<u>Iowa County Board of Supervisors</u> AGENDA ITEM COVER SHEET

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

Agenda Item Title: Financial Statements for period ending March 31, 2016 Original Update
DESCRIPTION OF AGENDA ITEM: (Please provide detailed information, including deadline.)
The financial statements for the first quarter ending March 31, 2016. Includes revenue and expenditure information.
PRESENTATION NEEDED:
Yes No How much time is needed?
ANY ATTACHMENTS/BACKUP INFORMATION? (Only 1 copy of attachment(s) is needed for scanning purposes.)
■ Yes □ No If yes, please list: March 31, 2016 Financial Statements
FISCAL IMPACT:
None
LEGAL REVIEW PERFORMED: ☐ Yes No PUBLICATION REQUIRED: ☐ Yes No RECOMMENDATIONS (IF ANY):
None
COMPLETED BY: Roxie Hamilton DEPT: Finance 2/3 VOTE REQUIRED: YES NO
TO BE COMPLETED BY COMMITTEE CHAIR
MEETING DATE: AGENDA ITEM #
COMMITTEE ACTION:

County Deer Finance County Treat County Trea	:		lowa Cou	lowa County - Financial Statement	Statement			
Department			ב הפווסמ בוזמוו	ig March 31, 2	O to (prepared 4	720/10)		
Department Adopted Itanisfers Year Carryovers Levy Expenditures E		2016 Tax Levy	Budget		2016 Tax Levy + Budget Adjustments /			Excess (Deficiency) of
Department Adopted / Transfers Year Carryovers Levy Expenditures Expenditures County Board 66.370 66.370 66.370 8.104 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 1.634 <th></th> <th>Amount -</th> <th>Adjustments</th> <th></th> <th>Transfers /</th> <th></th> <th></th> <th>Revenues over</th>		Amount -	Adjustments		Transfers /			Revenues over
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District Attorney & Corp. 257,933 257,933 257,933 293 57,508 Counsel 38,937 38,937 38,487 38,312 Register of Deeds 71,445 71,445 74,907 23,274 GIS - Land Records 71,445 74,907 23,274 Property & Building (52,570) 359,820 3,812 76,587 Property & Building (52,570) 25,065 62 County Farm (52,570) 26,065 62 County Insurance 41,063 41,063 - 300,419 Sheriffs Dept 3,352,439 17,195 708,615 2 Veterans Service 96,276 - 18,47 Cultural-Library, Fair & Historical 303,940 303,940 - 18,847 Society 31,932 31,932 - - - Society 31,932 - - - - Society 31,932 - - - - Society 30,3940 - - - - Society 30,3940 - - - - Palanting & Development 98,023 83,969 368 30,339	_	170,156			170,156		36,999	133,587
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Property & Building 359,820 359,820 3,812 76,587 County Farm (52,570) (52,570) 26,065 62 County Insurance 41,063 - 300,419 300,419 Sheriff's Dept 3,352,439 17,195 708,615 2 Sheriff's Dept 240,285 9,799 71,159 708,615 2 Health Dept 96,276 - 18,847 11,847 18,847 Veterans Service 96,276 - 18,847 303,940 303,940 303,940 18,847 Cultural-Library, Fair & Historical Society 31,932 31,932 - - - - Snowmobile/ATV - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - </td <td></td> <td>71,445</td> <td></td> <td></td> <td>71,445</td> <td>74,907</td> <td>23,274</td> <td>123.078</td>		71,445			71,445	74,907	23,274	123.078
County Farm (52,570) 26,065 62 County Insurance 41,063 - 300,419 - 300,419 Sheriffs Dept 3,352,439 17,195 708,615 2 Sheriffs Dept 240,285 9,799 71,159 708,615 2 Health Dept 240,285 96,276 - 18,847 96,276 - 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 18,847 <td>_</td> <td>359,820</td> <td></td> <td></td> <td>359,820</td> <td>3,812</td> <td>76,587</td> <td>287,045</td>	_	359,820			359,820	3,812	76,587	287,045
County Insurance 41,063 41,063 - 300,419 Sheriff's Dept 3,352,439 17,195 708,615 2 Sheriff's Dept 240,285 3,352,439 17,195 708,615 2 Health Dept 240,285 96,276 96,276 - 18,847 Veterans Service 96,276 - 18,847 303,940 303,940 - 18,847 Cultural-Library, Fair & Historical Society 31,932 - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -		(52,570)			(52,570)		62	(26,567)
Sheriffs Dept 3,352,439 17,195 708,615 2 Health Dept. 240,285 240,285 9,799 71,159 2 Veterans Service 96,276 96,276 - 18,847 Cultural-Aid to Libraries 303,940 303,940 303,940 303,940 Cultural-Library, Fair & Historical Society 31,932 - - (14) Society 31,932 - - (14) Snowmobile/ATV - - - (14) EAP Grant - CDBG Monies 98,023 98,023 38,835 39,276 Planning & Development 98,023 98,023 38,835 39,276 Planning & Development 83,969 83,969 30,339 Land Con Totalion 122,684 2,020 85,192	_	41,063			41,063		300,419	(259,356)
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<u>Iowa County Board of Supervisors</u> AGENDA ITEM COVER SHEET

