

DPHHS Hiring Incentive Program for State-Run Health Care Facilities

Summary

The Department of Public Health and Human Services (DPHHS) has announced one-time incentive payments to recruit employees at Montana's state-run health care facilities.

The new effort is designed to reduce reliance on contracted clinical staff and demonstrates DPHHS's continued, strong commitment to reforming and investing in the facilities that serve Montana's most vulnerable patients.

Hiring Incentive Program for new clinical staff

DPHHS will issue \$7,500 incentive payments to external candidates hired into several targeted clinical positions staffed highest through contractors. Incentive payments will be made to successful candidates at the six and 12-month marks of continuous employment.

The positions include registered nurses, certified nurse aides (CNAs), direct support professionals, psychiatric technicians, and forensic mental health technicians.

The hiring incentives will apply for new employees who are hired for an eligible position at the Montana State Hospital (MSH) in Warm Springs, the Intensive Behavior Center (IBC) in Boulder, the Montana Chemical Dependency Center (MCDC) in Butte, the Montana Mental Health Nursing Care Center (MMHNCC) in Lewistown, and the Montana Veterans' Home (MVH) in Columbia Falls.

The Eastern Montana Veterans' Home (EMVH) in Glendive and Southwest Montana Veterans' Home (SMVH) in Butte are both privately managed and not eligible for the incentive program.

Eligible new hires will receive a \$7,500 incentive upon successful completion of twelve months of consecutive, full-time, permanent employment. The incentive will be distributed in two separate \$3,750 payments, with the first half disbursed following six months of employment and the remaining half disbursed following 12 months of employment.

Eligible Healthcare Facilities Division (HFD) employees who have a standard probationary period of 12 months rather than six months will receive a full \$7,500 hiring incentive payment following 12 months of employment and do not qualify for a staggered payment.



Current state employees transferring into a state-run facility, or to a different position within any state-run facility, are not eligible for the hiring incentive program.

Additionally, employees are only eligible for one hiring incentive while this program is in effect and will not receive another hiring incentive if they terminate employment and are subsequently rehired into any facility position, or if they transfer to another position within any state-run facility. Incentive payments are considered wages and all applicable taxes and withholdings will be made.

For more information about this program, please contact DPHHS Human Resources at HSHumanresources@mt.gov.