

Resolution No. 8-0417

**RESOLUTION REGARDING COMPENSATION FOR REGISTERED NURSES,
LICENSED PRACTICAL NURSES AND MEDICATION TECHNICIANS**

WHEREAS, the Iowa County Board of Supervisors recognizes that staffing Registered Nurses (RN's) and Licensed Practical Nurses (LPN'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 Registered Nurses and Licensed Practical Nurses to apply for existing vacancies.

WHEREAS, the Department of Employee Relations and the County Administrator are in need of the flexibility to offer additional compensation to current RN's, LPN's and Medication Technicians as a result of increased Certified Nursing Assistant wages that compresses the wage differentiation between the different grades of employees.

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 RN, LPN and Medication Technician 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. Initiate sign-up bonuses of \$3,000 for RN's and \$1,500 for LPN's for the next five nurses hired at a status of .6 or more, with the understanding that the employee works for a period of not less than twelve months.
3. Increase PM and Night Shift Differentials for RN's and LPN's from \$1.25/hr. to \$2.00/hr.
4. Increase weekend differential for RN's and LPN's from \$0.50/hr. to \$1.00/hr.

BE IT FURTHER RESOLVED that the Iowa County Board hereby expresses support and gratitude for the service of our existing RN's, LPN's and Medication Technicians and nursing home staff who have worked many additional shifts, filling in during this difficult time.

BE IT FURTHER RESEOLVED that this resolution is effective starting April 30, 2017.

Respectfully submitted by the Executive Committee.