



**ADDENDUM**  
**Committee on Finance & Budget**

**Tuesday, October 22, 2024:** 1:00 p.m.

Courthouse – Room 1301/1302  
721 Oxford Ave, Eau Claire, WI

**Meeting access information for October 22, 2024:**

**Join by Phone:**

Dial in Number: 415.655.0001  
Access Code: 2538 410 7900

**Join by Meeting Number:**

Meeting Number: 2538 410 7900  
Meeting Password: qcNWjBZu223

**Join from Meeting Link:**

<https://eauclairecounty.webex.com/eauclairecounty/j.php?MTID=m2ca64f49770113081f70efc1bb83f55b>

A majority of the county board may be in attendance at this meeting;  
however, only members of the committee may take action on an agenda item.

1. Proposed Resolution 24-25/019 “Abolishing Current Policy 521 – On Call Pay and Replacing it with Proposed Policy 521 – On Call Pay” / Discussion – Action
2. County Board Chair Reimbursement Request / Discussion – Action

Prepared by: Amy Weiss

PLEASE NOTE: Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters, remote access, or other auxiliary aids. Contact the clerk of the committee or Administration for assistance at (715) 839-5106. For additional information on ADA requests, contact the County ADA Coordinator at (715) 839-7335, (FAX) (715) 839-1669, TTY: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.

## Facts Summary for Proposed Policy 521: On Call Pay

During the most recent compensation project, HR started to take a deeper dive into the related policies that impact on the overall compensation plan for the County.

In reviewing the current Policy 521, On Call Pay, it was found that the County was currently compensating on-call staffing needs in a variety of ways including hourly, daily and weekly. Additionally, the Policy had not been reviewed since January 2018 and was long overdue for re-evaluation.

To complete this evaluation, HR invited Department Heads of those departments where on-call staff were active to discuss the following:

- 1- Which staff were identified to do the work and what were their employee classifications?
- 2- How was the work being performed and how was it being scheduled?
- 3- What were the response criteria?
- 4- Were there struggles in getting staff assigned this work?

From there, the HR department did an analysis, referencing updated policies from other neighboring Counties as well as consulted with a Third-Party consultant to validate employee classification requirements. HR brought this same group back together and proposed the recommended solution.

- Create a standardized daily rate going from:
  - Weeknights: ~~\$30.00~~ \$40 day
  - Weekends: ~~\$48.00~~ \$60 day
  - Holidays: ~~\$60.00~~ \$100 day
- Adding a differentiation between how exempt staff (salaried) and non-exempt (hourly) are being incentivized.
- Working with Department Heads on best practices for scheduling & employee time management

This recommendation comes with realizing the following benefits:

- Provides consistency across all departments in the County, eliminates implied bias on how certain categories of work are being incentivized.
- Increase operational efficiencies by eliminating the need for employees to enter 2-3 different pay codes for each pay period and for Finance having to calculate on-call work differently based on individual department amounts and strategies.
- Brings the County to compliance with the FLSA (Fair Labor Standards Act) that defines how each employee classification can be compensated.
- Increases the daily pay amounts to be more competitive with the local market and helps with employee assignment and scheduling.
- Requests an increase of **\$22,037**, of which **(\$5,871)** can be billed back through grants leaving a net increased ask of **\$16,166**.
- Offers increased opportunities for the County to add more support in Parks & Forest and increase our service offers to the community by offering response to summer camping needs.

Breakdown of Departmental Impacts:

Departments	2023 On-Call Pay			Proposed Policy*			variance
	On-Call Rate Pay	Worked On-Call	Total Cost	On-Call Rate Pay^	Worked On-Call	Total Cost	
Airport				\$ -	\$ -	\$ -	\$ -
*Facilities- <i>*rate last updated 2009</i>	5,200	1,736	6,936	17,340	-	17,340	10,404
Parks & Forest	5,476	-	5,476	8,670	-	8,670	3,194
DHS Family Services	12,462	9,390	21,852	24,420	-	24,420	2,568
Juvenile Detention	-	-	-	-	-	-	-
Highway	6,240	\$5,228.71	11,469	17,340	-	17,340	5,871
<b>Total</b>	<b>\$29,378</b>	<b>\$ 16,355</b>	<b>\$ 45,733</b>	<b>\$ 67,770</b>	<b>\$ -</b>	<b>\$ 67,770</b>	<b>\$ 16,166</b>

(5,871) Non-Levy

For the purposes of calculating the fiscal impact for the policy change, worked on-call hours are assumed to be the same for all departments except DHS. DHS staff are exempt, and so will not be compensated for hours worked when called-in.

