

RESOLUTION NO. 2023-71

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING THE CREATION OF 1 FTE HUMAN RESOURCES ANALYST E040 EFFECTIVE JANUARY 15, 2024, AND TRANSFER OF \$78,911 WITHIN THE HUMAN RESOURCES 2024 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 Resources Department 2024 Budget is authorized and approved; and

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that the creation of a 1 FTE Human Resources Analyst E040 effective January 15, 2024, as set forth in Exhibit "B," that is attached hereto, within the Human Resources Department 2024 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 _____

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, due to the number of increased County positions, recent shifts in the labor market, and significant changes in employee benefits, the capacity of the Human Resources

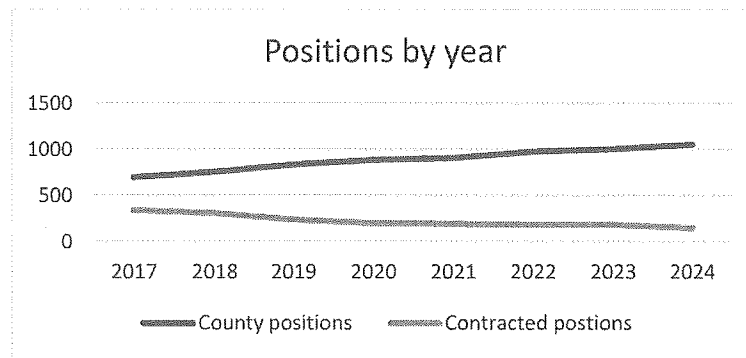
3
4 Department has been stretched thin; and

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6 **WHEREAS**, during the last several years, the labor market has heightened the
7 competition for quality employees and created a shift in employee expectations; and

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9 **WHEREAS**, simultaneously, the County has significantly increased the number of County
10 positions that were previously managed by third party employers of record; and

11
12 **WHEREAS**, the number of County positions has rapidly increased over the last several
13 years as it has become increasingly difficult to fill contracted positions; and

14
15 **WHEREAS**, County departments have requested to convert difficult to fill contracted
16 positions into County positions to improve recruitment efforts and offer employees more robust
17 benefits; and



18
19
20 **WHEREAS**, additionally, in 2022, 35 county positions were created with the acquisition of
21 our Public Health Division; and

22
23 **WHEREAS**, although there have been many advantages, these changes have had an
24 impact on the workload of the Human Resources Department; and

25
26 **WHEREAS**, over the last three years, the Human Resources Department has greatly
27 enhanced our employee benefit offerings; and

28
29 **WHEREAS**, Racine County have added an additional deferred compensation plan, pet
30 insurance, employee assistance program, access to higher education savings, a stand-alone
31 vision insurance plan, and a high deductible plan; and

32
33 **WHEREAS**, the County has also made changes to our dental, life insurance, and disability
34 benefits to financially benefit the County; and

35
36 **WHEREAS**, while all of these changes are undoubtedly beneficial, they also place
37 administrative burdens on the Human Resources Department; and

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39 **WHEREAS**, processing and communicating these changes, managing employee
40 inquiries, and ensuring compliance requires the appropriate staff to handle the increased
41 workload efficiently and effectively; and

42
43 **WHEREAS**, by adding a Human Resources Analyst, the Human Resources Department
44 will have the ability to address our current challenges and position itself to continue to improve
45 the overall employee experience, leading to higher job satisfaction and ensuring that our County
46 remains an employer of choice in this increasingly competitive labor market.

ACCOUNT NAME	ACCOUNT NUMBER	CURRENT BUDGET	CURRENT BALANCE	TRANSFER	BUDGET AFTER TRANSFER	BALANCE AFTER TRANSFER
HUMAN SERVICES BUDGET						
WAGES	4206990.401000	3,219,192	3,219,192	(54,405)	3,164,787	3,164,787
WORKER'S COMP	4206990.402210	32,187	32,187	(544)	31,643	31,643
SOCIAL SECURITY	4206990.402220	246,268	246,268	(4,162)	242,106	242,106
RETIREMENT	4206990.402230	218,901	218,901	(3,699)	215,202	215,202
DISABILITY INSURANCE	4206990.402240	32,187	32,187	(544)	31,643	31,643
GROUP INSURANCE	4206990.402260	741,000	741,000	(14,250)	726,750	726,750
LIFE INSURANCE	4206990.402270	7,451	7,451	(126)	7,325	7,325
LEGAL FEES AND 65.90(6) FUND	4206990.436000	69,856	69,856	(1,181)	68,675	68,675
TOTAL SOURCES				(78,911)		
HUMAN RESOURCES BUDGET						
WAGES	12100000.401000	466,979	466,979	54,405	521,384	521,384
WORKER'S COMP	12100000.402210	4,669	4,669	544	5,213	5,213
SOCIAL SECURITY	12100000.402220	35,724	35,724	4,162	39,886	39,886
RETIREMENT	12100000.402230	31,755	31,755	3,699	35,454	35,454
DISABILITY INSURANCE	12100000.402240	4,669	4,669	544	5,213	5,213
GROUP INSURANCE	12100000.402260	82,650	82,650	14,250	96,900	96,900
LIFE INSURANCE	12100000.402270	1,081	1,081	126	1,207	1,207
LEGAL FEES AND 65.90(6) FUND	12100000.436000	10,134	10,134	1,181	11,315	11,315
TOTAL USES				78,911		
				0		

FINANCE COMMITTEE RECOMMENDATION

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

FOR	AGAINST