

**RESOLUTION NO. 4-0615**

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

**WHEREAS**, the Health and Human Services Committee was presented a recommendation on compensation regarding training differential to Bloomfield Healthcare and Rehabilitation Center Orientation Mentors; and

**WHEREAS**, Bloomfield Healthcare and Rehabilitation Center desires to create a positive orientation experience for new employees as well as Orientation Mentors; and

**WHEREAS**, recruiting, hiring, and training new employees is very costly and labor intensive; and,

**WHEREAS**, providing a comprehensive orientation provides Bloomfield and Iowa County with a better return on investment by retaining well qualified and well trained staff; and,

**WHEREAS**, Orientation Mentors have additional responsibility, accountability, and work load while training new employees, and;

**NOW THEREFORE BE IT RESOLVED**, the Committee recommends the following actions to be taken with the compensation of Orientation Mentors:

Effective July 1, 2015, hourly employees shall receive a 1.00/hr. training differential while acting in the role of an Orientation Mentor.

**BE IT FURTHER RESLOVED** that this training differential applies to all Bloomfield Healthcare and Rehabilitation Center departments.

Respectfully submitted by the Iowa County Health and Human Services Committee:

Dated this 16<sup>th</sup> day of June 2015.

\*\*\*Financial impact - We hired 26 new employees in 2014. This would total approximately 1,730 training hours which would in turn result in a financial impact of \$1,730 due to this resolution.