

CPS/PH Workforce Retention Pay Plan

(As approved, January 23, 2024)

Purpose of the grant:

The purpose of the public health workforce grant is to bolster the public health workforce by ...

- 1.) Establish, expand, and sustain the public health workforce to minimize morbidity and mortality, preserve healthcare workforce and infrastructure, and reduce social and economic impacts.
- 2.) Recruit various types of public health personnel for infectious disease preparedness and response, including professional, clinical, disease investigation, program, and administrative staff, whether permanent or temporary.
- 3.) Conduct comprehensive training for all staff, including existing and new members, addressing health disparities, and focusing on issues relevant to local communities served.

Background:

Hidalgo County obtained extra funding from DSHS, as there were additional state-level funds available for the Public Health Workforce Program (PHWF). DSHS communicated that the PHWF grant would conclude on June 30, 2024, and presented an opportunity for supplementary funding to sustain positions throughout the entire grant period. Additionally, this funding aims to offer retention bonuses to health department staff who have committed to their roles during the COVID-19 pandemic and have opted to stay with the department.

Eligible Employees

All regular full-time, regular part-time, temporary full-time, and temporary part-time employees currently employed by the Hidalgo County Health & Human Services department and who meet the eligibility criteria of employment between *March 01, 2020* through *September 30, 2023*, are eligible to receive the retention pay as per the designated award amount.

Retention Pay

All regular full-time, regular part-time, temporary full-time, and temporary part-time employees currently employed by the Hidalgo County Health & Human Services department who meet the eligibility criteria for the Retention Pay will be awarded at a rate of \$2,000.00 (subject to tax withholding) per employee.

Pay Period

Pay outs for Retention Pay will be made on February 9, 2024 (Pay Period 03).

Exclusion to Eligible Employees

- Employees hired after September 30, 2023.