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

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

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

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

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

**WHEREAS**, Park View Health Center has exhausted all non-monetary incentives to alleviate critical staffing levels and in November the board passed an emergency staffing incentive proposal as outlined below:

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

**WHEREAS**, with the staffing shortages industry wide, Park View is seeing employees leaving for other facilities who offer incentives with more flexibility; and

**NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby recognizes the need for a more adaptive incentive procedure and authorizes Park View Health Center Administrator with approval from the county executive and director of human resources to develop procedures to ensure shifts are filled during emergency staffing situations with the following conditions:

1. Emergency staffing is mitigated through other polices as much as possible
2. Per shift incentives shall not exceed \$150 and shall be offered starting at \$25 per shift
3. Offer exempt staff up to \$68 per hour for picking up shifts beyond the required 40 hour per week, to include shift and weekend differentials.
4. Time and a half or double time may be offered to employees
5. The nursing home administrator reports to the county executive, director of human resources, and the PVHC Committee monthly on the use of the adopted procedures

*Fiscal Note: No budget transfer is needed. The monthly and annual cost of this incentives are undetermined.*

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Respectfully submitted by:  
**PARK VIEW HEALTH CENTER COMMITTEE**

Committee Vote: 5-0

Respectfully submitted by:  
**PERSONNEL & FINANCE COMMITTEE**

Committee Vote: 3-0

Vote Required for Passage: **Majority of Members Present**

Approved by the Winnebago County Executive this \_\_\_\_ day of \_\_\_\_\_, 2023.

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Jonathan D. Doemel  
Winnebago County Executive