

# Memo

**To:** All Departments  
**Date:** October 8, 2020  
**Re:** Senate Bill 690, Shift Differential Incentive, Referral & Sign On Bonus Extension  
Board Approval Updates

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## **Senate Bill 690**

We are happy to announce that our Board of Directors met yesterday and approved the continuation of additional compensation to all facility staff under Senate Bill 690. As you may recall, Senate Bill 690 provided reimbursement for Direct Care Staff (RN's, LPN's and CNA's) to be paid an additional \$2.00 per hour for all regular hours worked and an additional \$3.00 per hour for all overtime hours worked beginning on July 1, 2020 to September 30, 2020. Our Board of Directors had approved additional funding for all (Non-Direct) staff to receive the additional compensation as well for hours worked from July 1, 2020 to September 30, 2020.

This last week Senate Bill 690 was extended thru December 31, 2020 and our Board of Directors has since approved the additional funding to all facility staff thru December 31, 2020 as well.

## **2<sup>nd</sup> & 3<sup>rd</sup> Shift Differential Incentive-Nursing**

In an effort to manage and work through our staffing challenges, we have received board approval to revise the current shift differential incentive to better meet the needs of our residents and support the staffing challenges on multiple shifts.

Effective October 23, 2020 all 2<sup>nd</sup> and 3<sup>rd</sup> shift nursing staff (RNs, LPNs, CNAs, Restorative Aides & Activities Aides) will receive an additional \$0.75 shift premium per hour for hours worked on a 2<sup>nd</sup> or 3<sup>rd</sup> shift only. This additional compensation will be applied to November 13, 2020 paycheck.

Any staff person interested in picking up a CNA, RN or LPN position on second or third shift(s) will receive the additional incentive as well. This applies to all staff in any department who has a CNA or Nursing license.

For staff working or picking up a 2<sup>nd</sup> or 3<sup>rd</sup> shift, you will receive an additional \$0.75 per hour. This amount is in addition to the current shift differential of \$.50. In total, staff will receive \$1.25hr for hours worked on second or third shift.

\*To qualify for the additional shift premium, staff must fulfill all their scheduled shifts during the pay period.

### **Referral & Sign On Bonuses- Extended**

Board approval was also received to extend LCMCF Referral and Sign On Bonus Programs for RNs, LPNs & CNAs thru December 31, 2020. This program offers:

- \$3000.00 Sign on Bonus for any RN or LPN who accepts an employment offer with LCMCF (Terms and Conditions Apply)
- \$3000.00 Referral Bonus for any employee who refers a RN or LPN who accepts an employment offer with LCMCF(Terms and Conditions Apply)
- \$1500.00 Sign on Bonus for an CNA who accepts an employment offer with LCMCF (Terms and Conditions Apply)
- \$1500.00 Referral Bonus for any employee who refers a CNA who accepts an employment offer with LCMCF (Terms and Conditions Apply)

We feel very grateful to have received Board approval to continue and extend these programs to LCMCF staff. We appreciate each of you and thank you for your continued dedication to the care of our residents.