

RESOLUTION NO. 5-0615

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Health and Human Services Committee was presented a recommendation on the compensation provided to Bloomfield Healthcare Per Diem employees that are not participating under the 2014 Compensation Pay Plan; and

WHEREAS, the Committee supports fair and competitive compensation to part-time/on-call employees; and

WHEREAS, compensation provided to Bloomfield Healthcare and Rehabilitation Center Per Diem School Status Certified Nursing Assistant, Licensed Practical Nurse, Registered Nurse positions as well as Regular Per Diem Status Certified Nursing Assistant and Licensed Practical Nurse positions are being compensated on the old Bloomfield Healthcare and Rehabilitation Center Wage Grid, was last increased in 2010; and

WHEREAS, Bloomfield Healthcare and Rehabilitation Center Per Diem School Status employees are eligible to receive Iowa County insurance benefits and other compensated wages if meeting desired requirements; and

WHEREAS, Regular Per Diem Status Bloomfield Healthcare and Rehabilitation Center employees are not eligible for any of Iowa County insurance benefits and other compensated wages; and

NOW THEREFORE BE IT RESOLVED, the Committee recommends the following actions to be taken with the compensation of the aforementioned positions:

Effective July 1, 2015, **Per Diem School Status** employees integrate into the Compensation Pay Plan at the Step that provides an increase; and

Effective July 1, 2015, wages for **Per Diem Status** is increased to the maximum of the Compensation Pay Plan for the position in which they fill.

Respectfully submitted by the Iowa County Health and Human Services Committee:

Dated this 16th day of June 2015.

Budget Impact Statement

	<u>Current Wage Cost</u>	<u>Proposed Wage Cost</u>	<u>Difference</u>
Total Annual Wage Cost	\$30,676.00	\$35,147.84	\$4,471.84
Fringe Benefit Cost:			
FICA/MEDICARE	\$2,346.71	\$2,688.81	\$342.10
Workers Comp Ins	\$613.52	\$702.96	\$89.44
WRS	\$2,085.97	\$2,390.05	\$304.09
Total Fringe Cost	<u>\$5,046.20</u>	<u>\$5,781.82</u>	<u>\$735.62</u>
Wage & Fringe Cost	<u>\$35,722.20</u>	<u>\$40,929.66</u>	
Total Budget Impact			<u>\$5,207.46</u>

**Current and Proposed Wages covers a total of 15 PRN employees for which this resolution applies.