

PROGRAM DESCRIPTION

Department: Mental Health

HB Section(s): 10.011

Program Name: Pandemic Stipend

Program is found in the following core budget(s): Pandemic Stipend

1a. What strategic priority does this program address?

We will enhance quality of care to support recovery, independence, and self-sufficiency of Missourians with mental illness, substance use disorders, and developmental disabilities amid the COVID-19 pandemic through agency adaptability and responsiveness.

1b. What does this program do?

Pandemic Hazardous Stipend Pay has been a critical component to DMH's successful fight against COVID-19. Since our first staff COVID-19 positive on March 14, 2020, DMH has reported positive staff or residents in every DMH facility. Our first positive resident was identified on March 26. On March 27, 31 of 64 scheduled staff did not show up for our 2nd shift at a facility with positive staff and residents (48% of staff scheduled).

An additional facility with a positive resident experienced 40 call-ins on April 1st. The hazardous pay stipend went into effect for the April 1st pay period and was announced shortly thereafter. Following the announcement, call-ins for that facility decreased to 9 on April 5th. Since the implementation of hazardous stipend pay, facilities have seen a decreased need to implement minimum staffing protocols (not allowing breaks; holding staff over their shift; staffing at less than desirable staffing levels).

DMH has also gained strong employee cooperation with COVID-19 prevention efforts among staff such as high compliance with COVID-19 testing, mask wearing, social distancing, and employee screening. We believe the stipend pay has helped DMH convey the seriousness of COVID-19 and DMH's concern for staff to our workforce—helping us gain high levels of compliance with prevention efforts with our frontline staff for the 13 facilities supporting vulnerable Missourians. At least one facility has been eligible for the stipend in every pay period since the stipend pay become available. The chart below shows the frequency by facility that the stipend has been accessed. As a result, DMH has been able to decrease COVID-19 among our residents by 97%, from a high of 34 positive residents in April to 1 positive resident in August. During this same timeframe, COVID-19 among DMH staff has increased by nearly 92% (46 in April and 88 in August). Since August, DMH has seen an increase in COVID-19 cases in residents and staff. While COVID-19 spiked in November among residents and staff, 174 and 593, respectively, positive cases among our residents have reduced nearly 73%, from 174 in November to 47 in December. Likewise, positive cases among staff have declined from November to December by more than half (593 in November to 285 in December). These trends are not unexpected given community transmission and our efforts to keep COVID-19 out of the facilities.

