

RESOLUTION NO. 2022-9

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING THE ELIMINATION OF ONE FTE NON-REPRESENTED EXEMPT E030 LEAD ECONOMIC SUPPORT SPECIALIST (ESS), THE CREATION OF ONE FTE NON-REPRESENTED EXEMPT E050 COMMUNITY IMPACT SUPERVISOR EFFECTIVE JUNE 4, 2022, AND TRANSFER OF \$3,456.00 WITHIN THE 2022 HUMAN SERVICES 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 2022 Budget is authorized and approved; and

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that elimination of one FTE Non-Represented Exempt E030 Lead Economic Support Specialist and the creation of one FTE Non-Represented Exempt E050 Community Impact Supervisor effective June 4, 2022, as set forth in Exhibit "B," that is attached hereto, within the Human Services 2022 Budget is authorized and approved.

Respectfully submitted,

1st Reading _____

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading _____

BOARD ACTION

Donald J. Trottier, Chairman

Adopted _____

For _____

Against _____

Robert N. Miller, Vice-Chairman

Absent _____

VOTE REQUIRED: 2/3 M.E.

John A. Wisch, Secretary

Prepared by:
Corporation Counsel

Marcus West

Scott Maier

Nick Demske

Jody Spencer

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 Economic Support program has gone through many changes and
6 challenges in recent years and one of the largest challenges has been staff retention; and
7

8 **WHEREAS**, the Human Services Department (HSD) currently has 62 positions in ESS
9 and 23 of those staff have less than two years of experience on the job; and
10

11 **WHEREAS**, HSD is consistently hiring and has two training groups always running to try
12 and stay fully staffed; and
13

14 **WHEREAS**, there are currently eight employees in training and four openings; and
15

16 **WHEREAS**, the biggest challenge HSD has seen is the continued and constant support
17 needed by newer staff; and
18

19 **WHEREAS**, with less seasoned staff, Supervisors need to be available more to provide
20 support, training, and time to better serve Racine County; and
21

22 **WHEREAS**, HSD has four current Supervisor positions which breaks down to 15.5 staff
23 per Supervisor; and
24

25 **WHEREAS**, this number of staff with the current needs of new employees is becoming
26 overwhelming and unreasonable; and
27

28 **WHEREAS**, to continue to provide high quality training and support to new employees,
29 HSD needs to be able to remove some of the workload on the current Supervisor team; and
30

31 **WHEREAS**, HSD is hopeful this change will not only allow new and seasoned staff to
32 feel more supported, but also increase our retention rate and in turn provide better customer
33 service to Racine County.

ACCOUNT NAME	ACCOUNT NUMBER	CURRENT BUDGET	CURRENT BALANCE	TRANSFER	BUDGET AFTER TRANSFER	BALANCE AFTER TRANSFER
2022 Budget Pages 33-22						
CONTRACTED SERVICES	430990.404500	47,350	47,350	(3,456)	43,894	43,894
TOTAL SOURCES				(3,456)		
2022 Budget Pages 33-22						
WAGES	4309613.401000	2,536,798	2,051,674	2,894	2,539,692	2,054,568
WORKER'S COMP	4309613.402210	6,083	4,915	29	6,112	4,944
SOCIAL SECURITY	4309613.402220	194,064	159,250	221	194,285	159,471
RETIREMENT	4309613.402230	213,284	172,418	224	213,508	172,642
DISABILITY INSURANCE	4309613.402240	25,363	19,618	29	25,392	19,647
LIFE INSURANCE	4309613.402270	12,679	9,486	15	12,694	9,501
PUBLIC LIABILITY	4309613.436000	25,363	20,498	44	25,407	20,542
TOTAL USES				3,456		
				0		

FINANCE COMMITTEE RECOMMENDATION

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

FOR	AGAINST

May-18-2022

FISCAL NOTE RESOLUTION NO: 2022-9

EXHIBIT "B"

Fiscal Year:

2022

FTE	POSITION	GRADE	WAGES	FRINGES	CONTRACT	TOTAL
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Position change will be effective June 4th, 2022

Human Services

-1.000	Lead ESS (position 10377)	E030	(57,878)	(25,228)		(83,106)
1.000	Comm Impact Supervisor (new position)	E050	60,772	25,790		86,562

0.000

Total for HUMAN SERVICES 2,894 562 0 3,456