

3 **RESOLUTION: Authorize Park View Health Center Emergency Staffing Incentive Proposal**

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

7 **WHEREAS**, Park View Health Center has experienced a continual staffing decrease since the beginning of the
8 COVID-19 pandemic and continues to experience crisis staffing shortages; and

9 **WHEREAS**, Park View Health Center has experienced numerous critical staffing levels due to the existing
10 workforce shortages; and

11 **WHEREAS**, Park View Health Center has experienced great turnover with few qualified applicants
12 submitting applications; and

13 **WHEREAS**, Park View Health Center has exhausted all non-monetary incentives to alleviate critical staffing
14 levels and in November the board passed an emergency staffing incentive proposal as outlined below:

- 15 1. Offer \$25 per four-hour shift based on identified high need shifts/staffing emergency, as identified by the Nursing
16 Home Administrator or designee.
- 17 2. Offer exempt staff \$68 per hour picking up shifts beyond their required 40 hour per week shift, to include shift
18 and weekend differentials.
- 19 3. Offer 0.8 to full time staff double time for emergency or high need shifts as identified by Nursing Home
20 Administrator or designee.
- 21 4. Offer time and a half to casual call and part time employees for emergency staffing needs as identified by
22 Nursing Home Administrator or designee.

23 **WHEREAS**, with the staffing shortages industry wide, Park View is seeing employees leaving for other facilities who offer
24 incentives with more flexibility; and

25 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
26 recognizes the need for a more adaptive incentive procedure and authorizes Park View Health Center Administrator
27 with approval from the county executive and director of human resources to develop procedures to ensure shifts are
28 filled during emergency staffing situations with the following conditions:

- 29 1. Emergency staffing is mitigated through other polices as much as possible
- 30 2. Per shift incentives shall not exceed \$150 and shall be offered starting at \$25 per shift
- 31 3. Offer exempt staff up to \$68 per hour for picking up shifts beyond the required 40 hour per week, to include shift
32 and weekend differentials.
- 33 4. Time and a half or double time may be offered to employees
- 34 5. The nursing home administrator reports to the county executive, director of human resources, and the PVHC
35 Committee monthly on the use of the adopted procedures

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38 Fiscal Note:

Respectfully submitted by:

PARK VIEW HEALTH CENTER COMMITTEE

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41 Committee Vote: _____

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Respectfully submitted by:

PERSONNEL & FINANCE COMMITTEE

Committee Vote:

Vote Required for Passage: **Majority**

Approved by the Winnebago County Executive this ____ day of _____, 2022.

Jonathan D. Doemel
Winnebago County Executive