

RESOLUTION NO. 2020-39

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING CHANGES TO THE HUMAN SERVICES STAFF WAGE SCHEDULE EFFECTIVE AUGUST 1, 2020 AND AUTHORIZING THE TRANSFER OF \$77,517.00 WITHIN THE HUMAN SERVICES DEPARTMENT 2020 BUDGET

To the Honorable Members of the Racine County Board of Supervisors:

WHEREAS, the starting wage for a Juvenile Detention Worker in Racine County is currently \$15.71 which is the lowest rate in the state and is lower than the starting rate for Racine County Jail Correctional Officers; and

WHEREAS, the turnover rate for Juvenile Detention Workers is high due to the wage scale and many workers leave the position and transfer to the Racine County Jail or to other counties with higher wages; and

WHEREAS, the cost to train one Juvenile Detention Worker is \$10,887.76; and

WHEREAS, to reduce the turnover rate, the Racine County Human Services Director proposes and increase in the staff wage schedule to ensure that staff are receiving and equitable rate of pay and to provide consistent, high quality care to youth in the Juvenile Detention Facility.

NOW, THEREFORE, BE IT RESOLVED by the Racine County Board of Supervisors that the transfer of funds, as set forth in Exhibit "A" that is attached hereto, within the Human Services Department 2020 Budget is hereby authorized and approved.

BE IT RESOLVED by the Racine County Board of Supervisors that the changes to the staff wage schedule, as set forth in Exhibit "B" that is attached hereto, within the Human Services Department 2020 Budget effective August 1, 2020 is hereby authorized and approved.

Respectfully submitted,

1st Reading _____

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading _____

BOARD ACTION _____

Robert N. Miller, Chairman

Adopted _____

For _____

Against _____

Absent _____

Q.A. Shakoor, II, Vice-Chairman

VOTE REQUIRED: 2/3 M.E.

Rusty Russell Clark, Secretary

Prepared by:
Corporation Counsel

Nick Demske

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4 _____
5 John A. Wisch

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7 _____
8 Thomas Pringle

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10 _____
11 Donald J. Trottier

12 **The foregoing legislation adopted by the County Board of Supervisors of**
13 **Racine County, Wisconsin, is hereby:**

14 **Approved:** _____

15 **Vetoed:** _____

16
17 **Date:** _____,

18
19 _____
20 **Jonathan Delagrave, County Executive**

21
22 **INFORMATION ONLY**

23
24 **WHEREAS**, turnover of Juvenile Detention staff strains Racine County resources due to
25 the efforts to screen applicants and properly train the new hires; and

26
27 **WHEREAS**, the high turnover rate also strains the ability to maintain fully trained and
28 skilled employees to operate the Juvenile Detention facility; and

29
30 **WHEREAS**, as Racine County prepares for the Secure Residential Care Center for
31 Children & Youth (SRCCCY), it is important to continue to provide high quality service for the
32 youth in detention and ensure that staff are receiving an equitable rate of pay to provide a high
33 level of trauma informed care to the youth in the facility.

ACCOUNT NAME	ACCOUNT NUMBER	CURRENT BUDGET	CURRENT BALANCE	TRANSFER	BUDGET AFTER TRANSFER	BALANCE AFTER TRANSFER
HUMAN SERVICES - DETENTION		2020 BUDGET PAGES 32-22				
YOUTH AIDS REVENUE	4205999.301500	(364,351)	(364,351)	(77,517)	(441,868)	(441,868)
TOTAL SOURCES				<u>(77,517)</u>		
HUMAN SERVICES - DETENTION		2020 BUDGET PAGES 32-22				
WAGES	4205999.401000	1,604,740	1,016,286	66,190	1,670,930	1,082,476
WORKER'S COMP	4205999.402210	3,853	2,340	158	4,011	2,498
SOCIAL SECURITY	4205999.402220	122,759	76,975	5,062	127,821	82,037
RETIREMENT	4205999.402230	121,312	68,859	4,465	125,777	73,324
DISABILITY INSURANCE	4205999.402240	16,052	11,990	659	16,711	12,649
GROUP INSURANCE	4205999.402260	566,160	344,862	0	566,160	344,862
LIFE INSURANCE	4205999.402270	7,989	4,810	324	8,313	5,134
PUBLIC LIABILITY	4205999.436000	16,052	9,777	659	16,711	10,436
TOTAL USES				<u>77,517</u>		
				<u><u>0</u></u>		

FINANCE COMMITTEE RECOMMENDATION

After reviewing the Resolution/Ordinance and fiscal information supplied, your Finance Committee recommends FOR--AGAINST adoption.
REASONS

FOR	AGAINST

