

1 **176-062021**

2 **RESOLUTION: Providing Pay Adjustments to Four Registered Nurses and Four Licensed**  
3 **Practical Nurses at Park View Health Center**  
4

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

6 **WHEREAS**, it has been difficult to hire well-qualified Registered Nurses and Licensed Practical  
7 Nurses at Park View Health Center; and

8 **WHEREAS**, analysis has shown that the county's minimum pay rates for new nurses are very  
9 competitive, but it is very difficult to recruit and hire experienced nurses because the county is unable to  
10 offer higher wages to more experienced nurses without offering pay rates that are higher than the rates  
11 the county currently pays some existing employees with comparable experience; and

12 **WHEREAS**, after reviewing the years of relevant experience the county's current nurses at Park  
13 View Health Center had before coming to work for the County, it was determined that by adjusting the pay  
14 of the current four Registered Nurses and four current Licensed Practical Nurses, the county would be  
15 able to offer starting wages to newly hired experienced nurses which would recognize their relevant  
16 experience while maintaining equity with current employees; and

17 **WHEREAS**, the cost of these pay adjustments would be approximately \$22,873 in wages and  
18 benefits per year on an ongoing basis, but because of labor savings due to low census no budget transfer  
19 for the remainder of 2021 is necessary;

20  
21 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that pay  
22 adjustments be made to four current Registered Nurses and four current Licensed Practical Nurses at  
23 Park View Health Center as referred to in Attachment A hereto.  
24

25 **FISCAL NOTE:** No budget transfer is necessary.  
26

27  
28 Committee Vote: **5 – 0** **PERSONNEL AND FINANCE COMMITTEE**

29  
30  
31 Committee Vote: **4 – 0** **PARK VIEW HEALTH CENTER COMMITTEE**

32  
33 Vote Required for Passage: **Majority**

34  
35 Approved by the Winnebago County Executive this \_\_\_ day of \_\_\_\_\_, 2021.  
36

37  
38 \_\_\_\_\_  
Jonathan D. Doemel

Winnebago County Executive

**ATTACHMENT A**

39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60

REGISTERED NURSES

<u>Employee ID</u>	<u>Yrs Relevant Experience</u>	<u>Current Pay Rate</u>	<u>Adjusted Pay Rate</u>
8921	27	\$30.53	\$32.34
9428	17	\$30.13	\$32.34
9227	5	\$30.13	\$30.33
8925	5	\$30.13	\$30.33

LICENSED PRACTICAL NURSES

<u>Employee ID</u>	<u>Yrs Relevant Experience</u>	<u>Current Pay Rate</u>	<u>Adjusted Pay Rate</u>
9676	24	\$23.80	\$26.49
8972	14	\$24.88	\$26.49
9394	3	\$24.00	\$24.24
9356	2	\$23.80	\$24.02