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

Agenda Item Title: Resolution Recommending 2015 Budget Amendments
DESCRIPTION OF AGENDA ITEM: (Please provide detailed information, including deadline.) Resolution Recommending 2015 Budget Amendments for Aging and Disability Resource Center. The amounts on resolution 9-0416 should have reflected the amounts for the in-kind revenue and expense since these were the items not included in the 2015 adopted budget instead of the accounts and amounts reflected in the original resolution for the Aging and Disability Resource Center.
PRESENTATION NEEDED: Yes No How much time is needed?
ANY ATTACHMENTS/BACKUP INFORMATION? (Only 1 copy of attachment(s) is needed for scanning purposes.) Per No If yes, please list: Resolution Recommending 2015 Budget Amendments
FISCAL IMPACT: None LEGAL REVIEW PERFORMED: Yes No PUBLICATION REQUIRED: Yes No
RECOMMENDATIONS (IF ANY): Recommend approving the 2015 budget amendment.
COMPLETED BY: Roxie Hamilton DEPT: Finance 2/3 VOTE REQUIRED: YES NO
TO BE COMPLETED BY COMMITTEE CHAIR
MEETING DATE: AGENDA ITEM # COMMITTEE ACTION:

Resolution No. Resolution Recommending 2015 Budget Amendments for Aging and Disability Resource Center

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the County Board approved resolution 9-0416 Resolution Recommending 2015 Budget Amendments for Various Department and the amount for Aging and Disability Resource Center should have reflected the amounts for the in-kind revenue and expense as these were the items not included in the 2015 adopted budget instead of the accounts and amounts reflected in the original resolution.

WHEREAS, the Executive realizes budget amendments are necessary and these increase the revenue budgets and increase/(decrease) the expenditure budgets for the accounts listed below for the year ending December 31, 2015; and

NOW, THEREFORE, BE IT RESOLVED THAT:

The Iowa County Board of Supervisors adopts the recommendations of the Executive Committee and approves the budget amendments of the following accounts. The Board further directs the County Clerk to publish this Resolution pursuant to Wisconsin State Statute number 65.90 (5) (a) for the statutory requirement.

	Amount of		Amount of
REVENUE	<u>Increase</u>	EXPENSE	Increase (Decrease)
Aging and Disability Resor	urce Center:		
220.85.47450.00000.000	\$ 69,892.98	220.85.54600.88888.545	\$ 69,892.98
In-Kind Revenue		In-Kind Expense	
The following is to correct t	he amounts from Resol	ution 9-0416:	
220.85.43250.25710.000	\$(19,975.07)	220.85.54600.xxxxx.110	\$ 22,543.35
ADRC State Grants		Personnel Expense	
		220.85.54600.xxxxx.xxx	\$(42,518.42)
		Operating Expenses	

Dated this 10th day of May, 2016 Respectfully submitted by the Iowa County Executive Committee



Penny Clary, NHA Administrator

BLOOMFIELD HEALTHCARE & REHABILITATION CENTER

3151 County Rd CH Dodgeville, WI 53533 (608) 935-3321

Proposals for Recruiting CNAs

The shortage of certified nursing assistants has reached crisis stage. A shortage of workers in this profession is a nationwide problem according to Department of Health Services and Department of Workforce Development. In an effort to become more aggressive at attracting qualified applicants, our team has developed the following ideas:

- 1) CNA Training and Certification
 - a. Advertise that we will pay for CNAs to receive their Certification by offering to reimburse them for their class, books, and testing fee.
 - i. Since we received Medicaid funding, we are required to reimburse CNAs for a portion of their class and exam if we they have not utilized that benefit at a different facility. That amount is \$286.50 which we receive back from Medicaid.
 - ii. The total budget impact to Iowa County if we reimburse 10 new CNAs for their class, books, and exam would be approximately \$4,300.
- 2) Referral and Sign on Bonuses
 - a. Staff members who refer a CNA applicants hired by Iowa County will receive \$250.
 - i. Up to five referral bonuses will be given.
 - ii. Bonus will be paid upon referral's hire.
 - iii. Approximate budget impact \$1,250.
 - b. After the advertisement goes into the newspaper, newly hired CNAs will receive a \$500 sign on bonus.
 - i. Up to ten sign on bonuses will be given.
 - ii. Bonus will be paid upon hire.
 - iii. Bonus recipient will sign a payback plan agreement indicating that they will work full time for Iowa County for over six months. If they do not successfully fulfill the requirement of six months of employment, they will be responsible for repaying their bonus on a 6 month prorated basis.

