

1 **175-062021**

2 **RESOLUTION: Adjusting Wages for Certified Nursing Assistants at Park View Health Center**

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

5 **WHEREAS**, there is a severe nationwide and local shortage of Certified Nursing Assistants
6 (hereinafter referred to as "C.N.A.'s") to work at skilled nursing facilities; and

7 **WHEREAS**, the labor market for C.N.A.'s has been changing in response to this shortage, and,
8 reacting to changes in that labor market, and pursuant to the reclassification procedures in Section 7 of
9 the Winnebago County Compensation Plan, the Personnel & Finance Committee has reclassified the
10 county's C.N.A. position from grade 13P to grade 15 of the Compensation Schedule; and

11 **WHEREAS**, this reclassification means that the pay rates for all C.N.A.'s whose pay is currently
12 below the minimum of grade 15 must be increased to the minimum of grade 15, which at \$16.95 is \$1.88
13 above the minimum of grade 13P, which is \$15.07; and

14 **WHEREAS**, if no further adjustments to C.N.A. wages are made, then a majority of the county's
15 C.N.A. wage rates will be at or very near the minimum of grade 15, so that experienced C.N.A.'s will be
16 paid the same as new C.N.A.'s, and pay differences caused by merit increases earned over the past
17 several years will be erased; and

18 **WHEREAS**, the current pay differences among C.N.A.'s can be maintained in a fair and equitable
19 manner by increasing the pay rates for all regular full-time, regular part-time, and casual C.N.A.'s by \$1.88
20 per hour, effective June 20, 2021; and

21 **WHEREAS**, the cost of these increases is estimated to be \$185,584 in wages and benefits per
22 year on an ongoing basis, in addition to the increases to bring all employees to the new minimum, which
23 have already been approved, but because of labor savings due to low census no budget transfer for the
24 remainder of 2021 is necessary;

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26 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that the
27 wage rates for all regular full-time, regular part-time, and casual C.N.A.'s at Park View Health Center may
28 be increased, effective June 20, 2021, by \$1.88 per hour above the rates in effect immediately prior to
29 reclassification to grade 15 of the Compensation Schedule.

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31 **FISCAL NOTE: No budget transfer is necessary**

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33 Respectfully submitted by:

34 Committee Vote: **5 – 0**

PERSONNEL AND FINANCE COMMITTEE

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36 Respectfully submitted by:

37 Committee Vote: **4 – 0**

PARK VIEW HEALTH CENTER COMMITTEE

38 Vote Required for Passage: **Majority**

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40 Approved by the Winnebago County Executive this _____ day of _____, 2021.

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Jonathan D. Doemel
Winnebago County Executive