

RESOLUTION NO. 2022-33

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING THE CREATION OF NEW SALARY GRADE E095, ADJUSTMENT OF SALARY GRADES E100 AND E110, RECLASS OF 1 FTE DIRECTOR OF PERFORMANCE & ANALYTICS TO E100, RECLASS OF 1 FTE DIVERSITY OFFICER TO E070, RECLASS OF 1 FTE CHIEF DEPUTY TO E110, RECLASS OF 4 FTE CAPTAINS TO E095, EFFECTIVE 8/13/22, AND USE OF SUFFICIENT FUNDS WITHIN THE 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 fiscal note as set forth in Exhibit "A," that is attached hereto, is authorized and approved; and

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that the reclassification of the E090 Director of Performance and Analytics position to E100, the E060 Diversity Officer position to E070, the E090 Captain position to E095, and the E100 Chief Deputy position to E110, effective August 13, 2022, as set forth in Exhibit "B," that is attached hereto, within the 2022 Budgets of the Various Departments is authorized and approved.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that the creation of the new salary grade E095 and the salary grade adjustments, as set forth in Exhibit "C," that is attached hereto, is authorized and approved.

Respectfully submitted,

1st Reading _____

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading _____

BOARD ACTION
Adopted _____
For _____
Against _____
Absent _____

Donald J. Trottier, Chairman

Robert N. Miller, Vice-Chairman

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: _____

3
4 Vetoed: _____

5
6 Date: _____,

7
8
9 _____
Jonathan Delagrave, County Executive

10
11 **INFORMATION ONLY**

12
13 **WHEREAS**, for an organization to be successful it is imperative to hire and keep
14 the best employees possible; and

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16 **WHEREAS**, during the last several years Racine County has responded to the
17 rising inflation and the tight labor market by making wage adjustments to numerous
18 positions throughout the County; and

19
20 **WHEREAS**, these wage adjustments were appropriate and necessary to
21 maintain the delivery of essential services that the County provides its residents; and

22
23 **WHEREAS**, it is now time to address our leadership team to ensure retention of
24 these critical employees; and

25
26 **WHEREAS**, good leaders put the needs of others before their own; and

27
28 **WHEREAS**, by focusing on the needs of their employees, the leadership team
29 have been able to inspire better performance; and

30
31 **WHEREAS**, these leaders have advocated for their staff and it is time for them to
32 be considered for appropriate wage adjustments; and

33
34 **WHEREAS**, when comparing other Counties of similar size, Racine County is a
35 lean organization, meaning that the County operates through a departmental model, so
36 there are fewer levels of management; and

37
38 **WHEREAS**, Racine County does not have a County Administrator nor a Chief of
39 Staff, which has been one way to keep costs down, but it has also increased the
40 workload for these influential leaders; and

41
42 **WHEREAS**, previously, this Committee asked for a salary study and for wage
43 adjustments based on the findings; and

44
45 **WHEREAS**, the wage study demonstrated the biggest disparities were among
46 Director level positions and this is a significant step toward narrowing this disparity gap
47 for leadership level employees; and

48
49 **WHEREAS**, the County has made strategic, incremental wage adjustments to
50 avoid over-burdening our taxpayers; and

51
52 **WHEREAS**, although this may not be the last wage adjustment recommendation,
53 the majority of our Racine County employees have now been addressed following the
54 wage study; and

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3

4 **WHEREAS**, the following wage adjustment are being recommended: reclassing
5 the Director of Performance and Analytics from an E090 to E100, reclassing the
6 Diversity Officer from an E060 to E070, reclassing the Captains from E090 to a newly
7 created E095, reclassing the Chief Deputy from an E100 to E110, and adjusting the
8 paygrade of E100 and E110.

EXHIBIT "A"

Fiscal Year:

2022

ACCOUNT NAME	EXPENSES CURRENT BUDGET	EXPENSES CURRENT BALANCE	EXPENSES PROJECTED BUDGET	EXPENSES PROJECTED BALANCE
DEPARTMENT				
PERFORMANCE & ANALYTICS	383,359	265,861	349,600	33,759
SHERIFF	17,137,739	8,827,664	16,701,200	436,539
JAIL	13,707,733	6,671,260	13,328,200	379,533
HUMAN RESOURCES	615,900	303,184	601,150	14,750
INFORMATION TECHNOLOGY	1,455,350	620,771	1,425,400	29,950
FINANCE	1,333,798	624,097	1,301,161	32,637
COMMUNICATIONS	4,691,130	2,420,062	4,569,100	122,030
HIGHWAY	10,154,287	5,145,157	9,942,650	211,637
CORPORATION COUNSEL	569,554	284,942	556,600	12,954
HUMAN SERVICES	30,801,021	19,318,124	29,895,332	905,689
COUNTY EXECUTIVE	262,649	94,486	252,600	10,049

The anticipated fiscal impact to the 2022 budget is \$75,000 including wage and fringe. There are sufficient funds projected to be available in each department's authorized expense budget to cover the increase.

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

FOR	AGAINST

JUL-20-2022

FISCAL NOTE

RESOLUTION NO: 2022-33

EXHIBIT "B"

Fiscal Year: 2022

FTE	POSITION	GRADE
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Changes will be effective August 13, 2022

PERFORMANCE AND ANALYTICS

-1.000 Director of Performance & Analytics E090
1.000 Director of Performance & Analytics E100

COUNTY EXECUTIVE

-1.000 Diversity Officer E060
1.000 Diversity Officer E070

SHERIFF'S OFFICE

-4.000 Captain E090
4.000 Captain E095
-1.000 Chief Deputy E100
1.000 Chief Deputy E110

0.000 Total for VARIOUS DEPARTMENTS

JUL-20-2022 FISCAL NOTE RESOLUTION NO: 2022-33

EXHIBIT "C"

Fiscal Year: **2022**

Grade	Min	Midpoint	Max	Number of positions
E095 - new	115,000	122,500	130,000	4
E100 - revised	120,000	127,500	135,000	5
E110 - revised	130,000	140,000	150,000	4