So a few years ago you all played hard ball with local nurses pay. Now I'm only 30 years old but I know several nurses who would have loved to stay in this area. If they were paid competitively and treated fairly. Now paying 60% more then anticipated on traveling nurses. This isn't a covid problem, this isn't a budget problem. This is a board problem. Covid hasn't done a thing but give poorly run companies a scapegoat and tax payer funding so you flounder for a few more years. Make cuts to the executive budget that got us in this situation.