

From: [Wendi Hess](#)
To: [Michelle Skaff](#)
Subject: Improvement request
Date: Monday, November 25, 2024 10:42:03 AM
Attachments: [WCICC Communications-Training Operator County Version.docx](#)

Michelle: I am submitting an improvement request for an additional staff member; the same version was provided to Sioux City with their percentage of impace.

Is there a current tentative schedule for budget presentation to the Board? Seems like I always find out about it last minute.

Thanks,
Wendi

IMPROVEMENT REQUEST

Department/Division Title: WCICC- Communications

Request: Add Communications Training Operator Position

Justification: The last several years the Communications Center has seen constant open positions and training new staff has been a challenge. In FY2024 we had 7 new hires and in FY2025 so far 3; we expect the hiring to continue for years to come with anticipated retirements. Training new staff has been falling on current full-time staff and is overwhelming. We need a position dedicated to onboarding and training new staff, coordinating all the training activities and making sure that current staff has the required continuing education. The Communications Operations Supervisor is currently trying to coordinate all the training but with that position being allocated 50% to Starcomm duties is has become overwhelming and our training program is suffering, we are not doing quality reviews or medical call review like we should. Adding this position could potentially reduce some of the overtime expenditures as this position would be capable and required to operate a dispatch position when necessary. The last 3 years have been more challenging than most and we are not seeing any improvement; adding an additional staff member could take off some of burden currently shouldered by full time staff in turn improving morale. This request fits into the City of Sioux City budget priorities of public safety personnel.

Financial Impact: Financial impact total would be \$99,692.00. Woodbury County's portion at 30.2% would be \$30,107.00. Financial impact is based on the median range for the position based on the assumption that a current full time Communications Operator would most likely be promoted to this position and the low range would be below what they are currently earning.

BUDGET ACCOUNT DETAIL

| Account Number: | Description: | Amount: | Explanation: |
|--------------------|----------------------|--------------------|------------------|
| 723-8602-411.10.01 | Full Time Salary | \$59,040 | AFSCME Grade A15 |
| 723-8602-411.16-01 | FICA | \$3,660 | |
| 723-8602-411.16-02 | Medicare | \$856 | |
| 723-8602-411.16-03 | Retirement IPERS | \$5,573 | |
| 723-8602-411.16-17 | PPO Med Plan | \$27,103 | |
| 723-8602-411.16-18 | Life Insurance 25000 | \$56 | |
| 723-8602-411.16-19 | Madison National LTD | \$255 | |
| 723-8602-411.16.37 | City Comp Dental | \$1,525 | |
| 723-8602-411.16-41 | Deferred Comp | \$1,624 | |
| Net Impact | | \$99,692.00 | |

Woodbury County, Iowa

FY 2025-2026

Authorized Positions by Department/Positions

County Auditor/Recorder

| <u>Division</u> | <u>Position</u> | <u>Authorized # of Positions</u> | <u># of Employees in Positions</u> |
|---|---------------------------------|--------------------------------------|--|
| Auditor's Office | County Auditor/Recorder | 1 Elected | 1 |
| | Deputy (85% Deputy) | 1 Exempt | 1 |
| | Clerk III (Finance) | 2 AFSCME | 2 |
| | Clerk II (Finance/Claims) | 0 AFSCME | 0 |
| Election Office | Deputy (85% Deputy/Election) | 1 Exempt | 1 |
| | Clerk III (Election) | 1 AFSCME | 1 |
| | Clerk II (Election) | 1 AFSCME | 1 |
| Recorder | Deputy (85% Deputy Real Estate) | 1 Exempt | 1 |
| | Clerk III | 1 AFSCME | 1 |
| | Real Estate Clerk II | 3 AFSCME | 3 |
| | GIS Analyst | 1 AFSCME | 1 |
| Vitals | Clerk II | 2 AFSCME | 2 |
| | Clerk III | 1 AFSCME | 1 |
| Total Authorized Positions = 16 FTE including elected Auditor/Recorder/Elections | | | |
| AFSCME Union: | Clerks & GIS Analyst | <u>12</u> | |
| | Total | 12 members | |