

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee  
INITIATED BY



Annette Mikula, HR Director  
DRAFTED BY

County Board Staff Committee  
SUBMITTED BY

March 5, 2018  
DATE DRAFTED

**REALLOCATING THE NURSING HOME ADMINISTRATOR**

- 1 **WHEREAS**, Reallocation is defined in Rock County Ordinance 18.1038 as the reassignment of a
- 2 position from one pay range to another to correct an error in the original assignment, to reflect
- 3 changing labor market conditions, or to reflect significant changes over a period of time in the duties
- 4 and the responsibilities of the position; and,
- 5
- 6 **WHEREAS**, Rock County recently had a failed recruitment for the position of Nursing Home
- 7 Administrator with a limited applicant pool; and,
- 8
- 9 **WHEREAS**, the Human Resources Department had reviewed the current pay range allocated to the
- 10 Nursing Home Administrator, Unilateral Range 35, and found the range to be significantly below
- 11 County comparables and not at the level of the current labor market.
- 12
- 13 **NOW THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
- 14 assembled this 2<sup>nd</sup> day of March, 2018, increase the pay range for the Nursing Home
- 15 Administrator from Unilateral pay range 35 to Unilateral pay range 39.

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

HEALTH SERVICES COMMITTEE

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J. Russell Podzilni, Chair

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Norvain Pleasant, Chair

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Sandra Kraft, Vice Chair

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Alan Sweeney  
Alan Sweeney

Terry Thomas  
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FISCAL NOTE:

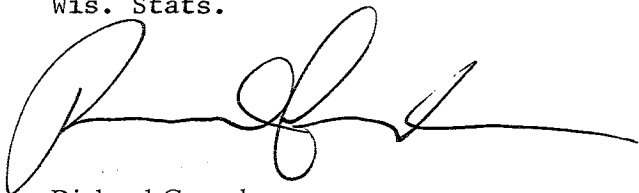
Any increases of the Nursing Home administrator's salary over 2018 budgeted amounts will be funded by staff vacancies.



Sherry Oja  
Finance Director

LEGAL NOTE:

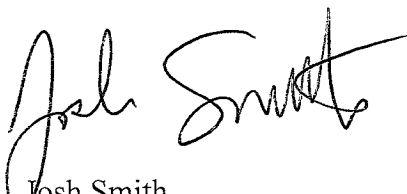
The County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats.



Richard Greenlee  
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith  
County Administrator

### Executive Summary

Rock County recently completed a recruitment for the Nursing Home Administrator and was unsuccessful in finding a highly qualified, experienced candidate. The applicant pool was small even though we sent direct mail active recruitment notifications to all licensed nursing home administrators in Wisconsin, and advertised through numerous social media and recruitment sites.

With a similar timeline, Walworth County was also recruiting for a nursing home administrator, and the initial indications are that they may have had a more successful outcome than Rock County. In comparing the two recruitments we discovered that the salary range Walworth County advertised was \$108,012 to \$139,903, compared to the Rock County 2018 range of \$90,180.72 to \$109,640.88

Rock County also consulted with Pathway Health in regards to our Nursing Home Administrator recruitment and was advised the salary range appeared low given the highly competitive labor market.

Human Resources conducted a salary analysis with comparable counties and found that the Rock County maximum of \$109,640.88 was at an 89% comparability ratio when compared to the other Counties. The average maximum was found to be \$123,610.54.

As a result of the salary comparison it is recommended to reallocate the position of Nursing Home Administrator from the current placement in range 35 to range 39. The new range for the position would be \$102,437.28 to \$124,528.32. This change does create some salary compression concerns that can be reviewed during the 2019 budget process.