

Exhibit C
FOND DU LAC COUNTY
2019 REGISTERED NURSES COMPENSATION SCHEDULE
Effective 12-30-2018 (2.25%)

The hiring authority may hire at any of the first three (3) steps in the applicable schedule dependent upon education, experience and other relevant factors. Hiring beyond the third step must receive approval of the Finance, Personnel, and Economic Development Committee.

		<u>MINIMUM</u>	<u>6 MOS.</u>	<u>18 MOS.</u>	<u>30 MOS.</u>	<u>42 MOS.</u>
R1	Harbor Haven R.N. Public Health Nurse Home Health R.N.	\$26.47	\$27.41	\$28.35	\$29.28	\$30.28
R2	Dept. Community Programs Health Care Center-Acute w/o ANA Certification* Harbor Haven Nurse Mgr.	\$27.17	\$28.12	\$29.05	\$29.98	\$30.98
R3	Dept. Community Programs Health Care Center – Acute w/ANA Certification*	\$27.72	\$28.69	\$29.59	\$30.54	\$31.53

* American Nursing Association (ANA) psychiatric nurse certification

SHIFT DIFFERENTIAL

Staff registered nurses at Harbor Haven Nursing and Rehabilitation Center and the Department of Community Programs (Acute Unit) who work the PM or night shift shall receive a differential of .50/hr. for hours worked on said shift.

Said staff nurses who volunteer to work a PM or night shift on a “non scheduled weekend” or who, on a scheduled weekend, stay over from the day or PM shift to work a PM or night shift respectively, shall receive a differential of .80/hr. for all such hours of work. This differential is in lieu of not in addition to the aforementioned PM and night shift differential.

SUPERVISORY PAY

Staff registered nursing personnel shall be eligible for “supervisory pay” when scheduled to supervise the nursing function on a shift during which the Director of Nursing, Assistant Director of Nursing or Acute Unit Supervisor is not scheduled to work and when designated “supervisory nurse.” In the event two (2) staff nurses are scheduled, one shall be designated as “supervisory nurse.” The “supervisory pay” shall be as follows:

Days \$1.00/hr.

PM’s \$1.50/hr.

Nights \$1.50/hr.

AUXILIARY R.N. COMPENSATION

An “auxiliary R.N.” herein defined as a registered nurse who is not employed on a regular basis but who may “fill in” on an occasional “as needed” basis including weekend coverage, shall receive a rate equivalent to the applicable maximum hourly rate less \$.29/hr.

GRADUATE NURSE

“Graduate nurses” may be hired into existing registered nurse vacancies at 90% of the normal hiring rate. At such time that the graduate nurse passes his/her boards, he/she shall receive the applicable rate in the schedule with service credit granted from the date of hire.

ADD-ON PAY

Due to the broad scope and comprehensive nature of programs operated by the department, the County Health Officer has found it necessary to designate specific nursing staff to assume certain management and administrative responsibilities in the following capacities:

- Maternal and Child Health Coordinator
- Jail/School Health Services Coordinator
- Population Based Services Program Coordinator
- Public Health Nursing Services Coordinator

Employees so designated shall receive “add-on” pay in the amount of \$1.00/hr. in addition to their normal rate of pay.

MARKET ADJUSTMENT PAY

A market adjustment may be added to specific nurses if necessary to recruit and retain professional staff. Any market adjustment must be approved by the Finance Committee and is not a permanent pay adjustment but is only in place during periods of unusual tight labor markets.

PUBLIC HEALTH NURSE/HOME HEALTH R.N. – OFF DUTY RESPONSE STIPEND

Public health or home health nurses designated for off duty response shall be eligible for compensation when responding to phone calls concerning client health care needs occurring during “off-duty response periods.” An “off-duty response period” is defined as all time in a given and assigned week outside of normal office hours of the department. Such compensation shall be as follows:

<u>Off Duty Response Calls</u>	<u>Compensation</u>
1 – 6 calls	2 hours pay
7 – 14 calls	3 hours pay
14 – 24 calls	4 hours pay
25+ calls	5 hours pay

Wherein a nurse is required to make a visit during an “off duty response period”, the nurse shall receive a minimum of two (2) hours pay (Straight time). If the visit occurs on a “recognized” holiday, the nurse shall receive a minimum of three (3) hours pay. Visits in excess of 2 hours shall be compensated on the basis of time and one-half (1-1/2) for actual hours worked.

CONTINUING EDUCATION ASSISTANCE

Full time and regular part time registered nurses who continue their education in the field of nursing shall be eligible for 50% reimbursement of college tuition expenses up to \$300 and \$150 per year respectively provided that the coursework is job related, receives prior approval of the Nursing Home Administrator, and is successfully completed.

TRIAL PERIOD

The trial period shall be six (6) months for full time nurses and 600 hours for part time nurses.

VACATION BENEFITS – INITIAL YEAR

“Newly hired” staff nurses shall be eligible to accrue and use vacation during the year of hire provided that the date of hire occurs January 1st thru September 30th. Accrual of vacation credits shall be as follows:

Full time RN (40 hrs./wk.)	6.66 hrs./month of service*
Full time RN (37.5 hrs./wk.)	6.25 hrs./month of service*
Reg. part time RN (20+ hrs./wk.)	4.00 hrs./month of service*

* or major fraction thereof

Usage of accrued vacation credits is contingent upon completion of ninety (90) calendar days of service.

Eligibility of two (2) weeks (prorated for regular part time staff) vacation commences January 1st of the calendar year following the year of hire.