

2 **RESOLUTION: Authorize Payment of Shift Premiums for Park View Health Center**
3 **Nursing Staff**

4
5 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

6 **WHEREAS**, it has become increasingly difficult to recruit and retain nursing staff, particularly Nurse’s Aides,
7 to work at Park View Health Center, which is experiencing a staffing shortage that causes substantial expense for
8 overtime and agency costs; and

9 **WHEREAS**, Park View Health Center currently pays a shift differential to staff Registered Nurses who work
10 evening, overnight, or weekend shifts, but does not pay such differentials to Nurse’s Aides or Licensed Practical
11 Nurses; and

12 **WHEREAS**, shift and weekend differentials for all shift nursing staff are very common in the long-term care
13 industry, and inability to offer such differentials has put Park View Health Center at a competitive disadvantage in
14 recruiting new employees, while also making it more difficult to induce current employees to accept additional
15 afternoon, night, or weekend shifts.

16 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that effective
17 January 1, 2018, shift and weekend differentials may be paid to employees working as Shift Nurse’s Aides and Shift
18 Licensed Practical Nurses as follows:

19 **SHIFT NURSE’S AIDES WILL BE PAID:**

- 20 (a) A weekend pay differential of \$1.00 per hour for work performed between the hours of 6:30 a.m.
- 21 Saturday and 6:30 a.m. Monday.
- 22
- 23 (b) A shift differential of \$1.00 per hour for work performed between the hours of 2:30 p.m. and 6:30 a.m.
- 24 each day.
- 25

26 **SHIFT LPNs WILL BE PAID:**

- 27 (a) A weekend pay differential of \$1.00 per hour for work performed between the hours of 6:30 a.m.
- 28 Saturday and 6:30 a.m. Monday.
- 29
- 30 (b) A shift differential of \$2.00 per hour for work performed between the hours of 2:30 p.m. and 6:30 a.m.
- 31 each day.
- 32

33 Salaried employees will not receive shift or weekend differentials.

34 **Fiscal Note:** The total amount to be paid in shift and weekend premiums in 2018 is estimated to be approximately
35 \$186,720, and an additional \$26,741 is estimated for WRS, FICA, and Medicare expenses for the
36 premiums, for a total estimated expense of \$213,462. These estimated expenses were included in the
37 2018 Budget as adopted. Some savings in overtime and agency costs are expected, but these
38 amounts cannot be accurately estimated at this time.

39
40 Respectfully submitted by:

41 **PERSONNEL AND FINANCE COMMITTEE**

42 Committee Vote: **4-0**

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

44
45 Approved by the Winnebago County Executive this ____ day of _____, 2017.

46
47
48 _____
49 Mark L Harris
Winnebago County Executive