

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Pine Valley compensation/pay plan policy changes

Department	Pine Valley	Presented By:	Tom Rislow
Date of Meeting:	09/07/2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	
Date submitted:	08/31/2021	Referred by:	Pine Valley Trustees

Recommendation and/or action language: Recommend a motion, "to present a resolution to the County Board for approval of the attached proposed changes to Pine Valley's Pay Plan"; that Plan being located within the County's Compensation Policy Document.

Background: The attached proposed changes are included in Pine Valley's 2022 budget as presented today by the County Administrator. The changes were also alluded to in the budget narrative document presented previously to this committee on 8/24/21. Because of staffing challenges which can impact Pine Valley's ability to maintain budgeted occupancy, it is requested to make these proposed changes effective the start of the pay period immediately following the September meeting of the Richland County board, or September 26, 2021.

Attachments and References:

See attached 3 pages of updates to Pine Valley's pay plan	

Financial Review:

(please check one)

yes	In adopted budget	Fund Number	
	Apportionment needed	Requested Fund Number	
See below	No financial impact		

The 'early' implementation is not in the current year's budget. The cost for the remainder of 2021 is estimated to be \$110,000. It will be funded through unbudgeted Medicaid revenues estimated to add anywhere from \$170,00 to \$230,000 of additional 2021 revenues.

Approval:



Department Head

Review:

Clinton Langreck // 02 Sep 2021

Administrator, or Elected Office (if applicable)

Continuation of APPENDIX E: WAGE SCHEDULES: specifically Pine Valley's wage schedule, page 26:

Changes *made* to Pine Valley's wage schedule AFTER Appendix E was approved:

Deleted from Grade E; Fiscal Clerk; resolution 21-81

Addition to Grade F; Billing Specialist; resolution 21-81

Addition to Grade F; Payroll & Accounts Payable Clerk; resolution 21-81

Changes *proposed* for Pine Valley's wage schedule, page 26, effective 9/26/21; resolution 21 - ___?

C.N.A. premium call-in rate to change from \$18.50 to \$19.69

LPN call-in rate to change from \$26.15 to \$28.22

RN call-in rate to change from \$34.04 to \$36.74

On-call Medication aides will receive \$2.00/hour, to be added on top of their current hourly rate.

On-call Personal Care Workers, who agree to work every other weekend, will receive \$2.00/hour, to be added on top of their current hourly rate. Would qualify for shift and weekend differential pay.

On-call Housekeepers, Laundry Workers, Food Service Worker II and Activity Aides, who agree to work every other weekend will receive \$2.00/hour, to be added on top of their current hourly rate. Would qualify for weekend differential pay.

Changes proposed to Section 4: Wage Schedules, B. Schedule Placement and Progression, Pine Valley, numbers 6-10, page 7; changes effective 9/26/21; resolution 21- __?

All Language under 6-10 will be replaced with the following new language:

1. employees with two or more years of employment as of 9-26-21, will be placed at step 6.*
2. Employees whose wages were above step 5 prior to 9-26-21 will be placed at the next step that provides an increase; except for those already at the top step.
3. Employees with less than two years of continuous employment as of 9-26-21 and new hires will be placed at step 4.*
4. After an employee passes probation, the employee will be placed at step 5. *
5. After two years from the date of hire, the employee will be placed at step 6.*

(*exception being RN managers who as new hires will start at step 6, and after passing probation will go to step 7, and after two years from the date of hire, will be placed at step 8.)

Changes *proposed* to Section 4; Wage Schedules, B. Schedule Placement and Progression, General Provisions, number 11, page 7; changes effective 9/26/21; resolution 21- __?

The language in number 11, in parentheses which states "...step 5 for Pine Valley" is to be deleted.

Changes *proposed* regarding discretion of Pine Valley's administrator; change effective 9/26/21; resolution 21- __?

Pine Valley's administrator is to have the discretion to adjust bonus pays and wage 'modifiers' with notification given to the County Administrator and Finance & Personnel Committee.