^# of individuals on-call: assumed to be 1 per department/day

**\*Proposed Policy**  
Standard daily on-call rates for all departments

	Rate	# of Days in Year~	per employee on-call	DHS	Rate	# of Days in Year~	per employee on-call
Weekday (Monday-Friday)	\$ 40.00	250	\$ 10,000		\$ 60.00	250	\$ 15,000
Weekend (Saturday-Sunday)	\$ 60.00	104	6,240		\$ 80.00	104	8,320
Holiday	\$100.00	11	1,100		\$ 100.00	11	1,100
<b>Total</b>		<b>365</b>	<b>\$ 17,340</b>			<b>365</b>	<b>\$24,420</b>

Facilities- Currently paying \$100/week and haven't been updated since 2009. Local comparable's recommended an increase to \$250-300/ week. This would have resulted in an increase to \$17,340-\$20,808, which is in line with the new proposal and makes scheduling easier.

Parks & Forest- The current on-call pay is for the Park Rangers and when they need to open and close the dam based on water levels. This is currently paid for on an hourly basis but can last over several days so it is believed that the daily rate would be more appropriate. Additionally, this would be looking to allow for a current employee to be put on-call for seasonal camping needs.

DHS- the current pay methodology regarding how on-call staff were being paid putting us out of compliance with FLSA standards as the individuals needing to be on-call were exempt status or (salaried) and then receiving a daily on-call rate as well as an hourly rate for hours worked. Based on the requirements, exempt (salaried) staff are not eligible for hourly incentives on top of their salary. To better understand the competitive landscape of this, HR evaluated other surrounding counties that would have similar on-call needs and what we found is that the level of work that is consistently required for this type of on-call situation was vastly different to that of the needs-based scenarios from other departments. For example, DHS employees are required to take child protective services reports from law enforcement and assess and provide preliminary safety screening decisions. They are required to take the same day response due to imminent safety concerns including protective planning and/or temporary physical custody and child placement. They must take after-hours referrals for youth who have committed crimes or are in violation of court order and are posing imminent risk to public safety or are unable to return to their homes. They may also be required to address the safety of the community and the youth by creating a safety plan that may involve out of home placement, a community or family-based safety plan or placement at the Juvenile Detention Center. Additionally, the on-call work requires additional training and expertise across WI Chapters 48 and 938, requiring the successful completion of Juvenile Court intake training, social work certification, proficient in minimal facts interviews, in person response, and successful completion of child welfare core training. These requirements are specialized positions and are not required of all DHS staff. This group performs very sensitive and important work centered on the safety of the children and families on our community. On call shifts are completely unpredictable and on

any given shift a worker must be able to respond, sometimes for several hours or most of a weekend, to address allegations as severe as babies with abuse related head trauma reporting to the ER, child death situations, youth who have committed severe crimes, parents who have overdosed leaving children without caregivers. In consideration of the increased requirements for on-call work within this specialty area, it was determined that additional incentives be provided and the evaluation indicated that the County most comparable to this type of on-call work was LaCrosse County and the proposed increased rates reflect those competitive rates.

- Create a standardized daily rate going from:
  - Weeknights: ~~\$30.00~~ \$60 day
  - Weekends: ~~\$48.00~~ \$80 day
  - Holidays: ~~\$60.00~~ \$100 day

Highway- current policy & process has exempt managerial staff positioned for on-call, which does not support the intent of on-call work. The new policy would require identification and equal rotation within the department, along with added incentive. Total amount of on-call work is grant funded and reimbursable by the state.

Since HR would be eliminating the individual department breakdowns (except for DHS), we are recommending a re-writing of the entire policy as opposed to striking through each individual area.

Thanks for your consideration of this proposed policy.

