

RESOLUTION NO. 2023-51

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING CHANGES TO THE PUBLIC HEALTH DIVISION'S WAGE SCHEDULE EFFECTIVE JANUARY 1, 2024

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

BE IT RESOLVED by the Racine County Board of Supervisors that the changes to the Public Health Division's wage schedule for 2024, as set forth in the fiscal note that is attached hereto as Exhibit "A," is authorized and approved.

Respectfully submitted,

1st Reading \_\_\_\_\_

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading \_\_\_\_\_

BOARD ACTION

Donald J. Trottier, Chairman

Adopted \_\_\_\_\_

For \_\_\_\_\_

Against \_\_\_\_\_

Absent \_\_\_\_\_

Robert N. Miller, Vice-Chairman

VOTE REQUIRED: 2/3 M.E.

John A. Wisch, Secretary

Prepared by: Corporation Counsel

Scott Maier

Nick Demske

Jody Spencer

Jason Eckman

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

Approved: \_\_\_\_\_

Vetoed: \_\_\_\_\_

Date: \_\_\_\_\_,

Jonathan Delagrave, County Executive

INFORMATION ONLY

WHEREAS, as part of the 2024 budget development process, Racine County Public Health Division (RCPH) submitted a suite of decision packages that, when taken together, are cost neutral for the 2024 budget; and

3  
4 **WHEREAS**, one such set of decision packages works to ensure current and future  
5 workforce needs are met through differentiating three (3) existing positions, and creating a  
6 complimentary position that employees can enter, or move into, based on skills, educational  
7 qualifications, or credentials; and

8  
9 **WHEREAS**, of note, no new FTEs are being requested at this time; and

10  
11 **WHEREAS**, below is a summary of proposed changes by position:

12 1. Environmental Health Sanitarian

13 **Current:** Environmental Health Sanitarian (HN35)

14 **Proposed:** Downgrade Environmental Health Sanitarian to (HN30) & Create  
15 Environmental Health Registered Sanitarian (HN35)

16 **Effect on Personnel:** Two of the three sanitarians currently in HN35 will move to  
17 HN30 and maintain their current salary. The remaining Sanitarian will stay at HN35  
18 and be retitled to Environmental Health Registered Sanitarian as this employee  
19 meets the licensing requirements for the HN35 position. Achievement of licensure  
20 as a Registered Sanitarian while employed would result in movement from HE30  
21 to HE40 with Manager/Director approval.

22 2. Public Health Strategist

23 **Current:** Public Health Strategist (HE40)

24 **Proposed:** Downgrade Public Health Strategist to HE30 & create Public Health  
25 Strategist – Advanced HE40

26 **Effect on Personnel:** All three Public Health Strategists have advanced degrees  
27 and meet the requirements for Public Health Strategist – Advanced HE40.  
28 However, future Public Health Strategists would be brought onboard at the HE30  
29 level for Bachelor's degrees, and HE40 for Masters degrees. Achievement of a  
30 degree while employed would also result in movement from HE30 to HE40 with  
31 Manager/Director approval. Racine County Public Health Division 9531 Rayne  
32 Rd., Suite V Sturtevant, WI 53177 262-898-4460 fax: 262-898-4490 web:  
33 www.racinecounty.com 13-3

34 3. Epidemiologist

35 **Current:** Epidemiologist (HE30)

36 **Proposed:** Create Epidemiologist – Advanced (HE40)

37 **Effect on Personnel:** RCPH currently has two Master's prepared epidemiologists.  
38 RCPH proposes moving both Master's prepared Epidemiologists to a new job title  
39 "Epidemiologist-Advanced" at HE40. RCPH is requesting a 5% wage increase for  
40 both epidemiologists since this amounts to a promotion from HE30 to HE40. Future  
41 hires without an advanced degree will be placed in the Epidemiologist HE30  
42 position, and those with advanced degrees into the HE40 position. Achievement  
43 of a degree while employed would also result in movement from HE30 to HE40  
44 with Manager/Director approval; and

45  
46 **WHEREAS**, making these changes improve RCPH's ability to attract and retain quality  
47 public health workers and incentivize the attainment of licensing and/or advanced degrees; and

48  
49 **WHEREAS**, in addition, these adjustments position RCPH to be more flexible in hiring  
50 new public health workers; whereby paying slightly lower wages for entry level and unlicensed  
51 positions and paying higher wages for those with advanced degrees or licensure in these three  
52 positions.

