Good afternoon Madam Chair:

In answering Sen. Nitka's questions;
- Please find attached specific to DOC;
  - Fin. Director Matt D'Agostino's response to a similar question asked by House Appropriations regarding measurement of the payment package;
- Regarding DOC's goal for recruitment specific to its New Hire/Academy bonus structure;
  - DOC has averaged 15 recruits per class, but the goal is to reach closer to 20 per class to attract approximately 100 new staff over a six month period.

Regarding the Senator's question about DMH's process for measuring the effectiveness of its bonus and retention package:
- The shift differential ends 3/31/22, and the retention bonus ends 6/30/22. DMH plans to collect data regarding the effects of these incentives, but their short duration may not translate to a lasting impact. Rather, the goal is to hire and retain workers in the near term, as the VPCH has been able to hire only one permanent nurse in all of 2021.
- The Vermont Dept. of Human Resources is concurrently conducting a Market Factor Analysis for nursing positions, which should be completed in March. This will inform how competitive (or not) VPCH is as compared to other hospitals.

Richard Donahey, CFO
Agency of Human Services