



Daniel P. McCoy  
County Executive

Larry I. Slatky  
Executive Director

May 5, 2020

The Honorable Andrew Joyce  
Chairman, Albany County Legislature  
Legislative Clerk's Office  
112 State Street, Suite 710  
Albany, New York 12207

Dear Chairman Joyce:

Shaker Place Rehabilitation and Nursing Center respectfully requests Legislative approval to hire out-of-county staff members for the following positions: Registered Nurse; Licensed Practical Nurse; Certified Nursing Assistant; including full time, part time and per diem in all nursing department titles.

Since September of 2014, we have been recruiting nursing titles and the results have not been sufficient to meet the void created by the revised schedules and the total number of open positions. The supply of qualified applicants is not meeting the demand and we must continue to look outside of our county to fill nursing titles. In addition, our collective bargaining agreement, as well as existing mandates of the contract, require us to provide 26 weekends off per year and rotating holidays off. With the current staffing levels, this cannot be accomplished. At this time, we have three (3) Licensed Practical Nurse, six (6) Registered Nurses, and forty (40) Certified Nursing Assistant budgeted positions vacant, both full and part-time. All of which we have been unable to fill. To complicate matters, the COVID-19 Pandemic will make it that much more difficult to fill vacant positions and/or cover for those staff members who are out on sick leave, that is why we are requesting that this approval be for a two (2) year period.

Since the facility is open 24 hours a day, 7 days per week providing care to our residents, it is imperative that we maintain minimum staffing levels. Every one of these vacant positions is mandated by NYS Department of Health Regulations and must be filled. Without soliciting perspective staff members from outside of Albany County, we will not be able to recruit enough healthcare professionals to meet the needs of our residents.

We thank you for your consideration.

Sincerely,

Larry I. Slatky  
Executive Director

cc: Dennis Feeney, Majority Leader  
Frank Mauriello, Minority Leader  
Kevin Cannizzaro, Majority Counsel  
Arnis Zilgme, Minority Counsel