Angela Eckman

Human Resources Director

# PROPOSED POLICY

## **POLICY 521 ON CALL PAY**

1. **Purpose.** To provide fair and appropriate pay incentives to employees who have job responsibilities that require them to be available to respond for emergency or non-scheduled shifts to maintain successful County operations.
2. On call pay. One employee from any department assigned as the primary on-call person will be available for emergency work evenings, weekends, and for all county recognized policy (please reference holiday policy 403). Shifts will be assigned based on department needs.
  - 2.1 Exempt employees assigned as the on-call person will receive pay as follows:
    - Weeknights: \$40.00 day
    - Weekends (Saturday/Sunday): \$60.00 day
    - Holidays: \$100.00 day
  - 2.2 Human Services Department
    - 2.2.1 Eligible staff in Human Services assigned to be the primary on-call person will be available for emergency work evenings and weekends and for all legal holidays. One employee will be assigned to be the primary on-call person each day.
    - 2.2.2 Employees assigned as the on-call person will receive pay as follows:
      - Weeknights: \$60.00 day
      - Weekends (Saturday/Sunday): \$80.00 day
      - Holidays: \$100.00 day
  - 2.3 Non-exempt hourly employees assigned as the on-call person will receive pay as follows:
    - 2.3.1 When an employee is scheduled to be the assigned on-call person they will receive their on-call daily rate.
    - 2.3.2 When an employee is called in during their on-call shift they will receive their normal hourly rate of pay with a minimum of 2 hours given.
    - 2.3.3 When an employee is called during their on-call shift they will receive their normal hourly rate of pay with a minimum of 15 minutes given.

## **POLICY 521 ON CALL PAY**

Effective Date: January 1, 2012

Revised Date: Sept. 2016, Nov. 2017, Jan. 2018, Oct. 2024

*Eau Claire County*  
Employee Policy Manual

# CURRENT POLICY

## **POLICY 521 ON CALL PAY**

1. **Purpose.** To ensure an employee are available at any time to respond to emergency situations as they arise.
2. Highway Department.
  - 2.1 Eligible staff in the Highway department will assigned to be the primary on-call person will be available for emergency work evenings and weekends and for all legal holidays. One employee will be assigned to be the primary on-call person each day.
    - 2.1.1 Assignments will normally be made on a rotational basis.
  - 2.2 Employees assigned to be the primary on-call person will be paid \$40 for Friday, Saturday and Sunday.
3. Facilities Department.
  - 3.1 Facilities employees will be available for emergency work evenings and weekends and for all legal holidays. One maintenance employee will be assigned to be the primary on-call person each week, Monday through Sunday.
    - 3.1.1 Assignments will normally be made on a rotational basis.
  - 3.2 Facilities Maintenance Worker, Maintenance Tech Lead, and Facilities Supervisor assigned to be the primary on-call person each week will be compensated \$100 per week.
4. Human Services Department
  - 4.1 Eligible staff in Human Services assigned to be the primary on-call person will be available for emergency work evenings and weekends and for all legal holidays. One employee will be assigned to be the primary on-call person each day.
    - 4.1.1 Assignments will normally be made on a rotational basis.
  - 4.2 Employees assigned to be the primary on-call person will receive pay as follows:
    - o Weeknights: \$30.00 day
    - o Weekends: \$48.00 day
    - o Holidays: \$60.00 day
    - 4.2.1 When an employee is called in during his/her on-call shift he or she will receive additional pays equivalent to the employee's base rate as a stipend in 15

## **POLICY 521 ON CALL PAY**

Effective Date: January 1, 2012

Revised Date: September 2016, November 2017, January 2018

*Eau Claire County*  
Employee Policy Manual

# CURRENT POLICY

minute increments.

## 5. Parks and Forest.

- 5.1 Coon Fork Park Ranger. On-call pay of one dollar and fifty cents (\$1.50) per hour will be paid for all hours spent while on on-call status.
- 5.2 Lake Altoona Park Ranger. On-call pay of one dollar and fifty cents (\$1.50) per hour for all hours during on-call status at the direction of the department head or designee using the one-foot dam gate-opening standard.
- 5.3 Lake Eau Claire Rangers. On-call pay of one dollar and fifty cents (\$1.50) per hour for all hours during on-call status at the direction of the department head or designee using the two-foot dam gate-opening standard.
- 5.4 Employees working on the dams alone will receive an additional two dollars (\$2) per hour.

