

2 **RESOLUTION: Amend the Table of Organization for Park View Health Center to Replace**  
3 **One Full-Time Equivalent Nurses Aide Position and Add One Full-Time**  
4 **CNA Coordinator Position**

7 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

8 **WHEREAS**, the current Table of Organization for Park View Health Center includes 98.4 full-time equivalent  
9 (“FTE”) Nurses Aide positions; and

10 **WHEREAS**, there is a severe nationwide shortage of certified Nurses Aides, thus making it very difficult to  
11 keep Park View Health Center adequately staffed, and also making it very important to improve recruitment and  
12 retention efforts with regard to Nurses Aides; and

13 **WHEREAS**, onboarding and training of new employees at Park View Health Center is a primary responsibility  
14 of the Staff Development Coordinator, who currently does not have sufficient time to ensure a smooth and positive  
15 onboarding experience for the high volume of new employees, particularly Nurses Aides; and

16 **WHEREAS**, replacing one FTE Nurses Aide position, which will generally be vacant because of the shortage  
17 of such employees, with a full-time CNA Coordinator position, will provide a new position that is focused on assisting  
18 with new employees and serving as a mentor and a coach, thus contributing to better retention;

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20 **NOW, THEREFORE, BE IT RESOLVED**, by the Winnebago County Board of Supervisors, that the Table of  
21 Organization for Park View Health Center is hereby amended, effective immediately, by deleting one FTE Nurses Aide  
22 position and adding one full-time CNA Coordinator position.

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24 **Fiscal Note:** No budget transfer is necessary.

25 Respectfully submitted by:

26 **PERSONNEL AND FINANCE**

27 Committee Vote: **4-0**

28 Vote Required for Passage: **Majority of Those Present**

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30 Approved by the Winnebago County Executive this \_\_\_\_ day of \_\_\_\_\_, 2020.

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Mark L Harris  
Winnebago County Executive