

RESOLUTION NO. 1-1006

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, Iowa County Committee on Salary and Personnel has evaluated the compensation package provided to Bloomfield Manor employees:

WHEREAS, the Committee has considered the need for Iowa County to provide to its employees a fair compensation package, taking into consideration the cost of living:

WHEREAS, the Committee is acting in response to the recommendations of the Bloomfield Manor Administrator and Board of Trustees:

WHEREAS, the Committee believes that Bloomfield Manor's compensation schedule and system should be re-evaluated to assure that the salaries of Bloomfield Manor employees are consistent with applicable requirements of federal and state law:

NOW THEREFORE, BE IT RESOLVED, the Committee recommends that effective January 1, 2007, all employees Grade 12 and lower will receive a 3.5% wage increase accompanied by the requirement that they will begin contributing a portion of their health insurance premiums, as follows: \$14 per month for single plan coverage and \$34 per month for family plan coverage of the least expensive plan qualified under the Employee Trust Fund framework, and the Employer agrees to pay the balance of that premium. Part time employees will continue to pay pro-rated premiums based upon the formula currently in place, with the recognition that all part time employees will pay a minimum of \$34/\$14 per month. Employees who wish to subscribe to qualified plans other than the least expensive plan must pay the difference between the premium of the plan they choose and the premium of the least expensive plan, in addition to their normal monthly contribution as noted above.

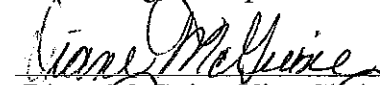
BE IT FURTHER RESOLVED that in consideration of the exceptional raises provided mid-year 2004 to management employees Grade 13 and higher in addition to the cost of living raises provided to other employees that year, those employees Grade 13 and higher will continue to pay health insurance premiums consistent with the schedule of other full time employees and will receive a 2% salary increase effective January 1, 2007.

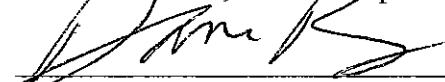
In addition, a premiums-only Section 125 plan will be provided at no cost to all eligible Bloomfield Manor to allow for pre-tax premium contributions.

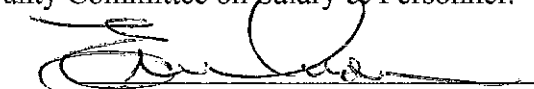
Dated this _____ day of _____ 2006.

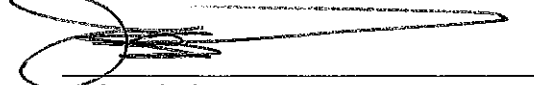
Respectfully submitted by the Iowa County Committee on Salary & Personnel:


Peter Berg, Chairperson


Diane McGuire, Vice Chairperson


Dana Perry


Eric Anderson


John Lind

BLOOMFIELD MANOR 2007 WAGE & BENEFIT PACKAGE

AMENDMENT TO RESOLUTION

Motion made by Supervisor Lind, seconded by Supervisor McGuire to amend the Salary & Personnel Committee's previously approved and distributed Resolution related to 2007 Bloomfield Manor wage and benefit package, as follows:

In consideration of the recommendation of the Bloomfield Manor Administrator, and in recognition of the close relationship between the positions of the Director of Nursing, Staff Development Coordinator and Nurse Manager and the direct delivery of nursing care at Bloomfield Manor, it is recommended that the 2007 salary increase for the Director of Nursing, Staff Development Coordinator and Nurse Manager be changed to 3% effective January 1, 2007, rather than the previously recommended 2% for those positions.

The recommendation of the 2007 salary increases for the Administrator and Administrative Assistant will remain the same as stated in the previously approved Resolution, in recognition that the salary increases for these particular positions should not be tied to those of managers whose positions are more closely involved with the delivery of nursing care to residents of Bloomfield Manor.

3 Yes (Sups. McGuire, Anderson, and Lind) 0 No. Motion carried.