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3 **2021 RES-389**

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

6 The Dane County Department of Human Services (DCDHS) Economic Assistance and Work
7 Services (EAWS) Division received approval from Employee Relations (ER) to reclassify the
8 Economic Support Specialist classification from pay range G15 to G17.
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10 In 2012, Dane County merged with seven (7) Wisconsin counties to form the Capital
11 Consortium (CC). The CC was implemented at the state level to enhance and administer the
12 Income Maintenance (IM) programs. Since joining the CC, the following Dane County
13 classifications have received merit increases:
14

- 15 • Economic Support Supervisor – moved from the M9 to M11 pay range based on
16 similarities to the Dane County Social Work Supervisor classification
- 17 • Lead Economic Support Specialist – moved from the G17 to G19 pay range primarily
18 based on external classifications within the CC
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20 Several Economic Support Specialists (ESS) requested Employee Relations (ER) to review the
21 ESS classification. The request was to reallocate the 93 ESS positions from the G15 to G17 pay
22 range to eliminate pay inequity.
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24 Employee Relations' analysis concluded that comparable external counties typically pay their
25 entry level Economic Support and Child Support classifications equally. Reallocating the ESS
26 classification from the G15 to G17 pay range will eliminate inequity and align the Dane County
27 compensation plan with external counties (within and outside of the CC). This will also reduce
28 the pay range difference between the lead and entry level ESS classifications from four (4) to
29 two (2), which has been past practice. If approved, the following 93 ESS positions will be placed
30 in the G17 pay range. #952, #956, #982, #990, #1051, #1058, #1078, #1080, #1090, #1126,
31 #1135, #1151, #1162, #1184, #1185, #1189, #1190, #1213, #1215, #1228, #1235, #1261,
32 #1273, #1276, #1283, #1293, #1301, #1307, #1312, #1318, #1319, #1322, #1328, #1350,
33 #1371, #1397, #1419, #1424, #1439, #1467, #1805, #1806, #1852, #1853, #2316, #2441,
34 #2612, #2624, #2625, #2626, #2627, #2713, #2759, #2789, #2790, #2791, #2792, #2800,
35 #2801, #2803, #2804, #2805, #2806, #2808, #2809, #2850, #2930, #2938, #2940, #2947,
36 #2949, #2951, #2954, #2958, #3044, #3133, #1035, #1089, #1107, #1226, #1232, #1340,
37 #1452, #2701, #2802, #2946, #2955, #3184, #3196, #3265, #1314, #1339 & #1470
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39 NOW, THEREFORE, BE IT RESOLVED that the Dane County Board of Supervisors does
40 hereby support and authorize reclassification of the ESS pay range from G15 to G17 in the
41 Human Services Department. This is commensurate with the Employee Group's request and
42 approval by the Dane County Human Resources Director and Department of Administration
43 Director.