

1 SUB ____ to 2022 RES-150 (PROPOSED)

2
3 AWARDING TEMPORARY NURSING SERVICES CONTRACT
4 AND CREATING NEW EXPENDITURE LINE
5 DCDHS – BPHCC DIVISION
6

7 The Dane County Department of Human Services (DCDHS) Badger Prairie Health Care Center
8 (BPHCC) is requesting the option to utilize temporary nursing staff if the facility is in crises. The
9 Center for Disease Control (CDC) discusses key points in working through staffing shortages.
10 Maintaining appropriate staffing is essential to providing a safe work environment for healthcare
11 personnel and for safe patient care. When we are in conventional staffing mode, we cover all
12 the shifts and any additional personnel required for acuity with current staff, with some overtime.
13 This is the ideal situation we strive for when staffing levels are optimal. When staffing levels
14 decrease, we move into the contingency stage. This means our staff is already working more
15 than usual levels of overtime as well as people who do not normally work the floor become shift
16 nurses. This has been the case in the last few months as both the Clinical Care Coordinators
17 and nurse managers have been working shifts to ensure the safety of both staff and residents.
18 Current staff continue to be offered shifts as normal, but there still aren't enough regular staff to
19 cover so our contingency staff get involved. This is not ideal as they have normal jobs to
20 complete, but when we are in the contingency plan they work the floor. This is not a model that
21 can be successful long term. At that point we are in crises mode and move into our critical
22 phase. We need to focus on the safety and security of staff and residents. Our crises plan
23 includes bringing in temporary nursing services. Due to covid quarantines and precautions as
24 well as FMLA and Parental leaves, the availability of our staff has been drastically decreased.
25 While this is all in the normal course of business, it still impacts the filling of shifts that must be
26 covered. While not ideal, the State contract we utilize requires a 13 week term. This has
27 become standard practice in this time of healthcare personnel shortage. The days of calling the
28 morning you need help have disappeared. When we are in crises mode, utilizing temporary
29 nursing staff is certainly not ideal fiscally, however maintaining the safety and security of staff
30 and residents is our first priority.

31
32 BPHCC has been recruiting for nursing positions consistently since the pandemic began. State
33 and Federal statutes govern the operation of licensed nursing facilities and specify Nurse
34 staffing levels for the care of the residents. Approval has been received to have the recruitment
35 remain open, to encourage applicants to apply. We are working closely with nursing schools to
36 get recruits as they graduate. Everything possible is being done to hire qualified candidates.
37 There are currently 9 open positions, ~~which require the use of overtime, Clinical Care~~
38 ~~Coordinators and Nurse Managers to cover open shifts.~~ Due to covid quarantines and
39 precautions, we have been averaging another 1-2 nurses out each week. All of these things are
40 putting a strain on our nursing staff working overtime to cover these open shifts. Long-term care
41 is experiencing the worst staffing crises in decades as identified by national and state
42 healthcare organizations, such as, CDC, Leading Age and The Wisconsin Association of County
43 Homes. A committee is being created to expand our recruiting outreach and find additional
44 staffing options. While the pursuit of permanent employees continues, BPHCC ~~shall~~ would like
45 the option to engage temporary contracted nursing staff to fill its imminent staffing needs as part
46 of our crises staffing plan.

47
48 BPHCC seeks to have funding available to hire temporary nursing staff, if necessary, through
49 the State contract with Sunburst Workforce Advisors, LLC. The State contractor requires 13
50 week terms per nurse if a nurse is utilized. ~~Four~~ We would like the option to utilize two nurses,

51 ~~are required if needed~~, for 13 week terms totaling up to ~~\$330,000~~ \$160,000. This covers any
52 holiday or overtime that may be utilized.

53
54 NOW, THEREFORE, BE IT RESOLVED that the County Board approves the award of
55 contracting temporary nursing services and authorizes the County Executive and County Clerk
56 to authorize the Controller to issue checks for payment of contract invoices if needed.

57
58 BE IT FURTHER RESOLVED that the following new expenditure account be added to the 2022
59 BPHCC section in the Department of Human Services; and

60
61 BE IT FINALLY RESOLVED that the following accounts be adjusted in the BPHCC section in
62 the Department of Human Services:

<u>Expenditure Account Number</u>	<u>Account Title</u>	<u>Amount</u>
65 BPHCPFS 32070	Psychiatrist POS	(\$145,000)
66 BPHCRES 10072	Limited Term Employee	(\$ 18,600 <u>14,000</u>)
67 BPHCRES 10108	Social Security	(\$ 1,400 <u>\$ 1,000</u>)
68 BPHCPFS 32115	Purchase of Food Service	(\$100,000)
69 BPHCPPE 32133	Purchase of Trade Services	(\$20,000)
70 BPHCPPE 31305	Janitor Service - POS	(\$45,000)
71 BPHCPFS 31720 (NEW)	Nurse POS	<u>\$330,160,000</u>
72 Total		\$ 0