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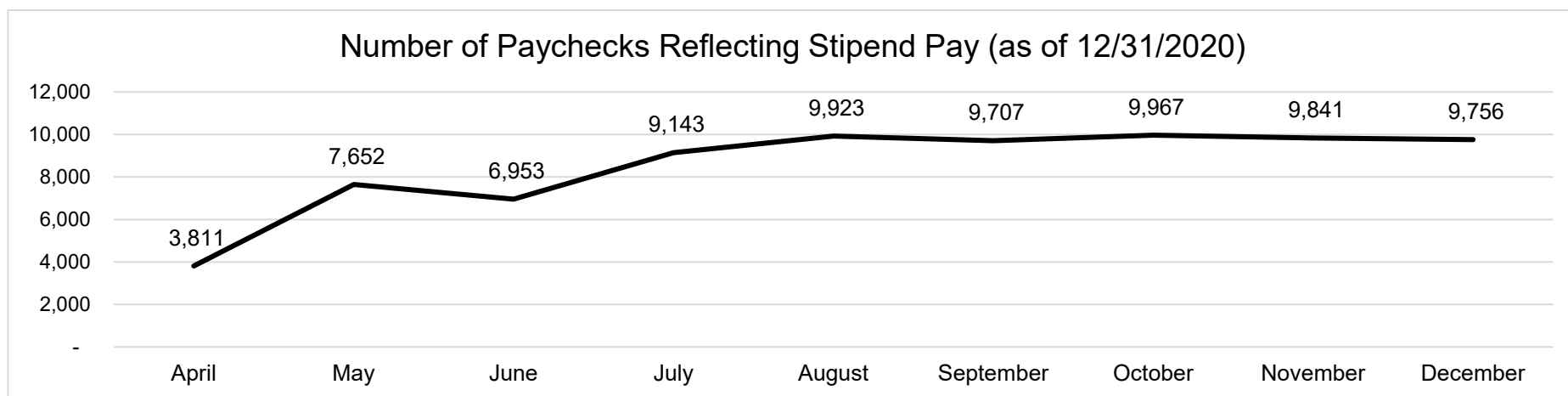
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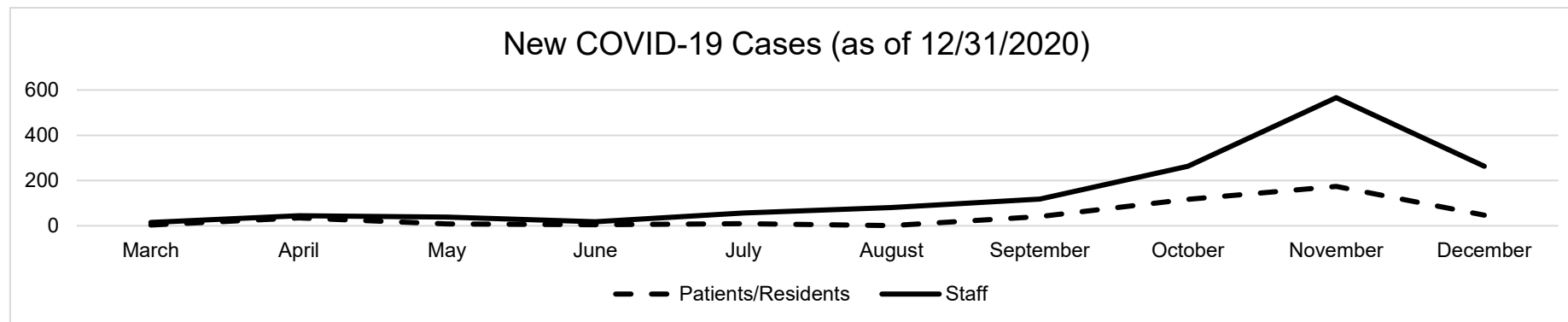
2a. Provide an activity measure(s) for the program.

Through the December 30 pay period, 76,753 pay checks of DMH facility employees have reflected the \$250 stipend.



2b. Provide a measure(s) of the program's quality.

DMH has been able to decrease COVID-19 among our residents by 97%, from a high of 34 positive residents in April to 1 positive resident in August.



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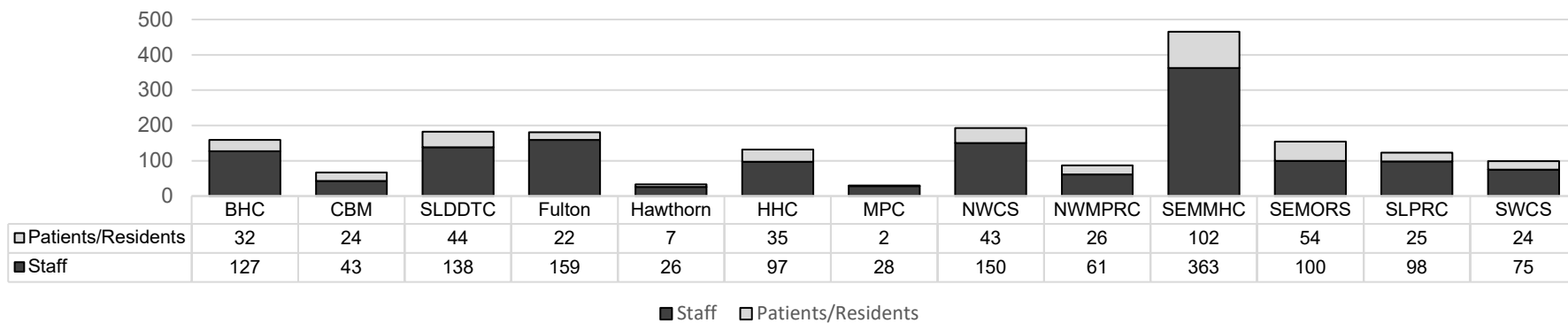
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2c. Provide a measure(s) of the program's impact.

