

64-062022

**RESOLUTION: Authorize Park View Health Center Shift Differentials**

**TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

**WHEREAS**, it has become increasingly difficult to recruit and retain staff at Park View Health Center causing substantial expense for overtime and agency costs; and

**WHEREAS**, Park View Health Center currently pays shift differentials to Registered Nurses, Licensed Practical Nurses, and Certified Nursing Assistants for evening, overnight, and weekend shifts, but does not pay these differentials equally throughout the nursing department and does not pay any differential to non-nursing staff who have some of the same shift requirements; and

**WHEREAS**, shift and weekend differentials are very common in the long-term care industry, and the inability to offer similar differentials has put Park View Health Center at a competitive disadvantage in recruiting new employees, while also making it more difficult to induce current employees to accept additional evening, overnight, or weekend shifts.

**NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby approves authorization effective July 1, 2022, that shift differentials be paid to employees as follows:

**RN/LPN/CNA regular status:**

PM (1430-2230) \$4/hour shift differential

NOC (2230-0630) \$3/hour shift differential

Weekend (Saturday at 0630 through Monday at 0630) \$2/hour shift differential

**Hospitality Aide regular status:**

PM/NOC/Weekend (hours performed between 1430-0630 daily) \$1/hour shift differential

**Non-direct caregivers working directly with residents on the neighborhoods and/or providing service to residents (regular status Hospitality Aides, Food Service Aides, Cooks, Custodians, Activity Professionals)**

Weekend (Saturday at 0630 through Monday at 0630) \$1/hour shift differential

**Responsibility Pay RNs:**

Status employees \$3/hour differential

Salaried employees will not receive shift or weekend differentials.

*Fiscal Impact: The total additional cost from the differentials combined, including wages as well as associated fringe benefits, would range between \$360,915 based on current staffing with current resident census and \$523,395 based on full capacity. If these additional differentials have a positive effect on employee recruitment and retention, as is expected, there could be significant labor cost savings due to less overtime and less need for other incentives. There could also be an indirect impact on revenue if improved staffing allows the facility to increase resident census. Neither of these factors can be estimated with any reasonable degree of certainty. No budget transfer is necessary due to savings from budgeted vacant positions.*

Respectfully submitted by:

**PARK VIEW HEALTH COMMITTEE**

48 Committee Vote: **5-0**

49 Respectfully submitted by:

50 **PERSONNEL AND FINANCE COMMITTEE**

51 Committee Vote: **5-0**

52 Vote Required for Passage: **Majority of Those Present**

53

54 Approved by the Winnebago County Executive this \_\_\_\_ day of \_\_\_\_\_, 2022.

55

56

57

58

---

Jonathan D. Doemel  
Winnebago County Executive