

Agenda Item Report



Winnebago County

The Wave of the Future

DATE: 12/9/2022
TO: Human Services Board
FROM: Bill Topel, Director - Department of Human Services
RE: Pay differential

Background:

The primary mission of human 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. Furthermore, employees working in 24 hour facilities accrue floating holidays as they may be required to work on the county holidays. When existing staff are required to fill many open shifts, they often do not have the ability to take the additional floating holidays accrued.

This request is similar to what is currently approved at Parkview as well as area counties (i.e. Outagamie, Brown, Fond du Lac).

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

Requested Action:

- 1) Supervisors receive 'on-call' pager pay for being available after hours. We have 3 supervisors who carry 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.
- 2) The same supervisors receive 'on-call' pay should they have to respond after hours.
- 3) Shift differential pay increase \$1.00 per hour for staff working 1st shift on weekends 7:00am : 3:00pm (approximately)

- 4) Shift differential pay increase of \$1.00 per hour for staff working 2nd shift weekdays 3:00pm - 11:00pm (approximately)
- 5) Shift differential pay increase of \$2.00 per hour for staff working 2nd shift weekends 3:00pm - 11:00pm (approximately)
- 6) Shift differential pay increase of \$2.00 per hour for staff working 3rd shift weekdays 11:00pm - 7:00am (approximately)
- 7) Shift differential pay increase of \$3.00 per hour for staff working 3rd shift weekends 3:00pm - 11:00pm (approximately)
- 8) Facility staff working on a county paid Holiday will be paid 'time and half ' for hours worked and be paid for any unused floating holidays at year end.

Committee Action:

Request committee support salary changes to address current and long standing inequity, retention and vacancy concerns.

Attachments: