

RESOLUTION NO. 21 - ____

A Resolution Amending The Pine Valley Pay Plan.

WHEREAS Pine Valley is currently facing a staffing crisis, in addition to facing further regulatory mandates which may worsen the crisis, and

WHEREAS the staffing situation has already impacted Pine Valley's occupancy, and might possibly bring about the closing of one of its wings, and

WHEREAS Pine Valley currently has fourteen open C.N.A. positions, and

WHEREAS overtime hours are averaging in excess of 400 hours per pay period, and

WHEREAS the Wisconsin State legislators recognized the nursing home staffing crisis and passed the largest Medicaid rate increase ever, retroactive to 07/01/21, to help nursing homes address the crisis, and, Whereas the Medicaid rate increase will provide Pine Valley with an estimated influx of new unbudgeted revenues of between \$170,000 and \$230,000 for the remainder of 2021, and

WHEREAS both the Pine Valley Trustees and the Finance & Personnel Committee have carefully considered this proposal and are now presenting it to the County Board for its consideration,

NOW THEREFORE BE IT RESOLVED, in order to combat the staffing crisis, that Pine Valley be allowed an early implementation date of all its pay plan changes that are included in its 2022 budget; with an effective date of 09/26/2021, and

BE IT FURTHER RESOLVED that the estimated \$110,000 cost of this proposal for the remainder of 2021, be funded entirely by the new unbudgeted Medicaid rate increase, and

BE IT FURTHER RESOLVED that the details to the pay plan changes included in Pine Valley's 2022 budget proposal which would be implemented effective 09/26/2021 include the following:

1. The attached Pine Valley Wage Schedule would replace the current PV Wage Schedule (from page 26 of the County's Compensation Policy) (also amends resolution 19-89)
2. C.N.A. premium call-in rate will change from \$18.50 to \$19.69 (amends resolution 20-13)
3. LPN call-in rate will change from \$26.15 to \$28.22 (amends resolution 20-12)
4. RN call-in rate will change from \$34.04 to \$36.74 (amends resolution 20-12)
5. On-call Medication Aides will receive \$2.00/hour, to be added on top of their current hourly rate
6. On-call Personal Care Workers, who agree to work every other weekend, will receive \$2.00/hour, to be added on top of their current hourly rate. Would qualify for shift and weekend differential pay
7. On-call Housekeepers, Laundry Workers, Food Service II and Activity aides, who agree to work every other weekend will receive \$2.00/hour, to be added on top of their current hourly rate. Would qualify for weekend differential pay
8. Since PV's 2022 budget proposal includes PV employees moving up a step on the wage schedule, the following section (#6-#10) will replace the current (#6-#10) on page 7 of the County's Compensation Policy (also amends resolution 19-89)

[#6. Employees with two or more years of employment as of 09-26-2021 will be placed at step 6*]

[#7. Employees whose wages were above step 5 prior to 09-26-2021 will be placed at the next step that provides an increase; except for those already at the top step]

[#8. Employees with less than two years of continuous employment as of 09-26-2021 and new hires will be placed at step 4*]

[#9. After an employee passes probation, the employee will be placed at step 5*]

[#10. After two years from the date of hire, the employee will be placed at step 6*]

*exception being RN managers who as new hires will start at step 6, and after passing probation will go to step 7, and after two years from date of hire, will be placed at step 8. (see res.19-135)

9. General provision #11 on page 7 of the County's Compensation Plan would have the following underlined language added: "County department heads, beginning on the Effective Date, may authorize a new hire to start one to two-steps above the new hire step, based on qualifications and experience. The Department must be able to absorb the increased cost in its budget. Such new hires would move up a step upon successful completion of their probationary period – and at other designated intervals, unless they are already at the highest step for that position (step 4 for general government; step ~~5~~ 6 for Pine Valley)" (this amends resolution 19-89)
10. Pine Valley's administrator is to have the discretion to adjust bonus pays and wage 'modifiers' with notification given to the County Administrator and Finance & Personnel Committee

BE IT FURTHER RESOLVED that this Resolution shall be effective 09/26/2021.

VOTE ON FOREGOING RESOLUTION

RESOLUTION OFFERED BY THE
FINANCE AND PERSONNEL COMMITTEE

AYES _____ NOES _____

FOR AGAINST

RESOLUTION _____

DEREK S. KALISH
COUNTY CLERK

DATED: SEPTEMBER 21, 2021

SHAUN MURPHY-LOPEZ	X
DAVID TURK	
MELISSA LUCK	
MARTY BREWER	X
LINDA GENTES	X
MARC COUEY	X
DONALD SEEP	X