Since our first staff COVID-19 positive on March 14, 2020 DMH has reported positive staff or residents in every DMH facility.

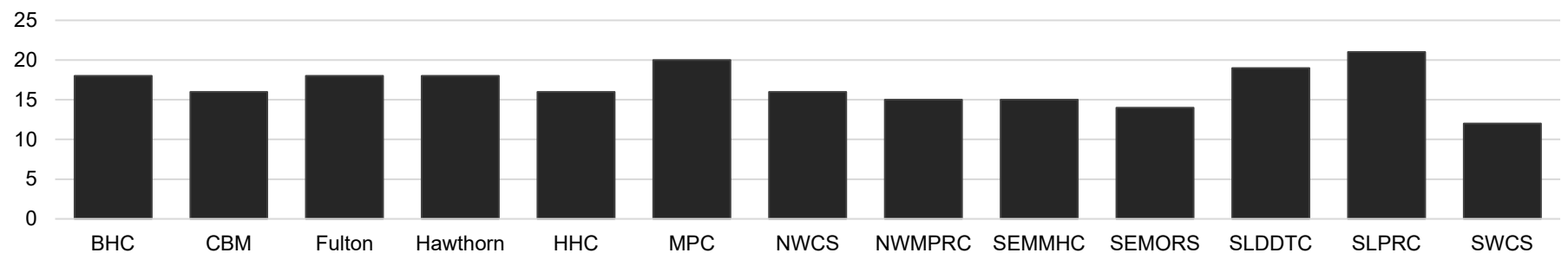
COVID-19 Cases By Facility (as of 12/31/2020)



2d. Provide a measure(s) of the program's efficiency.

At least one facility has been eligible for the stipend in every pay period since the stipend pay become available.

Stipend - Eligible Pay Periods By Facility (as of 12/31/2020)



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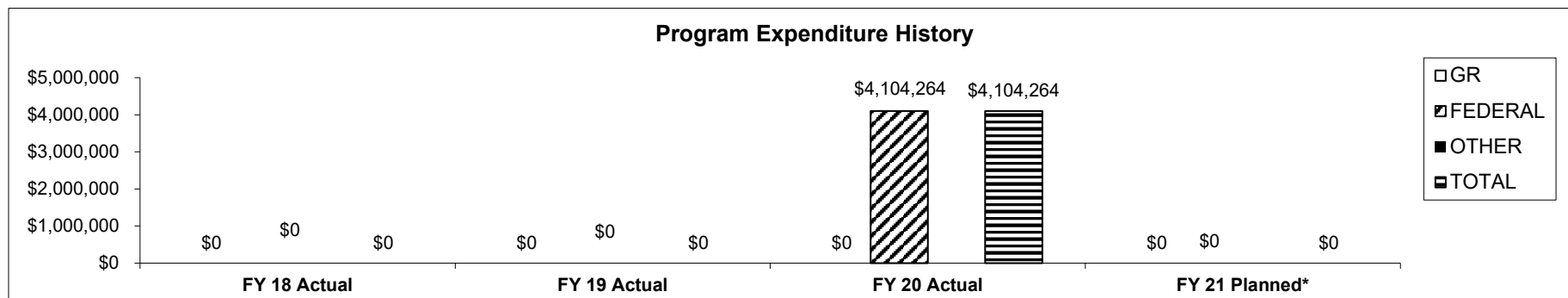
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3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



*FY2021 stipends are expended through HB 2008 (2020) appropriations.

4. What are the sources of the "Other " funds?

Not applicable.

5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)

Sections 630.015, 630.020, and 630.025, RSMo.; Coronavirus Aid, Relief, and Economic Security (CARES) Act

6. Are there federal matching requirements? If yes, please explain.

No.

7. Is this a federally mandated program? If yes, please explain.

No.