

**TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:**

**WHEREAS**, the Bloomfield Manor Board of Trustees can make recommendations to set policies and establish procedures for the Bloomfield Manor staff with the intent to fairly compensate the staff and to assist the skilled nursing care facility to remain competitive in the health care field to both recruit and retain qualified staff;

**WHEREAS**, the Bloomfield Manor Board of Trustees took action on the following policies and procedures at their November 29, 2000 board meeting; and on December 12, 2000 brought these recommended policies and procedures to the Committee on Salary and Personnel;

**WHEREAS**, the Iowa County Committee on Salary and Personnel upholds the Bloomfield Manor Board of Trustees recommendations on establishing policies and procedures as listed below:

- 1) **WAGES FOR 2001:** To increase all positions 3%; in addition, to give the following positions a \$1.00/hour lift - L.P.N.'s, R.N.'s, Administrative Assistant, Social Worker, Director of Nursing, and Administrator.
- 2) **HOLIDAYS:** To pay time and one-half (1 ½) to employees who work holidays, in addition to the holiday pay. Note: Currently employees are paid straight time when they work holidays, in addition to holiday pay. (Note: Holiday Pay is prorated for part-time employees).
- 3) **WEEKEND DIFFERENTIAL:** Pay \$.50 per hour additional for weekend productive hours for all departments. (Note: Weekend period defined as: Friday night beginning at 10:30 p.m. to Sunday night 11:00 p.m.).
- 4) **P.M. / NIGHT SHIFT DIFFERENTIAL:** Increase Certified Nursing Assistant p.m. and night shift differential to \$.50 per hour from the current \$.25 per hour. Increase the L.P.N./R.N. p.m. and night shift differential to \$.75 per hour from the current \$.25 per hour.
- 5) **CATASTROPHIC SICK LEAVE:** Employees who have accumulated 120 days of sick leave shall continue to accrue sick leave to a maximum of thirty (30) additional days, which shall be placed in a catastrophic sick leave account. The catastrophic sick leave account may be drawn on only in the event that an employee has exhausted all of his/her sick leave, is still unable to return to work, and is still employed by the County.

**NOW THEREFORE BE IT RESOLVED**, that the five listed Bloomfield Manor policies and procedures be adopted for Bloomfield Manor staff effective January 1, 2001.

Dated this 19<sup>th</sup> day of December 2000.

Respectfully submitted:

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Richard Gorder; Chair  
Committee on Salary & Personnel

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David Blume

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Jerome Laufenberg

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Diane McGuire

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Robert Daentl