

1 **179-062021**

2 **RESOLUTION: Providing One-Time Retention Payments to Certain Employees at Park View**
3 **Health Center**

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

6 **WHEREAS**, staff at Park View Health Center have faced many challenges since the start of the
7 COVID-19 pandemic; and

8 **WHEREAS**, it has become increasingly difficult to maintain adequate staffing levels at Park View
9 Health Center, not only in nursing, but also in areas such as housekeeping and food service, and the
10 staffing shortages have increased burdens on all existing employees; and

11 **WHEREAS**, substantial pay increases are being proposed for many members of the nursing staff
12 at Park View Health Center, which may be seen by other employees who do not receive such pay
13 increases as unequal and unfair treatment. The proposed action has the potential to adversely affect the
14 morale and retention at Park View that might otherwise be an expected result of these pay increases; and

15 **WHEREAS**, the cost of these one-time payments is estimated to be \$197,340 in wages and
16 benefits, to be paid during 2021 only, but because of labor savings due to vacancies, no budget transfer
17 for the remainder of 2021 is necessary;

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19 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that one-
20 time retention payments may be paid to Park View Health Center employees other than C.N.A.'s who
21 began work for the County on or before January 31, 2021 and who remain employed as of the time of
22 payment. The retention payments will be in the amount of \$1,500.00 for employees whose FTE level is
23 0.5 or greater (based on the most recent benefit proration report, if available) and in the amount of
24 \$500.00 for employees whose FTE level is below 0.5. Nurses who receive pay adjustments under other
25 resolutions before the Board will not receive these payments, except if the annual wage adjustment is less
26 than the retention payment that a nurse would otherwise receive, the nurse will receive a retention
27 payment in the amount of the difference between the regular retention payment and the annual wage
28 adjustment.

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

30 Respectfully submitted by:

31 **PARK VIEW HEALTH CENTER COMMITTEE**

32 Committee Vote: **4 - 0**

33 Respectfully submitted by:

34 **PERSONNEL AND FINANCE COMMITTEE**

35 Committee Vote: **1 - 4**

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Vote Required for Passage: **2/3 of the County Board Membership**

Approved by the Winnebago County Executive this ___ day of _____, 2021.

Jonathan D. Doemel
Winnebago County Executive