

2

3 **RESOLUTION: Implementing Pay Differential for 24/7 Operations at the Crisis Center**
4 **and Child Welfare Shelter Care, as well as for three Supervisors**

5

6 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

7 **WHEREAS**, the primary mission of the crisis center and shelter care services' direct care, and supervisor
8 staff working in our 24-hour facilities, is to provide a safe and supportive residence to our most vulnerable population;
9 and

10 **WHEREAS**, the ongoing labor shortage has made recruitment for direct service positions extremely difficult,
11 with many vacancies and long delays. In turn, this places unreasonable demands on existing staff to cover many
12 open shifts at the Crisis Center (adults) and Shelter Care (youth); and

13 **WHEREAS**, the situation contributes to losing staff and continues to exhaust existing staff. The facilities can
14 not operate without adequate staff; and

15 **WHEREAS**, the idea of better compensating direct care staff who work second and third shifts, and/or on the
16 weekends, incentivizes staff to want to take those jobs and stay there; and

17 **WHEREAS**, the proposed rates as set forth below have been vetted by Human Resources to ensure that
18 they are in line with the other departments and will fit into the existing payroll structure.

19

20 **Budget:**

21 Pay Differential: \$54,253

22 Supervisor Beeper Pay: \$47,985

23 Supervisor On-call Pay: \$38,213

24 Holiday Pay: \$43,447

25 5% cushion: \$9,195

26 TOTAL: \$193,093

27

28 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
29 approves implementing a Pay Differential for 24/7 Operations at the Crisis Center and Child Welfare Shelter Care, as
30 well as for three Supervisors as set forth below.

31

32 **Budget:**

33 Pay Differential: \$54,253

34 Supervisor Beeper Pay: \$47,985

35 Supervisor On-call Pay: \$38,213

36 Holiday Pay: \$43,447

37 5% cushion: \$9,195

38 TOTAL: \$193,093

39

40

41

42 *Fiscal Note: The Human Services department will offset these expenses by additional Crisis Center billings revenue*
43 *(\$50,000) and unexpended labor expenses (\$143,093) for 2023. Ongoing, the \$193,093 will be included in the*
44 *Human Services labor budget, along with additional Crisis Center billings as revenue.*

45

46

Respectfully submitted by:

47

HUMAN SERVICES BOARD

48 Committee Vote: **7-0**

49

Respectfully submitted by:

50

PERSONNEL & FINANCE COMMITTEE

51 Committee Vote: **4-1**

52 Vote Required for Passage: **Majority of Members Present**

53

54 Approved by the Winnebago County Executive this ____ day of _____, 2023.

55

56

57

58

Jonathan D. Doemel
Winnebago County Executive