

February 8, 2022

RESOLUTION NO. 2021-110

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING CHANGES TO THE HUMAN SERVICES STAFF WAGE SCHEDULE EFFECTIVE FEBRUARY 26, 2022 AND TRANSFER OF \$10,008.00 WITHIN THE HUMAN SERVICES DEPARTMENT 2022 BUDGET

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

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 2022 Budget for staff wage increases is authorized and approved.

Respectfully submitted,

1st Reading _____

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading _____

BOARD ACTION

Robert N. Miller, Chairman

Adopted _____

For _____

Against _____

Q.A. Shakoor, II, Vice-Chairman

Absent _____

VOTE REQUIRED: 2/3 M.E.

Russell Clark, Secretary

Prepared by:
Corporation Counsel

Nick Demske

John A. Wisch

Thomas Pringle

Donald J. Trottier

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

Approved: _____

Vetoed: _____

Date: _____,

Jonathan Delagrave, County Executive

3 **INFORMATION ONLY**

4
5 **WHEREAS**, The Racine County Economic Support Division has been increasingly
6 unsuccessful in recruitment and retention; and

7
8 **WHEREAS**, the current starting wage for the Economic Support Specialist's N061 is
9 \$19/hour with an ending payrate of \$24.73; and

10
11 **WHEREAS**, HSD has requested to increase this starting wage to \$19.25 with an ending
12 payrate of \$25.00; and

13
14 **WHEREAS**, in the past two years we have had 18 vacancies; and

15
16 **WHEREAS**, training new employees takes approximately eight months to become a
17 productive part of the team; and

18
19 **WHEREAS**, the estimated cost of training one employee is \$26,600; and

20
21 **WHEREAS**, there are currently six employees in training and HSD is in the process of
22 hiring an additional seven with a start date of March 1, 2022; and

23
24 **WHEREAS**, it is vital to the community that HSD be fully staffed and operational to be
25 able to serve those in need in an efficient and timely manner; and

26
27 **WHEREAS**, HSD works in a Consortium with Kenosha County to serve both the Racine
28 and Kenosha community; and

29
30 **WHEREAS** the goal is to have more competitive wages with our partner agencies,
31 including Kenosha; and

32
33 **WHEREAS**, in the past two years, HSD has lost four staff to Consortium partner
34 Kenosha due to their higher starting wage; and

35
36 **WHEREAS**, recent turnover data has revealed that soon after employees are trained,
37 they are leaving to better paying positions; and

38
39 **WHEREAS**, HSD is hopeful that this increase will not only make Racine County's
40 Economic Support Specialist position desirable to those looking for a job, but also allow for
41 those seasoned workers to see value in remaining with Racine County.

EXHIBIT "A"

Fiscal Year: **2022**

ACCOUNT NAME	ACCOUNT NUMBER	CURRENT BUDGET	CURRENT BALANCE	TRANSFER	BUDGET AFTER TRANSFER	BALANCE AFTER TRANSFER
HUMAN SERVICES - ESS		2022 BUDGET PAGES 33-24				
W&S AM INTERGOVT REVENUE	4309990.301500	(3,523,969)	(3,523,969)	(10,008)	(3,533,977)	(3,533,977)
TOTAL SOURCES				(10,008)		
HUMAN SERVICES - ESS		2022 BUDGET PAGES 33-22				
WAGES	4309990.401000	2,921,834	2,720,859	8,390	2,930,224	2,729,249
WORKER'S COMP	4309990.402210	29,218	27,196	80	29,298	27,276
SOCIAL SECURITY	4309990.402220	223,520	208,950	645	224,165	209,595
RETIREMENT	4309990.402230	226,517	211,214	646	227,163	211,860
DISABILITY INSURANCE	4309990.402240	29,218	27,292	80	29,298	27,372
GROUP INSURANCE	4309990.402260	854,000	789,249		854,000	789,249
LIFE INSURANCE	4309990.402270	14,550	13,450	38	14,588	13,488
PUBLIC LIABILITY	4309990.436000	43,831	40,798	129	43,960	40,927
TOTAL USES				10,008		
				0		

This resolution authorizes the change in salary grade N61 Economic Support Specialist from \$19.00 - \$24.73/hour to \$19.25 - \$25.00/hour.

FINANCE COMMITTEE RECOMMENDATION

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

REASONS

FOR	AGAINST