

(179-19/20)

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 January 20, 2020. **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 \$92,300. There are approximately 158 employees impacted.

EXECUTIVE COMMITTEE

Motion by M. Kruse/T. Tryggstad to approve passed on a unanimous voice vote with 26 ayes, 3 excused - R. Cornforth, S. Doyle and A. Richmond.

RESOLUTION NO. 38-11/19 RE: COMPENSATION FOR LA CROSSE COUNTY BOARD 2020-2022 TERM

WHEREAS, La Crosse County is a self-organized County pursuant to s. 59.10(1), Wis. Statutes and s. 2.01 (1)(a) of the General Code of La Crosse County; and, **WHEREAS**, the method of compensation of County Board Supervisors shall be determined by the County Board by resolution prior to the earliest time for filing nomination papers; and, **WHEREAS**, the current compensation of County Board Supervisors is \$417 per month; and, **WHEREAS**, the current compensation of the County Board Chair is \$1289 per month; and, **WHEREAS**, the Executive Committee has reviewed the current rates and the past 10 year history of La Crosse County Board Supervisor compensation. **NOW THEREFORE BE IT RESOLVED**, that the compensation for the County Board of Supervisors increase to \$700 per month for the next two-year term commencing April 21, 2020. **BE IT FURTHER RESOLVED**, that compensation for the 1st and 2nd Vice Chair be established at \$1400 per month for the next two-year term commencing April 21, 2020. **BE IT FURTHER RESOLVED**, that the County Board Chair monthly compensation increase to \$2800 per month for the next two-year term commencing April 21, 2020. **BE IT FURTHER RESOLVED**, that the County Administrator, Finance Director and Human Resources Director shall take all necessary steps to carry out the intent of this resolution. **FISCAL NOTE**: The total annual compensation for the fiscal year of 2020 for County Board Supervisors, 1st and 2nd Vice Chair and for the County Board Chair is approximately \$268,576.

EXECUTIVE COMMITTEE

Motion by M. Kruse/S. Hampson to approve. Discussion ensued. Administrator O'Malley and Corporation Counsel Megan DeVore responded to questions from the Board. **Motion** by R. Ebert/K. Hoyer to amend by changing the Supervisor pay to \$500/month, Executive Committee Members to \$550/month, 1st and 2nd Vice Chairs to \$600/month and the Board Chair to \$2,000/month. **Motion** by R. Geary/R. Ebert to amend the Ebert amendment by changing the Board Chair pay to \$2,200/month failed on a voice vote with 14 nays. 13 ayes – P. Barlow, V. Burke, R. Ebert, D. Ferries, R. Geary, M. Giese, J. Gundersen, D. Hesse, K. Hoyer, M. Nikolay, R. Plesha, P. Scheller and I. Tahiri, 2 excused - R. Cornforth and S. Doyle. Chair Johnson yielded the chair to 1st Vice Chair M. Kruse **The motion to amend** failed on a roll call vote with 17 nays, 10 ayes - V. Burke, R. Ebert, D. Ferries, R. Geary, J. Gundersen, D. Hesse, K. Hoyer, M. Nikolay, R. Plesha and I. Tahiri, 2 excused - R. Cornforth and S. Doyle. **The motion to approve** passed on a roll call vote with 18 ayes, 9 nays - V. Burke, R. Ebert, D. Ferries, R. Geary, J. Gundersen, D. Hesse, K. Hoyer, M. Nikolay and R. Plesha, 2 excused - R. Cornforth and S. Doyle. **Chair Change**: Chair Johnson resumed the Chair.