

**RESOLUTION**

**ROCK COUNTY BOARD OF SUPERVISORS**

Health Services Committee  
INITIATED BY



12/1/2021  
DATE DRAFTED

**Extending the Incentive Program for Rock Haven Staff Recruitment**

**WHEREAS**, Resolution 21-2B-195 created a program to provide recruitment incentives for newly hired staff and referral bonuses for current Rock Haven staff; and,

**WHEREAS**, recruitment and retention incentives for new hires and referral incentives for current staff have were set to expire as of December 31, 2021; and

**WHEREAS**, at total of 19 new staff have been hired and will receive incentives totaling \$38,000 should they remain employed for 12 months, and current staff have made 8 referrals and will receive incentives totaling \$16,000 should those referred staff remain employed for 12 months; and

**WHEREAS**, Rock Haven continues to face staffing challenges.

**NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled this 13th day of January, 2022, does hereby extend the recruitment and retention incentives program.

**BE IT FURTHER RESOLVED**, newly hired Certified Nursing Assistants, Licensed Practical Nurses, and Registered Nurses be provided with recruitment and retention incentives as follows: \$500 upon starting, \$500 at 6 months, and \$1,000 at 12 months. This program will be in effect for new hires who begin their employment with Rock Haven no later December 31, 2022, at which time the program will be re-evaluated to determine whether it will be extended.

**BE IT FURTHER RESOLVED**, if any Rock Haven staff refers an individual to apply for a Certified Nursing Assistant, Licensed Practical Nurse, or Registered Nurse position at Rock Haven and that individual accepts employment, the referring staff member will receive a referral incentive of \$500 when the referred individual begins their employment, \$500 when the referred individual reaches 6 months of employment, and \$1,000 when the referred individual reaches 12 months of employment. This program will be in effect for new hires who begin their employment with Rock Haven no later December 31, 2022, at which time the program will be re-evaluated to determine whether it will be extended.

**FISCAL NOTE:**

Funds for the incentives were not included in the 2022 budget. Therefore, transfers from other accounts may be needed throughout the year.

/s/Sherry Oja

Sherry Oja  
Finance Director

**LEGAL NOTE:**

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats.

/s/Richard Greenlee

Richard Greenlee  
Corporation Counsel

ADMINISTRATIVE NOTE:

Given the continued staffing challenges we face at Rock Haven, continuing this program for the time being, and potentially pending further input from the pending compensation study, is recommended.

/s/Josh Smith

Josh Smith  
County Administrator

**Committee Action**

Health Services Committee

Health Service Committee recommended this resolution for approval by a unanimous voice vote.

County Board Staff Committee

County Board Staff Committee recommended this resolution for approval by a unanimous voice vote.  
Supervisor Davis was absent.

## **Executive Summary**

### **Extending the Incentive Program for Rock Haven Staff Recruitment**

Resolution 21-2B-195 created incentives for both newly hired staff and current staff who refer staff that are hired at Rock Haven. That resolution created a sunset date for these incentives of December 31, 2021. This resolution would extend that date through December 31, 2022.

The program provide a \$2,000 incentive program for CNAs, LPNs, and RNs who accept employment with Rock Haven upon approval of the resolution and through December 31, 2022. New hires would receive \$500 upon starting, \$500 at six months, and \$1,000 at 12 months. Any Rock Haven staff who refer a CNA, LPN, or RN who accepts employment will receive a referral incentive of \$500 when the referred staff starts, and \$500 at six months and \$1,000 at 12 months as long as the referred employee remains employed at those milestones. The cost of these changes is dependent on how successful the program is in recruiting and retaining staff.

Currently, 19 new staff have been hired since this program has been in place and will receive \$38,000 in incentives should they remain employed for 12 months. A total of 8 staff have made referrals and will receive \$16,000 in incentives if referred staff remain employed for 12 months. It was anticipated this program would continue when the 2022 budget was being developed.