

**DANE COUNTY  
POLICY AND FISCAL NOTE**

_____ Original	_____ Update	Substitute No.
Sponsor:		Resolution No. 2020 RES-312
Vote Required:		Ordinance Amendment No. _____
Majority	Two-Thirds <input checked="" type="checkbox"/>	

Title of Resolution or Ord. Amd.:

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

**Policy Analysis Statement:**

Brief Description of Proposal -

The Dane County Department of Human Services (DCDHS) – Badger Prairie Health Care Center (BPHCC) has a 1.0 FTE Licensed Practical Nurse (LPN) position #1404, which we request be reclassified to a 1.0 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 through two recruitments with no viable candidates. We have been forced to fill these shifts with RN and LPN overtime. During this pandemic, the challenges we are facing have increased exponentially. We require an increased skill set to keep up with the constantly changing requirements to ensure the safety and well-being of our residents. The care acuity level at Badger Prairie Health Care Center, as well as the entire long-term industry, continue 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

Current Policy or Practice -

Changes in position reclassification and modifying position authority require County Board approval.

Impact of Adopting Proposal -

The duties and responsibilities assigned to position #1404 align with the Registered Nurse classification. This reclassification will ensure that BPHCC can continue to serve its resident population. The reclassification of 1.0 FTE Licensed Practical Nurse (LPN) position #1404 to a 1.0 FTE Registered Nurse (RN) position results in a budget impact of \$11,422 additional wages annually.

**Fiscal Estimate:**

Fiscal Effect (check all that apply) -

- \_\_\_\_\_ No Fiscal Effect
- \_\_\_\_\_ Results in Revenue Increase
- Results in Expenditure Increase
- \_\_\_\_\_ Results in Revenue Decrease
- \_\_\_\_\_ Results in Expenditure Decrease

Budget Effect (check all that apply)

- No Budget Effect
- \_\_\_\_\_ Increases Rev. Budget
- \_\_\_\_\_ Increases Exp. Budget
- \_\_\_\_\_ Decreases Rev. Budget
- \_\_\_\_\_ Decreases Exp. Budget
- \_\_\_\_\_ Increases Position Authority
- \_\_\_\_\_ Decreases Position Authority

Note: if any budget effect, 2/3 vote is required

**Narrative/Assumptions about long range fiscal effect:**

The fiscal impact of this reclassification results in a \$11,422 additional wages annually for the Registered Nurse position; however savings from overtime are sufficient to offset the increased cost and therefore, there is no net impact for the year.

**Expenditure/Revenue Changes:**

	Current Year		Annualized			Current Year		Annualized	
	Increase	Decrease	Increase	Decrease		Increase	Decrease	Increase	Decrease
Expenditures -					Revenues -				
Personal Services			\$11,422		County Taxes			\$11,422	
Operating Expenses					Federal				
Contractual Services					State				
Capital					Other				
Total	\$0	\$0	\$11,422	\$0	Total	\$0	\$0	\$11,422	\$0

**Personnel Impact/FTE Changes:**

The changes result in reclassifications and modifying current position authority. There is no net increase or decrease to position authority.

**Prepared By:**

Agency:		Division:	
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