

RESOLUTION NO. 2024-37

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING THE CREATION OF 1 FTE LEAD YOUTH AND FAMILY CASE MANAGER (N126) EFFECTIVE OCTOBER 5, 2024 AND TRANSFER OF \$24,190 WITHIN THE 2024 HUMAN SERVICES DEPARTMENT 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 2024 Human Services Budget is authorized and approved; and

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that the creation of one FTE Non-rep Exempt N126 Lead Youth and Family Case Manager effective October 5, 2024, as set forth in Exhibit "B," that is attached hereto, within the 2024 Human Services 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.

Jody Spencer, Secretary

Prepared by: Corporation Counsel

Jason Eckman

Renee Kelly

John A. Wisch

Brett Nielsen

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

Approved: _____

Vetoed: _____

Date: _____,

County Executive _____

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INFORMATION ONLY

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WHEREAS, this resolution is requesting the creation of one (1) full-time employee with in the Youth & Family Division; and

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WHEREAS, this position will serve as a lead worker supporting all Child Protective Services Units and will focus on creating workforce stability, enhancing onboarding and training, and supporting the continued development of Families First initiatives to keep and sustain family stability; and

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WHEREAS, a stable workforce is essential for successful work in child welfare; and

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WHEREAS, the recruitment and retention of knowledgeable, engaged, and committed staff in child welfare has been a challenge that goes back decades; and

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WHEREAS, in the Child Protective Services Initial Assessment Unit alone, of the eleven (11) full-time positions, there is a combined average length of employment of about two (2) years; and

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WHEREAS, the creation of this new position will provide additional mentoring and coaching and offers professional development that will help improve retention and help staff feel well-prepared; and

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WHEREAS, as the Youth & Family Division continues to shift child welfare service upstream to focus on family strengths, foster care prevention, and community well-being, there is a necessity to develop a workforce that can meet the growing demands; and

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WHEREAS, a well -resourced, well-trained, and highly skilled workforce is foundational to the Youth & Family Division's ability to achieve the best outcomes for children and families; and

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WHEREAS, high turnover and unprepared workers is far too often associated with more children placed and spending longer time in foster care and incidents of maltreatment; and

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WHEREAS, the funding for this position comes from a reinvestment of savings in out-of-home placement costs; and

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WHEREAS, the Youth & Family Division has worked tirelessly to keep families intact and to support families in their own homes; and

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WHEREAS, continuing to increase this high level of work must be coupled with effective stability, coaching, and development.

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EXHIBIT "A"

Fiscal Year:

2024

ACCOUNT NAME	ACCOUNT NUMBER	CURRENT BUDGET	CURRENT BALANCE	TRANSFER	BUDGET AFTER TRANSFER	BALANCE AFTER TRANSFER
HUMAN SERVICES BUDGET						
CONTRACTED SERVICES	4206700.404500	2,358,234	2,358,234	(24,190)	2,334,044	2,334,044
TOTAL SOURCES				<u>(24,190)</u>		
HUMAN SERVICES BUDGET						
WAGES	4206990.401000	3,219,192	3,219,192	17,354	3,236,546	3,236,546
WORKER'S COMP	4206990.402210	32,187	32,187	174	32,361	32,361
SOCIAL SECURITY	4206990.402220	246,268	246,268	1,328	247,596	247,596
RETIREMENT	4206990.402230	218,901	218,901	1,180	220,081	220,081
DISABILITY INSURANCE	4206990.402240	32,187	32,187	174	32,361	32,361
GROUP INSURANCE	4206990.402260	741,000	741,000	3,563	744,563	744,563
LIFE INSURANCE	4206990.402270	7,451	7,451	40	7,491	7,491
LEGAL FEES AND 65.90(6) FUND	4206990.436000	69,856	69,856	377	70,233	70,233
TOTAL USES				<u>24,190</u>		
				<u>0</u>		

FINANCE COMMITTEE RECOMMENDATION

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

REASONS

FOR	AGAINST