3) Increase CNA Hourly Rate

- a. Increase the CNA starting wage range from \$12.76 (Step 1) \$13.85 (Step 4).
- b. Increase current CNA wages by two pay steps while keeping them within the current pay structure.
 - i. CNAs at midpoint or above will receive a 5% increase
 - ii. CNAs at Step 5 will move to midpoint and receive an additional 2.5% increase.
 - iii. CNAs below step 5 will move up two steps.
 - iv. Approximate budget impact
 - 1. Projected approximate increase for wages and fringes for a twostep increase effective 05/29/16 (beginning of pay period).
 - a. \$26,228

Iowa County Board of Supervisors AGENDA ITEM COVER SHEET

Title: Certified Nursing Assistants Resolution original Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD
DESCRIPTION OF AGENDA ITEM: (Please provide detailed information, including deadline.)
Bloomfield Health and Rehabilitation Center has been struggling to fill vacant CNA positions. There are currently 11 full and part time vacancies and we have already started using temporary staffing agencies. Other qualified personnel have also been taking on additional shifts to cover; however it is no longer adequate and staff are tiring of working so many additional shifts. The County has also had to look at limits on the number of residents accepted, as the CNA staff simply are not available to care for them. Instead of relying on overtime and other staff, I am recommending we look at increasing the overall position compensation, by 5%.
Staff needs County Board approval for the additional compensation and the attached resolution would cover it.
In addition, the County Administrator and Department Head have authority to begin using budgeted funds remaining from unfilled shifts to begin offering sign on bonuses or education incentives. Those two features are included in the resolution to let you and the public know that we are not relying solely on the increased wages to attract new employees. A combination of changes will undoubtedly have a greater impact than wages alone.
PRESENTATION NEEDED:
☐ Yes ■ No How much time is needed?
ANY ATTACHMENTS/BACKUP INFORMATION? (Only I copy of attachment(s) is needed for scanning purposes.) Yes No If yes, please list: Resolution & Memo from Department regarding Proposal FISCAL IMPACT:
By adopting the attached Resolution, the Certified Nursing Assistants would see their compensation increase by 5%. This helps ensure that newly hired CNA's are not earning more than existing employees. It is expected that the Department will be able to cover those added costs within their existing budget and that additional funds are not necessary.
RECOMMENDATIONS (IF ANY):
Staff recommends the County Board consider approving the attached resolution to address a shortage of qualified applicants for the County's CNA position vacancies.
COMPLETED BY: Larry Bierke DEPT: County Adminstrator 2/3 VOTE REQUIRED: YES NO
TO BE COMPLETED BY COMMITTEE CHAIR
MEETING DATE: 05/04/16 AGENDA ITEM # 7 COMMITTEE ACTION:

Resolution No.	

RESOLUTION REGARDING CERTIFIED NURSING ASSISTANT COMPENSATION

WHEREAS, the Iowa County Board of Supervisors recognizes that staffing Certified Nursing Assistants (CAN's) at Bloomfield Nursing Home has become very difficult and their services are integral to serving the needs of residents residing at Bloomfield; and

WHEREAS, the Department of Employee Relations and the County Administrator are in need of the flexibility to offer additional compensation in order to attract Certified Nursing Assistants to apply for existing vacancies.

NOW THEREFORE, BE IT RESOLVED by the Iowa County Board of Supervisors that the County Administrator be granted the flexibility to implement the following in an effort to attract qualified applicants:

- 1. Increase compensation for all existing CNA employees by approximately 5%:
 - a. Employees would move up two steps on the compensation chart.
 - b. Employees at control point would see a 5% increase.
 - c. Employees at step 5 would go to control point and then experience a 2.5% increase.
- 2. Implement an educational reimbursement incentive for the next ten newly hired CNA's, with the understanding employees receiving the incentive work for a period of not less than twelve months.
- 3. Initiate sign-up bonuses of \$500 for the next ten full time CNA's hired, with the understanding that the employee works full time for a period of not less than six months.

BE IT FURTHER RESOLVED that the Iowa County Board hereby expresses support and gratitude for the service of our existing CNA's and Nursing Home staff who have worked many additional shifts, filling in during this significant CNA shortage.

Respectfully submitted by the Health and Human Services Committee. Adopted this 4th day of May, 2016

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