

**DANE COUNTY  
POLICY AND FISCAL NOTE**

|                |            |                             |
|----------------|------------|-----------------------------|
| Original       | Update     | Substitute No.              |
| Sponsor:       |            | Resolution No. 2021 RES-389 |
| Vote Required: |            | Ordinance Amendment No.     |
| Majority       | Two-Thirds | X                           |

Title of Resolution or Ord. Amd.:

**AUTHORIZING RECLASSIFICATION OF THE ECONOMIC SUPPORT SPECIALIST PAY RANGE FROM G15 TO G17  
DCDHS - EAWS DIVISION**

**Policy Analysis Statement:**

Brief Description of Proposal -

The Dane County Department of Human Services (DCDHS) Economic Assistance and Work Services (EAWS) Division received approval from Employee Relations (ER) to reclassify the Economic Support Specialist classification from pay range G15 to G17. Employee Relations' analysis concluded that comparable external counties typically pay their entry level Economic Support and Child Support classifications equally. Reallocating the ESS classification from the G15 to G17 pay range will eliminate inequity and align the Dane County compensation plan with external counties (within and outside of the CC). This will also reduce the pay range difference between the lead and entry level ESS classifications from four (4) to two (2), which has been past practice.

Current Policy or Practice -

Changes in position reclassification require County Board approval.

Impact of Adopting Proposal -

If approved, the following 93 ESS positions will be placed in the G17 pay range:

#952, #956, #982, #990, #1051, #1058, #1078, #1080, #1090, #1126, #1135, #1151, #1162, #1184, #1185, #1189, #1190, #1213, #1215, #1228, #1235, #1261, #1273, #1276, #1283, #1293, #1301, #1307, #1312, #1318, #1319, #1322, #1328, #1350, #1371, #1397, #1419, #1424, #1439, #1467, #1805, #1806, #1852, #1853, #2316, #2441, #2612, #2624, #2625, #2626, #2627, #2713, #2759, #2789, #2790, #2791, #2792, #2800, #2801, #2803, #2804, #2805, #2806, #2808, #2809, #2850, #2930, #2938, #2940, #2947, #2949, #2951, #2954, #2958, #3044, #3133, #1035, #1089, #1107, #1226, #1232, #1340, #1452, #2701, #2802, #2946, #2955, #3184, #3196, #3265, #1314, #1339 & #1470.

**Fiscal Estimate:**

Fiscal Effect (check all that apply) -

- No Fiscal Effect
- Results in Revenue Increase
- Results in Expenditure Increase
- Results in Revenue Decrease
- Results in Expenditure Decrease

Budget Effect (check all that apply)

- No Budget Effect
- Increases Rev. Budget
- Increases Exp. Budget
- Decreases Rev. Budget
- Decreases Exp. Budget
- Increases Position Authority
- Decreases Position Authority

Note: if any budget effect, 2/3 vote is required

**Narrative/Assumptions about long range fiscal effect:**

The fiscal impact of this reclassification results in \$181,806 additional wages annually for the ESS positions; however vacancy savings are sufficient to offset the increased cost and therefore, there is no net impact for the year.

**Expenditure/Revenue Changes:**

|                      | Current Year |          | Annualized |          |              | Current Year |          | Annualized |          |
|----------------------|--------------|----------|------------|----------|--------------|--------------|----------|------------|----------|
|                      | Increase     | Decrease | Increase   | Decrease |              | Increase     | Decrease | Increase   | Decrease |
| Expenditures -       |              |          |            |          | Revenues -   |              |          |            |          |
| Personal Services    |              |          | \$181,806  |          | County Taxes |              |          | \$84,231   |          |
| Operating Expenses   |              |          |            |          | Federal      |              |          |            |          |
| Contractual Services |              |          |            |          | State        |              |          | \$97,575   |          |
| Capital              |              |          |            |          | Other        |              |          |            |          |
| Total                | \$0          | \$0      | \$181,806  | \$0      | Total        | \$0          | \$0      | \$181,806  | \$0      |

**Personnel Impact/FTE Changes:**

The change results in reclassification of the current positions. There is no net increase or decrease to position authority.

**Prepared By:**

|              |                |           |           |
|--------------|----------------|-----------|-----------|
| Agency:      | Der Xiong      | Division: |           |
| Prepared by: | Chad Lillethun | Date:     | 2/17/2022 |
| Reviewed by: |                | Date:     | 2/23/2022 |
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