



RESOLUTION # 37-11/19

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 11-19

BOARD ACTION

Adopted:
For: 26
Against: -
Abstain: -
Abs/Excd: 3
Vote Req: -
Other Action: -

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 6
Against: 0
Abstain: 0
Abs/Excd: 3

RE: MODIFICATION OF THE HCS (HILLVIEW/LAKEVIEW NON-LICENSED STAFF) PAY SCALE

WHEREAS, in 2018 one pay scale was created for non-licensed staff at Hillview and Lakeview which created consistency with pay levels, steps and time progression between steps; and,

WHEREAS, the Long-Term Care workforce continues to provide challenges with fewer caregivers entering the workforce, continued growth in the demand for caregivers and the need to retain existing staff; and,

WHEREAS, recruitment efforts, external market comparisons and internal pay comparisons are causing the need to modify the current pay scale; and,

WHEREAS, the Executive Director of Long-Term Care, along with the Human Resources Director and County Administrator are recommending the current HCS pay scale be modified as follows: eliminate step 1 of HCS00 and add a step at the top to still maintain seven steps; eliminate step 1 of HCS04 and add a step to the top to maintain seven steps; and eliminate pay range HCS01 and move Resident Care Assistants – Non Certified to HCS02; and,

NOW THEREFORE BE IT RESOLVED, that the La Crosse County Board approves the recommended modifications to the HCS pay scale attached effective November 25, 2019.

BE IT FURTHER RESOLVED, that the Human Resources and Finance Departments are authorized to take the necessary actions to make the approved modifications.

FISCAL NOTE: The cost of the modifications of the HCS pay scale to existing employees, including WRS, FICA and Medicare are approximately \$160,122. There are approximately 158 employees impacted.

Date: Oct 24 2019
[Signature]
COMMITTEE CHAIR

Date: October 24, 2019
[Signature]
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended
Co. Admin.		<u>30</u>	
Fin. Director	<u>[Signature]</u>		
Corp. Counsel	<u>[Signature]</u>		
Board Chair	<u>[Signature]</u>		

Requested By: Steve O'Malley
Date Requested: October 15, 2019
Drafted By: Mary Marco

Adopted by the La-Crosse County Board this 12 Day of November, 2019

STATE OF WISCONSIN
COUNTY OF LA CROSSE

I, Ginny Dankmeyer, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 12th day of November 2019.

[Signature]
Ginny Dankmeyer, La Crosse County Clerk