitchen.
- Dietary staff wash dishes, clean kitchen, assist with serving meals.

Maintenance and Building & Grounds



1 Temporary worker works 20 to 25 hours per week. He keeps 140,000 square feet of floors clean and in good repair.

Also responsible for preventative maintenance on air handling system.



3 Groundskeepers working 10 hours per week in the winter and up to 30 hours during the summer to help maintain the facility's 88 acres.

Mowing, snowplowing, de-icing, leaf clean up, etc.,



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Laundry and Housekeeping

- Has 3 Temporary Employees working 24 hours a week on average.
- Assist with laundry and housekeeping tasks.
- Cover call outs and vacations.
- Assist with the “Buddy System”.
- Assist during outbreaks.

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Recreation Temporary Employees

- 6 Individuals who work nights and weekends.
- Cover vacation time, especially during the summer, 1 Temp works only during the summer months.
- This department lost a full-time position with the 2017 retirement program.
- Many groups required 2 – 3 Recreation Staff to assist due to needs of the Veterans.
- Assist with providing individual programs to those who are unable to attend large group programs.

Finance Department



- Department lost one full time position with the 2017 retirement incentive.
- Individual needed to meet State and Federal reporting requirements.
- Deadlines did not change with loss of employee.
- Missing deadline could result in loss of revenue.
- This individual generates more revenue than their position costs.



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