

**Resolution No. 8-0217**

**RESOLUTION REGARDING  
CERTIFIED NURSING ASSISTANT COMPENSATION**

**WHEREAS**, the Iowa County Board of Supervisors recognizes that staffing Certified Nursing Assistants (CNA's) at Bloomfield Nursing Home continues to be 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.

**WHEREAS**, this resolution replaces and rescinds resolution 5-0516 adopted May 17, 2016.

**WHEREAS**, in resolution 5-0516, to increase compensation for all existing CNA employees by approximately 5% is no longer in effect.

**WHEREAS**, in resolution 5-0516, to implement an educational reimbursement incentive for the next ten newly hired CNAs, with the understanding employees receiving the incentive work for a period of not less than twelve months and; to initiate sign-up bonuses of \$500 for the next ten full time CNAs hired, with the understanding that the employee works full time for a period of not less than six months are still in effect.

**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 PM and Night Shift Differentials from \$0.50 to \$1.25
2. Increase weekend differential from \$0.50 to \$1.00
3. Increase compensation for employees at Step 1 to Step 2, which is approximately 2.5%.

**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 8th day of February, 2017.