

3  
4  
5 **A RESOLUTION**

6  
7 abolishing two vacant hourly Office Assistant positions and creating two hourly Intern  
8 positions in the office of the Milwaukee County Board of Supervisors effective pay  
9 period 21, beginning October 3, 2021

10  
11  
12 WHEREAS, the Milwaukee County Board of Supervisors, because of 2013  
13 Wisconsin Act 14, has a limited budget to hire support staff and compensate  
14 Supervisors and other personnel; and

15  
16 WHEREAS, the ability to hire student interns provides needed flexibility to work  
17 on general departmental projects, assist Supervisory offices with their district work, and  
18 to facilitate special projects; and

19  
20 WHEREAS, student interns allow engagement with local schools and the  
21 community to introduce public service and local government affairs to young people in  
22 Milwaukee County; and

23  
24 WHEREAS, paid internships are important in ensuring racial equity in the  
25 workplace as unpaid intern positions are disproportionately available to those in higher  
26 socioeconomic statuses because they have better social and financial supports; and

27  
28 WHEREAS, taking on an unpaid internship usually requires that a student have  
29 outside financial support, either through family assistance or taking on multiple jobs; and

30  
31 WHEREAS, unpaid internships do not account for how a student will afford  
32 transportation to and from the internship, housing costs, networking events, and basic  
33 needs; and

34  
35 WHEREAS, Pay Our Interns, a non-profit group committed to ensuring that  
36 socioeconomic status is not a barrier to access valuable and highly sought-after work  
37 experience, has focused its efforts on advocating for paid internships in government and  
38 public policy sectors; and

39  
40 WHEREAS, in 2019, the United States Congress adopted a \$14 million proposal  
41 to pay interns for their service to congressional offices, which has since grown to a \$31

42 million fund to fairly compensate interns and account for Washington D.C's high cost of  
43 living; and

44

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

48

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

51

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

54

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

58

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

62

63 WHEREAS, the Committee on Finance, at its meeting of September 17, 2021,  
64 recommended adoption of File No. 21-748 (vote 7-0); now, therefore,

65

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

<b>Position Title</b>	<b>Action</b>	<b>Job Code</b>	<b>Pay Grade</b>
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)

70 ; and

71

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

74

75 09/17/2021  
76 S:\Committees\2021\Sept\FINANCE\Resolutions\21-748 CB Abolish Create Intern Positions - no edits.docx