

Resolution No. 5-0516

**RESOLUTION REGARDING
CERTIFIED NURSING ASSISTANT COMPENSATION**

WHEREAS, the Iowa County Board of Supervisors recognizes that staffing Certified Nursing Assistants (CAN's) at Bloomfield Nursing Home has become very difficult and their services are integral to serving the needs of residents residing at Bloomfield; and

WHEREAS, the Department of Employee Relations and the County Administrator are in need of the flexibility to offer additional compensation in order to attract Certified Nursing Assistants to apply for existing vacancies.

NOW THEREFORE, BE IT RESOLVED by the Iowa County Board of Supervisors that the County Administrator be granted the flexibility to implement the following in an effort to attract qualified applicants:

1. Increase compensation for all existing CNA employees by approximately 5%:
 - a. Employees would move up two steps on the compensation chart.
 - b. Employees at control point would see a 5% increase.
 - c. Employees at step 5 would go to control point and then experience a 2.5% increase.
2. Implement an educational reimbursement incentive for the next ten newly hired CNA's, with the understanding employees receiving the incentive work for a period of not less than twelve months.
3. Initiate sign-up bonuses of \$500 for the next ten full time CNA's hired, with the understanding that the employee works full time for a period of not less than six months.

BE IT FURTHER RESOLVED that the Iowa County Board hereby expresses support and gratitude for the service of our existing CNA's and Nursing Home staff who have worked many additional shifts, filling in during this significant CNA shortage.

Respectfully submitted by the Health and Human Services Committee. Adopted this 4th day of May, 2016