

RESOLUTION NUMBER: 3-1013

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Iowa County Administrative Services Committee was presented a recommendation on the compensation provided to Iowa County ADRC employees; and

WHEREAS, the Committee considered methods to provide equitable compensation to ADRC employees, taking into consideration recent turnover and surrounding county's compensation schedules for similar positions; and

WHEREAS, ADRC Information & Assistance Specialist, Lead Information & Assistance Specialist, Elderly Benefit Specialist and Disability Benefit Specialist positions are employed with only one scheduled 6 month wage increase; and

WHEREAS, compensation provided to Iowa County ADRC employees is based upon the step schedule used for former professional bargaining unit employees.

NOW THEREFORE BE IT RESOLVED by the Iowa County Board of Supervisors, that effective 18, 30, and 72 months after their date of employment, employees meeting or exceeding performance standards in ADRC positions identified below shall receive a wage increase in steps as stated:

	Starting Wage	6 Mo.	18 Mo.	30 Mo.	72 Mo.
Elderly Benefit Specialist					
Disability Benefit Specialist					
Information & Assistance Specialist	\$17.34	\$17.66	\$18.52	\$19.42	\$20.37
Lead Information & Assistance Specialist	\$17.85	\$18.18	\$19.07	\$20.00	\$20.97

BE IT FURTHER RESOLVED that this schedule shall remain in effect until these positions are classified and integrated into a county compensation plan.

Dated this 8th day of October, 2013.

Respectfully submitted by the Iowa County Administrative Services Committee.

2014 ADRC Staff Step Increase Proposal

The below wage schedules are being proposed for four different positions in the Aging and Disability Resource Center, or ADRC. Three of the four positions (Disability Benefit Specialist, Information & Assistance Specialist, and Lead Information & Assistance Specialist) were previously contracted positions and were transitioned to county positions on January 1, 2012.

In 2012, we became aware that the Information & Assistance Specialist and Lead Information & Assistance Specialist positions offered a starting wage, but no wage schedule increases. Unfortunately, this had been overlooked for these positions during the transition from contract to county employees. At that time, we compromised to allow only a 6 month rate step increase due to the impending compensation and classification study. We now have staff beyond the 18 month step and other staff soon will reach that 18 month step.

When the ADRC department was created in Iowa County in 2009, it merged with the department that was known as the Commission on Aging. A contract was entered with the State that guaranteed funding for the new ADRC positions which mandated that the above positions require a bachelor's degree as well as two years' experience with the populations served. Elder Benefit Specialist positions that had previously existed in the Commission on Aging were grandfathered in to the ADRC; however, future hires were held to the expectations of the ADRC contract. These positions also seemed to be more consistent with the criteria that had been required of the positions that were formerly part of the professional union; that criteria was that those positions held a formal degree or some specific technical knowledge.

In summary, while looking at requesting this change for the Information & Assistance Specialist and Lead Information & Specialist, Elder Benefit Specialist and Disability Benefit Specialist positions. These changes are prompted by the recent turnover experienced in the ADRC. Seven ADRC staff has left in the last two years. Five have left for higher paying jobs in surrounding counties and the private sector.

The proposed changes can be accounted for in the 2014 budget.