

Agenda Item Report



Winnebago County
The Wave of the Future

DATE: 12/15/2022
TO: County Executive and County Board
FROM: Bill Topel, Director - Department of Human Services
RE: Pay differential for 24/7 Operations at the Crisis Center, Child Welfare Shelter Care and Child Protective Services Investigation Supervisor

Background:

The primary mission of crisis center and shelter care services' social workers, direct care, and supervisor staff working in our 24 hour facilities is to provide a safe and supportive residence to our most vulnerable population. Our consumers are temporarily out of their home typically based on some type of crisis situation and/or interaction with law enforcement.

The ongoing labor shortage has made recruitment for direct service positions extremely difficult with many vacancies and long delays. In turn, this places unreasonable demands on existing staff to cover many open shifts at the Crisis Center (adults) and Shelter Care (youth). This only contributes to losing staff and continues to exhaust existing staff. The facilities can not operate without adequate staff.

This request is similar to what is currently approved at Parkview and at the Jail as well as area counties (i.e. Outagamie, Brown, Fond du Lac). The idea of better compensating second and third shift staff and on weekends incentivizes staff to want to take those jobs and stay there. The rates proposed have been vetted by HR to ensure that they are in line with the other departments and will fit into the existing payroll structure.

Budget:

Pay Differential:	\$54,253
Supervisor Beeper Pay:	\$47,985
Supervisor On-call Pay:	\$38,213
Holiday Pay:	\$43,447
5% cushion:	\$9,195
TOTAL:	\$193,093

Revenues to balance these expenditures will come from Additional \$50,000 in Crisis billing and \$143,093 coming from unexpended labor.

Requested Action:

- 1) Supervisors receive pager 'beeper' pay for being available after hours. We have 4 supervisory positions that have this responsibility. This means they need to have their phones with them at all times, may have to cancel plans, and will often be interrupted at any time day or night. Supervisory beeper pay would be set at \$2.00 per hour on weekdays, and \$3.00 per hour on weekends and county recognized holidays.
- 2) The same supervisory positions would receive Supervisory After Hours pay should they have to report to the facility after hours at a straight time rate for additional hours worked.
- 3) Shift differential pay of \$1.00 per hour for staff working 2nd shift 3:00pm - 11:00pm (approximately).
- 4) Shift differential pay of \$2.00 per hour for staff working 3rd shift 11:00pm - 7:00am (approximately).
- 5) In addition, to Shift Differential pay during the week, on Weekends added differential pay of \$1.00 per hour for staff working 1st, 2nd, or 3rd shift on Saturdays and Sundays.
- 6) Staff eligible for shift and weekend differential pay that work on a county recognized holiday will be paid 'time and half ' for hours worked.

Committee Action:

Request committees and the County Board to approve the resolution for a budget transfer to address these changes for 2023.

Attachments: