

1 -012023

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

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

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

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

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

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

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

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21 **Budget:**

22 Pay Differential: \$54,253

23 Supervisor Beeper Pay: \$47,985

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

25 Holiday Pay: \$43,447

26 5% cushion: \$9,195

27 TOTAL: \$193,093

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

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33 **Budget:**

34 Pay Differential: \$54,253

35 Supervisor Beeper Pay: \$47,985

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

37 Holiday Pay: \$43,447

38 5% cushion: \$9,195

39 TOTAL: \$193,093

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41 *Fiscal Note:*

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Respectfully submitted by:

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**HUMAN SERVICES BOARD**

Committee Vote: \_\_\_\_\_

Respectfully submitted by:

**PERSONNEL & FINANCE COMMITTEE**

Committee Vote: \_\_\_\_\_

Vote Required for Passage: **Majority of Those Present**

Approved by the Winnebago County Executive this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

\_\_\_\_\_  
Jonathan D. Doemel  
Winnebago County Executive

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