By Supervisors Nicholson, Clancy, Czarnezki, File No. 21-748

Martin, Shea, and Rolland

**A RESOLUTION**

abolishing two vacant hourly Office Assistant positions and creating two hourly Intern positions in the office of the Milwaukee County Board of Supervisors effective pay period 21, beginning October 3, 2021

WHEREAS, the Milwaukee County Board of Supervisors, because of 2013 Wisconsin Act 14, has a limited budget to hire support staff and compensate Supervisors and other personnel; and

WHEREAS, the ability to hire student interns provides needed flexibility to work on general departmental projects, assist Supervisory offices with their district work, and to facilitate special projects; and

WHEREAS, student interns allow engagement with local schools and the community to introduce public service and local government affairs to young people in Milwaukee County; and

WHEREAS, paid internships are important in ensuring racial equity in the workplace as unpaid intern positions are disproportionately available to those in higher socioeconomic statuses because they have better social and financial supports; and

WHEREAS, taking on an unpaid internship usually requires that a student have outside financial support, either through family assistance or taking on multiple jobs; and

WHEREAS, unpaid internships do not account for how a student will afford transportation to and from the internship, housing costs, networking events, and basic needs; and

WHEREAS, Pay Our Interns, a non-profit group committed to ensuring that socioeconomic status is not a barrier to access valuable and highly sought-after work experience, has focused its efforts on advocating for paid internships in government and public policy sectors; and

WHEREAS, in 2019, the United States Congress adopted a $14 million proposal to pay interns for their service to congressional offices, which has since grown to a $31 million fund to fairly compensate interns and account for Washington D.C’s high cost of living; and

WHEREAS, on July 1, 2021, the United States House Appropriations Committee included funding for internships at both the White House and State Department, both of which have historically been unpaid positions; and

WHEREAS, limiting internships and work experience to those who can afford them only sustains current inequities; and

WHEREAS, there are currently four hourly Office Assistant positions at the County Board; two are filled and two are vacant; and

WHEREAS, abolishing the two vacant Office Assistant positions and creating the two Intern positions will not require any additional funding and better aligns the job duties with the position title; and

WHEREAS, these actions will provide better service and support to all constituents in Milwaukee County and will help eliminate barriers to access work experience; now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby authorizes the Department of Human Resources to abolish two vacant hourly Office Assistant positions in Org. Unit 1000 – County Board of Supervisors and to create two hourly Intern positions at a paygrade of 01IM, as outlined below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Position Title** | **Action** | **Job Code** | **Pay Grade** |
| Office Assistant I Hourly (2 vacancies) | Abolish 2 positions | 00086681 | 06M ($13.61/hour to $16.60/hour) |
| Intern | Create 2 positions | To Be Determined | 01IM ($12.08/hour to $18.50/hour) |

; and

BE IT FURTHER RESOLVED, these position changes shall be effective pay period 21, beginning October 3, 2021.