

**DANE COUNTY
POLICY AND FISCAL NOTE**

_____ Original	_____ Update	Substitute No.
Sponsor:		Resolution No. 2019 RES-523
Vote Required:		Ordinance Amendment No. _____
Majority	Two-Thirds	X

Title of Resolution or Ord. Amd.:

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

Policy Analysis Statement:

Brief Description of Proposal -

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.

Current Policy or Practice -

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

Impact of Adopting Proposal -

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.

Fiscal Estimate:

Fiscal Effect (check all that apply) -

- _____ No Fiscal Effect
- _____ Results in Revenue Increase
- _____ Results in Expenditure Increase
- _____ Results in Revenue Decrease
- X _____ Results in Expenditure Decrease

Budget Effect (check all that apply)

- X _____ 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 starting rate for a LPN is \$27.03, and the starting rate for a RN is \$35.43, for a difference of \$8.40. The annual difference over 1,664 hours for a .80 FTE is a \$13,978 increase. However, the expected savings to overtime expenses by having the position filled is estimated to be \$31,382 annually, for a net savings of \$17,404.

The current year decrease is based on having the position filled as of May 1st.

Expenditure/Revenue Changes:

	Current Year		Annualized			Current Year		Annualized	
	Increase	Decrease	Increase	Decrease		Increase	Decrease	Increase	Decrease
Expenditures -					Revenues -				
Personal Services		\$11,603	\$17,404		County Taxes				
Operating Expenses					Federal				
Contractual Services					State	\$0			
Capital					Other				
Total	\$0	\$11,603	\$17,404	\$0	Total	\$0	\$0	\$0	\$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:	
Prepared by: Thomas Malone	Date: 2/12/2020	Phone: 242-6477
Reviewed by: Chad Lillethun	Date: 2/17/2020	Phone: 242-6431