

**DANE COUNTY
POLICY AND FISCAL NOTE**

<input type="checkbox"/> Original	<input type="checkbox"/> Update	Substitute No.
Sponsor:		Resolution No. 2020 RES-432
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 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 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.

Current Policy or Practice -

Changes in position reclassification require County Board approval.

Impact of Adopting Proposal -

The Licensed Practical Nurse (G18) Position No.1041 in the Human Services Department (org code 5580) will be reclassified to a Registered Nurse BPHCC (N18A) Position.

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 \$11,545 additional wages annually for the Registered Nurse position; however salary savings between the vacancies and 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			\$11,545		County Taxes			\$11,545	
Operating Expenses					Federal				
Contractual Services					State				
Capital					Other				
Total	\$0	\$0	\$11,545	\$0	Total	\$0	\$0	\$11,545	\$0

Personnel Impact/FTE Changes:

The change results in reclassification of the current position. There is no net increase or decrease to position authority.

Prepared By:

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