

# RESOLUTION

## ROCK COUNTY BOARD OF SUPERVISORS



Josh Smith  
INITIATED BY

Sara Beran and Josh Smith  
DRAFTED BY

Health Services Committee  
SUBMITTED BY

December 2, 2020  
DATE DRAFTED

### CREATING A 0.7 FTE NURSING SUPERVISOR POSITION AND AMENDING THE 2021 BUDGET

1 **WHEREAS**, during adoption of the 2021 Rock County Budget a 0.7 FTE Nursing Supervisor  
2 position focused on behavioral health was eliminated from the recommended budget in order to fund a  
3 1.0 FTE Nurse Practitioner position; and,  
4

5 **WHEREAS**, this 0.7 FTE Nursing Supervisor position, while new, was to replace the 0.7 FTE  
6 Nursing Supervisor focused on infection control that was recommended (and approved) to become a  
7 1.0 FTE Infection Preventionist, which resulted in a schedule change for the Infection Preventionist to  
8 no longer work weekends to provide weekend supervisory coverage; and,  
9

10 **WHEREAS**, this new 0.7 FTE Nursing Supervisor position is needed to provide weekend supervision  
11 of the facility during the a.m. shift, and not having this position in place will cause disruption to the  
12 schedules of other staff who will be required to rotate working weekends to provide this coverage;  
13 and,  
14

15 **WHEREAS**, when not providing weekend supervisory coverage, this position would provide  
16 supervisory-level nursing coordination consistent with Rock Haven's behavior health policies, which  
17 will not only provide better care for residents but also promote improved compliance with state and  
18 federal requirements; and,  
19

20 **WHEREAS**, given the increasing needs of Rock Haven residents in this area, an increased focus on  
21 nursing-level care to work with residents, families, medical providers, the interdisciplinary team, and  
22 the facility's psychiatric consultant is appropriate.  
23

24 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly  
25 assembled this 17<sup>th</sup> day of December, 2020 does hereby create a 0.7 FTE Nursing Supervisor  
26 focused on behavioral health and amend the 2021 budget as follows:  
27

<u>Account/Description</u>	<u>Budget at 1/1/2020</u>	<u>Increase (Decrease)</u>	<u>Amended Budget</u>
<u>Source of Funds</u>			
32-7500-7100-46400	-0-	78,038	78,038
Working Capital			
<u>Use of Funds</u>			
32-7500-7100-61101	977,451	78,038	1,055,489
Supervisor Wages/Benefits			

Respectfully submitted,

HEALTH SERVICES COMMITTEE

/s/ Tom Brien  
Tom Brien, Chair

/s/ Mary Beaver  
Mary Beaver, Vice Chair

/s/ Kevin Leavy  
Kevin Leavy

/s/ Ron Bomkamp  
Ron Bomkamp

Dissent  
Kathy Schulz

FINANCE COMMITTEE ENDORSEMENT

Reviewed and approved on a vote of 4-0-1

/s/ Mary Mawhinney 12/17/20  
Mary Mawhinney, Chair Date

ADMINISTRATIVE NOTE:

Recommended. While it is not typical to recommend this funding source for ongoing costs, it is more typical to do so when a department has its own fund balance rather than drawing on the County's General Fund. While no application of Rock Haven working capital was included in the 2021 budget as adopted by the County Board, both the 2019 and 2020 adopted budgets included working capital applications of \$140,000 and \$60,000, respectively, to make Rock Haven's budget balance. This is a necessary trade-off to better staff both weekend supervision of the facility and the resident population with behavioral health needs.

*/s/ Josh Smith*

Josh Smith  
County Administrator

COUNTY BOARD STAFF COMMITTEE

/s/ Kara Purviance  
Kara Purviance, Chair

/s/ Richard Bostwick  
Richard Bostwick, Vice Chair

/s/ Tom Brien  
Tom Brien

Absent  
Kevin Leavy

/s/ Louis Peer  
Louis Peer

/s/ J. Russell Podzilni  
J Russell Podzilni

/s/ Alan Sweeney  
Alan Sweeney

Dissent  
Bob Yeomans

/s/ Mary Beaver  
Mary Beaver

FISCAL NOTE:

This resolution authorizes the use of \$78,038 in Rock Haven Working Capital to fund the creation of the 0.7 FTE Nursing Supervisor.

*/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. As an amendment to the County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to sec. 65.90(5)(a), Wis. Stats.

*/s/ Richard Greenlee*

Richard Greenlee  
Finance Director

### Executive Summary

The proposed 0.7 FTE Behavioral Health Nurse Supervisor will work every other weekend AM shift as the Nurse Supervisor overseeing the entire building in addition to implementing and managing a robust behavior management program.

When not fulfilling supervisor duties, the Behavioral Health Nurse Supervisor is responsible for supporting and closely coordinating the mental and physical health care of residents with their medical provider and, when appropriate, other mental health providers. In this role, the Behavioral Health Nurse Supervisor provides behavioral interventions using evidence-based techniques and systematically tracks treatment response and monitors changes in clinical symptoms and treatment side effects. This position will participate in regularly scheduled caseload consultation with the psychiatric consultant and communicate resulting treatment recommendations to the patient's medical provider. The intent of the position is not to create another provider but instead monitor programs and document resident progress and treatment recommendations in electronic health record so it can be shared with medical providers, psychiatric consultant, and other treating providers to ensure appropriateness of each individual resident's behavior management plan. The Behavioral Health Nurse Supervisor will also facilitate treatment plan changes for residents who are not improving as expected in consultation with the medical provider and the psychiatric consultant. This is secondary to a gradual dose reduction program.

The Behavioral Health Nurse Supervisor is an asset to the staff for continuous hands on education, training and support to staff as it relates to managing the ever growing needs of the mental health population. They are to be a resource and advocate for staff, residents and families when caring for individuals with challenging behaviors in the skilled nursing home setting. The opportunity for the supervisor position on the weekend also allows for stronger leadership skills and support to the staff when challenging behaviors arise during times when there is not the presence of management in the building.

It is in the best interest of Rock Haven residents to have this position available to meet the resident's mental and physical needs. The person-centered approach of the Behavioral Health Nurse Supervisor will complement nursing staff to provide quality care.