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2019 RES-523

**AUTHORIZING RECLASSIFICATION OF A LICENSED PRACTICAL NURSE POSITION TO
A REGISTERED NURSE POSITION IN THE DCDHS - BPHCC**

The Dane County Department of Human Services (DCDHS) – Badger Prairie Health Care Center (BPHCC) has a .8 FTE Licensed Practical Nurse (LPN) position #1109, which we request be reclassified to a .8 FTE Registered Nurse (RN) position. This position is currently vacant. The Department of Administration – Employee Relations Division has recommended approval of this request.

Recruitment for LPNs in the past several months has been difficult, revealing very few quality candidates. This position has remained open since an LPN retired in July 2019. We have been forced to fill these shifts with RN and LPN overtime. The care acuity level at Badger Prairie Health Care Center, as well as the entire long-term industry, continues to rise. As the acuity level increases, so does the need for the RN role as the scope of an RN license and training is greater than that of an LPN. National statistics show a decrease in the number of LPNs renewing licenses as well as a decrease in the number of LPNs entering the field. Furthermore, long-term care has been trending away from LPNs and moving toward employing RNs (actually RN-BSNs). Finally, history has also taught us that when we are able to secure a talented LPN for a position, it is not uncommon for the individual to only work with us for a period of time until he/she completes RN coursework and moves on. Continuing to hold this FTE position vacant will result in BPHCC continuing to cover these vacant shifts using the methods stated above, at higher costs to the County.

NOW, THEREFORE BE IT RESOLVED that the Dane County Board of Supervisors does hereby support and authorize reclassification of the LPN (G18) Position No.1109 in the Human Services Department (org code 5580) to an RN (N18A), commensurate with the Department's request and approval of the Department of Administration – Employee Relations Division.

NOW, THEREFORE BE IT FINALLY RESOLVED that Position No. 1109, which has been vacant for more than six months, is authorized to be filled pursuant to Dane County Ordinance 29.52(15), which requires the Personnel and Finance committee and the County Executive to approve filling positions that are vacant for longer than six months.