

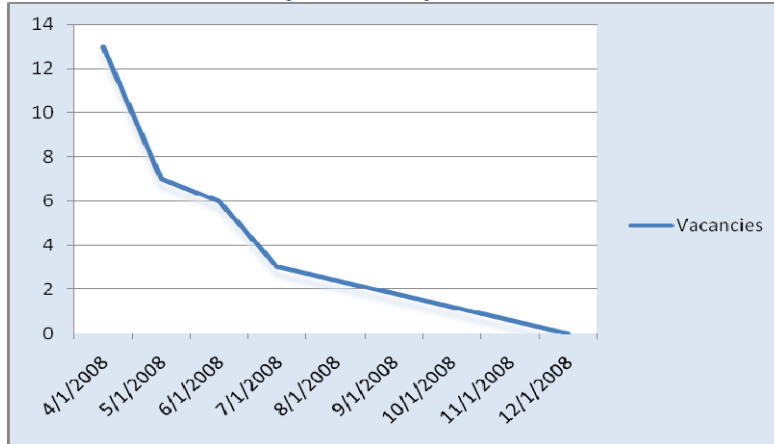
Health Facilities Surveyor Recruitment Progress Report

Updated February 18, 2009

Health Division Human Resources has implemented many of the strategies proposed in the recruitment plan presented in April. With concentrated recruitment efforts, the vacancy rate over the past four months has gone from 25.7% to 0% when the final vacancy was filled on December 8, 2008.

The following table illustrates our success in filling these vacancies:

Health Facilities Surveyor Vacancy



Recruitment Strategies Proven Effective

1. The Health Division Human Resources office continued all pre-existing recruitment practices.
2. State Personnel approved a blanket accelerated hire for Surveyors to expedite the accelerated salary approval process.
3. The applicant pool was reviewed on a daily basis and new hiring lists were certified whenever new candidates became available for consideration.
4. Existing employees were offered job-shadowing and career development opportunities utilizing the Health/Human Services Professional Trainee job classification.
5. Targeted newspaper, internet and CareerBuilder advertising was posted in states where compensation for Health Facilities Surveyors is less than the median wage reported in the 2007 Central States Salary Survey.

Anticipated Future Challenges

1. There is a continued need for legislative review of internal compensation disparities.
2. Fourteen new positions are proposed in the Governor's budget and concentrated recruitment efforts will need to begin early to ensure these new positions are filled as quickly as possible.
3. Once the Bureau of Health Care Quality and Compliance is fully staffed, the focus will need to shift from recruitment strategy to employee development and retention.