

RESOLUTION NO. 2023-1

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING THE CREATION OF NEW SALARY GRADE E093; ELIMINATION OF 2 FTE E040 YOUTH SERVICE COORDINATORS, 1 FTE N095 YOUTH WORKER, AND 1 FTE E040 YOUTH PROGRAM COORDINATOR; CREATION OF 1 FTE E050 SUPERVISOR OF SAFETY AND SECURITY, 1 FTE E093 ADMINISTRATOR OF YOUTH REHABILITATIVE SERVICES, 1 FTE N065 LEAD YOUTH WORKER, AND 1 FTE E060 SUPERVISOR OF YOUTH PROGRAMMING, EFFECTIVE JULY 1, 2023; A CONTRACT WITH TIME KEEPING SYSTEMS INC. AND TRANSFER OF \$98,901 WITHIN THE HUMAN SERVICES 2023 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 2023 Budget is authorized and approved; and

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that a one-year agreement with Time Keeping Systems, Inc., for the Guard1 system as set forth in Exhibit "A" attached hereto is authorized and approved for the period of one year with five 1-year renewal periods, subject to any changes deemed necessary and appropriate by the Corporation Counsel and the Humans Services Department; and

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that the creation of new salary grade E093; the elimination of 2 FTE E040 youth service coordinators, 1 FTE N095 youth worker and 1 FTE E040 youth program coordinator; the creation of 1 FTE E050 supervisor of safety and security, 1 FTE E093 administrator of youth rehabilitative services, 1 FTE N065 lead youth worker, and 1 FTE E060 supervisor of youth programming, effective July 1, 2023, as set forth in Exhibit "B," attached hereto, within the Human Services Department Budget is authorized and approved.

Respectfully submitted,

1st Reading _____

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading _____

BOARD ACTION

Donald J. Trotter, Chairman

Adopted _____

For _____

Against _____

Robert N. Miller, Vice-Chairman

Absent _____

VOTE REQUIRED: 2/3 M.E.

John A. Wisch, Secretary

Prepared by: Corporation Counsel

Scott Maier

Nick Demske

Jody Spencer

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4
5 _____
6 Jason Eckman

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

9 **Approved:** _____

10 **Vetoed:** _____

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12 **Date:** _____,

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14 _____
15 **Jonathan Delagrave, County Executive**

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17 **INFORMATION ONLY**

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19 **WHEREAS**, in anticipation of the Youth Development and Care Center, Racine County
20 has begun transformational changes that require many levels of implementation for our youth
21 program and service staff; and

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23 **WHEREAS**, these changes include professional learning and development for detention
24 workers and ACE (Alternatives to Correction through Education) staff, a re-design of staffing
25 models, and the implementation of a new electronic data system; and

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27 **WHEREAS**, as focus remains on the goal of continued rehabilitation of the youth in our
28 care and support for our staff who are doing the challenging and rewarding mission of this work,
29 Racine County recognizes the need to create a system that will allow for this change; and

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31 **WHEREAS**, the following changes are being proposed to support the systems and
32 structural shifts that will be required over the next year to be operationally ready to open our state-
33 of-the-art Youth Development and Care Center:

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 - **Administrator of Youth Rehabilitative Services** to oversee facility and the
36 programming aspects of rehabilitation and health and wellness: Reclass a current 2nd
37 shift Youth Services Coordinator position and post position; and
 - **Supervisor of Safety and Security** to guide change within the daily operations of the
38 facility 1st shift: Reclass 1st shift Youth Service Coordinator E40 to E60; and
 - **Supervisor of Youth Programming** to oversee the development and implementation
39 of new curriculum design: Reclass Youth Program Coordinator E40 to E60; and
 - **Lead Youth Worker 2nd Shift** to create programming for general population youth
40 that are not receiving ACE services: Reclass Youth Worker N095 to N065; and

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45 **WHEREAS**, these positions will take on several new assignments to support the changes
46 that have been identified as best practices nationally and will have a start date of July, 1, 2023;
47 and

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49 **WHEREAS**, there are strong internal candidates who continue to take on many leadership
50 roles and are assets to this transformational work, however; there is a plan to recruit for the
51 position of Administrator of Youth Rehabilitative Services as this is a unique and critically
52 important role in the Youth Development and Care Center success; and

