

Preliminary Plans to Close Hiram Davis Medical Center (HDMC)

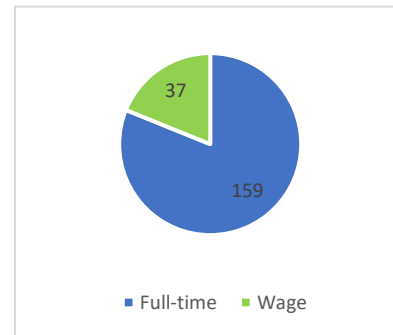
Transitioning Personnel

The transition of the current HDMC staff will involve several strategies, to include but not limited to:

- Natural attrition.
- Movement of HDMC departments to Central State Hospital (CSH); to include the staff assigned to these departments.
- Placement of HDMC staff interested in remaining employed by DBHDS facilities within a 50-mile radius.
- Layoff
- Retention Bonus used as needed

Staffing Level July 2024

Currently, HDMC employs 159 full-time employees and 37 wage employees. While the layoff process does not require an agency to place wage staff, it is our intention to try to place wage staff as well.



Natural Attrition

The announcement of any closure will prompt staff to seek other employment that offers more stability, equal (if not better) pay and good benefits. Staff eligible for state retirement benefits may consider early retirement prior to the closure date. Additionally, placement opportunities and the possibility of retention bonuses may entice staff to remain with HDMC as needed.

Movement of HDMC Departments to CSH

Several departments will become part of the newly constructed CSH (CY 2026); however, several departments could be moved to Agency Code 703; CSH earlier than the actual physical movement (late FY 2025). Departments include:

	Work Titles	Full-time	Wage
Dental	1 Dentist Mgr, 1 Dentist, 2 Dental Assistants, 1 Admin	5	
Pharmacy	1 Pharmacy Mgr, 6 Pharmacists, 7 Pharmacy Assistants	14	
Laboratory	1 Laboratory Mgr, 4 Laboratory Assistants, 1 Phlebotomist, 1 Laboratory Tech	5	2
Radiology	1 Radiology Mgr, 1 Radiologic Technologist	2	
Physical Therapy	1 Physical Therapy (PT) Director, 1 PT Therapist, 1 PT Aide	3	
Other Therapies	1 Speech Pathologist, 1 Respiratory Therapist, 1 Respiratory Therapist	2	1

Placement Opportunities may be available at the following DBHDS Facilities within a 50-mile radius that employ similar jobs in which the full-time employee is minimally qualified:

- CSH – same campus located in Petersburg, Virginia
- Piedmont Geriatric Hospital (PGH) located in Burkeville (46 miles)
- Virginia Center for Behavioral Rehabilitation (VCBR) also located in Burkeville
- DBHDS Central Office located in Richmond (29 miles)

		VACANCIES as of JULY 2024			
	Working Titles Examples Include:	HDMC	CSH	PGH	VCBR
Direct Care Associate	CNA, PCT, Recreation Asst,	47	54	57	36
Licensed Practical Nurse		23	8	19	3
Registered Nurse	MSD Coord, Supervisor, Mgr, CNE, NP, Educator	23	37	11	2
Physician	Physician, Medical Director	3	1	3	1
Social Worker	Social Worker, Social Worker Supervisor	5	7	4	0
Therapist	Recreational, Occupational, Director	5	3	3	0

These facilities could be asked to delay external recruitment efforts in an order to complete the placement process. The census will help determine which roles may still be needed to provide services.

Retirement Eligibility

At this time, there are 48 full-time staff that could be eligible for service retirement.

- 11 who meet the criteria of 50 years of age and 10 years of service
- 37 who meet the criteria of 55 years of age and 5 years of service

DBHDS is not requesting permission to offer the enhanced retirement option under the Workforce Transition Act due to the small number of retirement eligible staff and the availability of numerous placement opportunities.

Incentives

HDMC is prepared to implement retention bonuses as needed to retain staff required to provide services. The retention bonus structure will be tailored to fit the needs of the hospital and may be paid quarterly or in a lump sum. The amount of the retention bonus would likely be determined by role. If implementing a payment structure similar to the Progressive Retention Bonus Plan used to close DBHDS Training Centers, the bonus amount would be increased each quarter the employee commits to working at HDMC. Retention Bonuses would be funded within HDMC's budget.

The goal is to layoff as few people as possible. Ideally, no one would be laid off.