



Badger Prairie Health Care Center

Dane County Executive – Joe Parisi
Human Services Director-Lynn Green
Badger Prairie Health Care Center Administrator – William Brotzman

TO: Chair and Members of the Personnel & Finance Committee

FROM: Lynn Green
Director

DATE: November 10, 2016

SUBJECT: Approval to Recruit for .2 Registered Nurses (3 positions)

County Ordinance 29.52(15) requires the Personnel and Finance Committee, along with the County Executive, to approve filling positions that have been vacant for longer than six months. I am requesting approval to fill Registered Nurse positions (#1862, #1334, and #1010) at Badger Prairie Health Care Center. These positions are funded by a combination of Medicaid, Medicare and GPR revenues

What is the nature of the work or what is the essential function of the position?

These positions serve as professional nurses who are responsible for leadership, direction and clinical supervision of the neighborhood health care team. They are accountable for both the provision of nursing care and the coordination of care for the resident.

How has this function been filled during the vacancy?

These positions were previously classified as Licensed Practical Nurses (LPNs). LPN training programs have been phased out by educational institutions and as a result previous recruitment efforts to fill those vacant positions failed. These positions were recently reclassified to Registered Nurses (RNs) to facilitate recruitment and filling of these positions. Positions were held vacant during the reclassification process and have been filled by existing staff working over their budgeted FTE or with overtime shifts. Position #1862, #1334, and #1010 total .6 FTE of a total of 18.4 FTE RN's at BPHCC. These positions became vacant in May, 2014, December, 2014 and August, 2015, respectively.

What will be the impact on the departments function and mission if the position remains vacant?

Continuing to hold these positions vacant will result in BPHCC continuing to cover these vacant shifts using the methods stated above, at possible higher costs to the County.