53
54 **WHEREAS**, in addition to these critical positions, extensive research has been done on
55 the needed upgrades to the security of the current facility; and

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4 **WHEREAS**, the Guard1 system currently used for security has developed state of the art
5 technologies that will allow us to improve our interactions with youth in our care; and

6

7 **WHEREAS**, this is not only a necessary upgrade, but also a programmatic support for
8 staff who will transition to the Youth Development and Care Center; and

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10 **WHEREAS**, staff will be trained in this technology and well-practiced by the time the Youth
11 Development and Care Center opens its doors.

ACCOUNT NAME	ACCOUNT NUMBER	CURRENT BUDGET	CURRENT BALANCE	TRANSFER	BUDGET AFTER TRANSFER	BALANCE AFTER TRANSFER
HUMAN SERVICES BUDGET						
INTERGOVERNMENTAL REVENUES	4205990.3015000	(3,887,300)	(85,691)	(98,901)	(3,986,201)	(184,592)
TOTAL SOURCES				(98,901)		
HUMAN SERVICES BUDGET						
WAGES	4205999.401000.81723	1,897,217	1,499,658	31,397	1,928,614	1,531,055
WORKER'S COMP	4205999.402210.81723	18,972	14,533	313	19,285	14,846
SOCIAL SECURITY	4205999.402220.81723	149,611	117,197	2,401	152,012	119,598
RETIREMENT	4205999.402230.81723	127,123	97,428	2,043	129,166	99,471
DISABILITY INSURANCE	4205999.402240.81723	19,557	16,101	313	19,870	16,414
LIFE INSURANCE	4205999.402270.81723	9,740	8,549	156	9,896	8,705
LEGAL FEES AND 65.90(6) FUND	4205999.436000.81723	33,248	25,675	533	33,781	26,208
CONTRACTED SERVICES	4205999.404500.81723	14,002	12,926	60,000	74,002	72,926
WAGES	4205990.401000.81708	1,335,766	1,083,206	1,473	1,337,239	1,084,679
WORKER'S COMP	4205990.402210.81708	13,357	10,813	15	13,372	10,828
SOCIAL SECURITY	4205990.402220.81708	97,712	79,388	113	97,825	79,501
RETIREMENT	4205990.402230.81708	83,018	65,719	97	83,115	65,816
DISABILITY INSURANCE	4205990.402240.81708	12,772	9,998	15	12,787	10,013
LIFE INSURANCE	4205990.402270.81708	6,361	5,644	7	6,368	5,651
LEGAL FEES AND 65.90(6) FUND	4205990.436000.81708	21,715	17,390	25	21,740	17,415
TOTAL USES				98,901		
				0		

The contract with timekeeping systems, inc. is for a period of 1 year with five 1-year renewal periods.
 There are sufficient funds available in future budgets to accommodate this agreement.

FINANCE COMMITTEE RECOMMENDATION

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

FOR	AGAINST

FTE	POSITION	GRADE	WAGES	FRINGES	CONTRACT	TOTAL
Position change will be effective July 1, 2023						
Human Services						
-2.000	Youth Services Coordinator position 10967 and 10284	E040	(56,685)	(24,400)		(81,085)
-1.000	Youth Worker position 11106	N095	(23,872)	(11,380)		(35,252)
-1.000	Youth Program Coordinator position 11079	E040	(29,516)	(12,415)		(41,931)
1.000	Supervisor of Safety and Security	E050	33,419	13,130		46,549
1.000	Administrator of Youth Rehabilitative Services*	E093	53,044	16,732		69,776
1.000	Lead Youth Worker	N065	25,491	11,677		37,168
1.000	Supervisor of Youth Programming	E060	30,989	12,687		43,676
<u>0.000</u>		Total for HUMAN SERVICES	<u>32,870</u>	<u>6,031</u>	<u>0</u>	<u>38,901</u>

* This resolution authorizes the hire of the Administrator of Youth Rehabilitative Services E093 above midpoint.

This resolution authorizes the creation of this new grade:

Grade	Min	Midpoint	Max
E093	\$ 85,860	\$ 103,527	\$ 121,195