## 6. Airport.

- 6.1 The Airport Maintenance Supervisor will be the primary on-call person each week, Monday through Sunday, and compensated \$100 per week for being the primary on-call person.
- 6.2 Airport maintenance employees will be available for emergency work evenings and weekends and for all legal holidays.

### **POLICY 521 ON CALL PAY**

Effective Date: January 1, 2012

Revised Date: September 2016, November 2017, January 2018

*Eau Claire County*  
Employee Policy Manual

**ABOLISHING CURRENT POLICY 521 – ON CALL PAY AND REPLACING IT WITH PROPOSED POLICY 521 – ON CALL PAY**

WHEREAS, through a review of Eau Claire County Policy 521 it was determined on call pay was not consistently applied throughout the county and the on call policy should be updated to better comply with applicable laws and to update current Eau Claire County practices; and

WHEREAS, information was obtained from other counties regarding on call pay practices and the Eau Claire County departments affected by a change in the on call policy provided input throughout the revision process; and

WHEREAS, the new Policy 521 outlines a standardized daily rate for on call duty as follows: Weeknights - \$40 day; Weekends: \$60 day; Holidays: \$100 day; and

WHEREAS, the new Policy 521 outlines a standardized daily rate for on call duty for the Department of Human Services as follows: Weeknights - \$60 day; Weekends: \$80 day; Holidays: \$100 day; and

WHEREAS, this policy does not result in an overall fiscal impact to Eau Claire County; and

WHEREAS, the proposed daily rates provide Eau Claire County to remain competitive with local market rates; and

WHEREAS, the proposed changes to Policy 521 are attached and incorporated into this resolution.

NOW, THEREFORE BE IT RESOLVED, the Eau Claire County Board of Supervisors hereby approves the proposed policy 521 – On Call Pay which sets a standardized daily rate for on call duty as follows: Weeknights - \$40 day; Weekends: \$60 day; Holidays: \$100 day (Weeknights - \$60 day; Weekends: \$80 day; Holidays: \$100 day for the Department of Human Services); and

BE IT FURTHER RESOLVED, the changes to Policy 513, which is attached and incorporated into this resolution, are hereby approved.

ENACTED:



**Committee on Human Resources**

	AYE	NAY	ABSTAIN
_____ Supervisor Allen Myren	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Cory Sisk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Larry Hoekstra	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Jim Schumacher	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Heather DeLuka	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated this 18 day of October, 2024

**Committee on Finance & Budget**

	AYE	NAY	ABSTAIN
_____ Supervisor Dane Zook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Stella Pagonis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Jim Schumacher	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Bob Swanson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Jim Dunning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2024



196 miles  
round trip



AmericInn by Wyndham La Crosse Riverfront Conference Center  
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La Crosse, WI 54603  
Tel: (608) 781-7000

Matthew Coffey  
4345 meadow ln  
Eau Claire, WI 54701  
US

Room No. : 122  
Arrival : 09-22-24  
Departure : 09-24-24  
Page No. : 1 of 1

INFORMATION INVOICE

Membership No :  
Group Code :  
Company Name : Wyndham Rewards Member Rate

Cashier No. : 117  
Folio No. :  
Conf. No. : 129152822  
TA Record : 008-1020421888-06  
Locator:

Thank You For Staying With Us

Date	Text	Charges USD	Credits USD
09-22-24	Room Charge	141.55	
09-23-24	Room Charge	103.55	
09-24-24	Visa		245.10

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Pay This Check With Your Smartphone!

Balance Due 17.11

La Crosse Distilling Co.  
129 Vine St. La Crosse, WI 54601

Server: Sophia 09/22/2024  
41/3 7:20 PM  
Guests: 4 50031

Cubano 15.00  
SIDE of Fries  
2oz side of sauce 0.75

Subtotal 15.75  
CC Surcharge 0.47  
Tax 0.89

Total 17.11

Pleas good: out. V

La Crosse Distilling Co.  
129 Vine St. La Crosse, WI 54601

Sophia  
DOB: 09/22/2024  
09/22/2024  
5/50031

SALE

000242900

card present: COFFEY NANCY  
9690XXXXXXXXXXXX

try Method: S

692760

Amount: \$17.11

Tip: \$2.00

Total: \$19.11

I agree to pay the above amount according to the total amount listed on this receipt.

La Crosse Distilling Co.  
129 Vine St. La Crosse, WI 54601

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