

Resolution No. 15-99 Approving A Sign-On Bonus Relating To Newly-Hired Certified Nursing Assistants And Nurses At Pine Valley Healthcare And Rehabilitation Center was read by County Clerk Vlasak. Motion by Sebranek, second by Crofton that Resolution No. 15-99 be adopted. Chris Glasbrenner, Pine Valley Human Resources Director, explained the bonus proposal. Motion carried and resolution declared adopted.

RESOLUTION NO. ~~15-99~~ 21-__

A Resolution Approving A Sign-On Bonus Relating To Newly-Hired Certified Nursing Assistants And Nurses, **and activity aides, housekeepers, laundry workers, personal care workers, food service II staff, lead cook, and maintenance workers** At Pine Valley ~~Healthcare And Rehabilitation Center~~ **Community Village**.

WHEREAS the Board of Trustees of Pine Valley ~~Healthcare and Rehabilitation Center~~ **Community Village** and the Administrator at Pine Valley, ~~Ms. Kathy Cianci~~ **Tom Rislow**, have recommended a program designed to encourage hiring of new certified nursing assistants and nurses, **and activity aides, housekeepers, laundry workers, personal care workers, food service II staff, lead cook, and maintenance workers** at Pine Valley by offering a sign-on bonus, and

WHEREAS the Finance and Personnel Committee has carefully considered this proposal and is now presenting this Resolution to the County Board for its consideration.

NOW THEREFORE, BE IT RESOLVED by the Richland County Board of Supervisors that approval is hereby granted for the following sign-on bonus relating to hiring new certified nursing assistants and nurses, **and activity aides, housekeepers, laundry workers, personal care workers, food service II staff, lead cook, and maintenance workers** at Pine Valley:

1. The certified nursing assistant or nurse, **or activity aide, housekeeper, laundry worker, personal care worker, food service II staff person, lead cook, or maintenance worker** is hired for a call-in, part-time or full-time position;
2. Upon applying for employment, the certified nursing assistant or nurse, **or activity aide, housekeeper, laundry worker, personal care worker, food service II staff person, lead cook, or maintenance worker** signs a statement that they were recruited by a Pine Valley employee, the recruiting employee must also sign the statement;
3. The newly-hired certified nursing assistant or nurse, **or activity aide, housekeeper, laundry worker, personal care worker, food service II staff person, lead cook, or maintenance worker** remains employed for at least 90 days and works a minimum of at least 7 shifts after completion of their orientation;
4. After the newly-employed certified nursing assistant or nurse, **or activity aide, housekeeper, laundry worker, personal care worker, food service II staff person, lead cook, or maintenance worker** has worked for 90 days, the referring employee, if still employed at Pine Valley would receive a ~~\$100.00~~ **\$250** bonus and the new employee would receive a bonus of ~~\$250.00~~ **\$500**;
5. A second payment of ~~\$250.00~~ **\$500** would be paid to the new employee after completion of 1 year of employment at Pine Valley, except that an on-call employee must work at least 24 shifts after completing orientation, and

BE IT FURTHER RESOLVED that the Administrator of Pine Valley is authorized to temporarily suspend this program or permanently terminate it, at the Administrator's discretion, and

BE IT FURTHER RESOLVED that this Resolution shall be effective immediately upon its passage and publication.

RESOLUTION OFFERED BY THE FINANCE AND
PERSONNEL COMMITTEE

FOR AGAINST