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2020 RES-432

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

The Dane County Department of Human Services (DCDHS) – Badger Prairie Health Care Center (BPHCC) has a 0.6 FTE Licensed Practical Nurse (LPN) position #1041, which we request be reclassified to a 0.6 FTE Registered Nurse (RN) BPHCC position. This position is currently vacant. The Department of Administration – Employee Relations Division has recommended approval of this request.

Recruitment for LPNs in these past many months has been difficult, revealing very few quality candidates. The last LPN position 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 and going forward, 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 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 limited 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 Licensed Practical Nurse (G18) Position No.1041 in the Human Services Department (org code 5580) to a Registered Nurse BPHCC (N18A) Position, commensurate with the Department’s request and approval of the Department of Administration – Employee Relations Division.