

1 140-112022

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3 **RESOLUTION: Authorize Park View Health Center Emergency Staffing Incentive Proposal**

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

7 **WHEREAS**, Park View Health Center has experienced a continual staffing decrease since the beginning of the  
8 COVID-19 pandemic and continues to experience crisis staffing shortages; and

9 **WHEREAS**, Park View Health Center has experienced numerous critical staffing levels due to the existing  
10 workforce shortages; and

11 **WHEREAS**, Park View Health Center has experienced great turnover with few qualified applicants  
12 submitting applications; and

13 **WHEREAS**, Park View Health Center has exhausted all non-monetary incentives to alleviate critical staffing  
14 levels and is now proposing an emergency staffing incentive proposal as outlined below:

- 15 1. Offer \$25 per four-hour shift based on identified high need shifts/staffing emergency, as identified by the Nursing  
16 Home Administrator or designee.
- 17 2. Offer exempt staff \$68 per hour picking up shifts beyond their required 40 hour per week shift, to include shift  
18 and weekend differentials.
- 19 3. Offer 0.8 to full time staff double time for emergency or high need shifts as identified by Nursing Home  
20 Administrator or designee.
- 21 4. Offer time and a half to casual call and part time employees for emergency staffing needs as identified by  
22 Nursing Home Administrator or designee.

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24 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby  
25 approves authorization of the Park View Health Center Emergency Staffing Incentive Proposal as outlined below:

- 26 1. Offer \$25 per four-hour shift based on identified high need shifts/staffing emergency, as identified by the Nursing  
27 Home Administrator or designee.
- 28 2. Offer exempt staff \$68 per hour picking up shifts beyond their required 40 hour per week shift, to include shift  
29 and weekend differentials.
- 30 3. Offer 0.8 to full time staff double time for emergency or high need shifts as identified by Nursing Home  
31 Administrator or designee.
- 32 4. Offer time and a half to casual call and part time employees for emergency staffing needs as identified by  
33 Nursing Home Administrator or designee.

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35 *Fiscal Note: No budget transfer is necessary. The total amount of pay authorized by this resolution cannot be*  
36 *accurately estimated.*

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38 Respectfully submitted by:

39 **PARK VIEW HEALTH CENTER COMMITTEE**

40 Committee Vote: **5-0**

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Respectfully submitted by:

**PERSONNEL & FINANCE COMMITTEE**

Committee Vote: **5-0**

Vote Required for Passage: **Majority of members present**

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

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Jonathan D. Doemel  
Winnebago County Executive