

# Agenda Item Report



**Winnebago County**  
*The Wave of the Future*

5DATE: 10/20/2022  
FROM: Park View Health Center  
RE: resolution #: 65-062022

## **General Description:**

Resolution was passed in June of 2022, it has been identified that the proposed incentives require revision to continue to meet the needs of the staffing crisis.

## **Action Requested:**

Approve the attached amended resolution.

## **Procedural Steps:**

Committee of Jurisdiction: Park View Health Center	Meeting date: 10/20/2022
Action taken: 1 <sup>st</sup> - Norton, 2 <sup>nd</sup> - Ponzer	Vote: 5-0
Personnel and Finance	Meeting date: 11/03/2022
Action taken: APPROVED _____	Vote: 5-0
County Board	Meeting date: 11/15/2022
Action taken: _____	Vote: _____

## **Background:**

Due to increased staffing needs and continual crisis, an updated resolution should include the following:

1. Ability to offer hourly employee \$25 per four-hour shift for emergency or high need shifts as identified by NHA or designee
2. Ability to offer exempt staff \$68/hour for working above and beyond their required 40 hours per week for emergency or high need shifts as identified by NHA or designee
3. Ability to offer 0.8 to full time staff double time for emergency or high need shifts as identified by NHA or designee.
4. Ability to offer time and a half to casual call and part time employees for emergency or high need shifts as identified by NHA or designee.

## **Policy Discussion:**

This resolution was initially passed in June of 2022 to incentivize nursing staff to pick up and fill high needs and emergency shifts to care for the residents. Using this emergency incentive plan has helped immensely fill open vacancies, however it is identified that verbiage changes are needed to specify to include non-nursing staff and also set amounts to include shift differentials. Since the resolution passed, there has been an increased need to utilize non-nursing staff on the floor to care for the residents. The

amount of use of the incentives is determined by the NHA or designee and not utilized for every open shift.

**Attachments:**

See attached draft amended resolution.