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3 From the Director of Compensation/Human Resources Information Systems,
4 Department of Human Resources, requesting approval to reallocate the Pay Grades of
5 Parks' Aquatic Staff (lifeguard seasonal, head lifeguard seasonal, assistant head
6 lifeguard seasonal, lifeguard supervisor seasonal, head lifeguard) to provide for wage
7 increases to the current pay steps and the addition of pay steps to the existing pay
8 grades effective March 22, 2020, to aid in the hiring and retention of staff in these
9 positions, by recommending adoption of the following:

10

11   **A RESOLUTION**

12

13   WHEREAS, the Department of Human Resources (DHR) was requested to
14 review the classifications of the aquatic staff (Lifeguard Seasonal, Head Lifeguard
15 Seasonal, Assistant Head Lifeguard Seasonal, Lifeguard Supervisor Seasonal, and
16 Head Lifeguard) as the positions have become increasingly difficult-to-fill, resulting in
17 the closure of some Department of Parks, Recreation, and Culture's (DPRC) aquatic
18 facilities due to lack of staff; and

19

20   WHEREAS, the Director of Compensation/Human Resources Information
21 Systems, DHR, reviewed current compensation levels, job duties, and requirements and
22 comparative market data for similar jobs in the area; and

23

24   WHEREAS, the review indicates that current compensation levels for these
25 positions lag the market; and

26

27   WHEREAS, the uneven pay increases to different pay grades of aquatic
28 classifications over the last decade, have created an imbalanced pay structure for these
29 pay grades; and

30

31   WHEREAS, the Director of Compensation/Human Resources Information
32 Systems, DHR, after discussion with and input from DPRC Aquatic services leadership,
33 recommends and requests approval for the reallocation of the following classifications;
34 and

35

36   WHEREAS, pay grade 5123 for the Lifeguard Seasonal classification be
37 reallocated as follows:

38

Current paygrade 5123-DC

Step 1 (Hourly)	$10.8897
Step 2 (Hourly)	$11.5752
Step 3 (Hourly)	$12.2612

Proposed 5123-DC

Step 1 (Hourly)	$12.6897
Step 2 (Hourly)	$13.3752
Step 3 (Hourly)	$14.0612
Added Step 4 (Hourly	$14.7412

39

40 ; and

41

42   WHEREAS, pay grade 5124 for the Assistant Head Lifeguard Seasonal
43 classification be reallocated as follows:
44

Current paygrade 5124

Step 1 (Hourly)	$13.0671
Step 2 (Hourly)	$13.6157

Proposed 5124

Step 1 (Hourly)	$14.8671
Step 2 (Hourly)	$15.4157
Added Step 3 (Hourly	$15.9657

45
46 ; and
47
48   WHEREAS, pay grade 511M for the Head Lifeguard Seasonal classification be
49 reallocated as follows:
50

Current paygrade 511M

Step 1 (Hourly)	$14.3734
Step 2 (Hourly)	$16.0545

Proposed 511M

Step 1 (Hourly)	$16.9734
Step 2 (Hourly)	$17.6734
Added Step 3 (Hourly	$18.3734
Added Step 4 (Hourly	$19.0734

51
52 ; and
53
54   WHEREAS, pay grade 09M for the Head Lifeguard classification be reallocated
55 as follows:

Current paygrade 09M

Step 1 (Hourly)	$15.7762
Step 2 (Hourly)	$16.1764
Step 3 (Hourly)	$16.5987
Step 4 (Hourly)	$17.0615
Step 5 (Hourly)	$17.7199

Proposed 09M

Step 1 (Hourly)	$18.3762
Step 2 (Hourly)	$18.7764
Step 3 (Hourly)	$19.1987
Step 4 (Hourly)	$19.6615
Step 5 (Hourly)	$20.3199

56
57 ; and
58
59   WHEREAS, pay grade 512M for the classification of the Lifeguard Supervisor
60 Seasonal classification be reallocated as follows:
61

Current paygrade 512M

Step 1 (Hourly)	$21.2853
Step 2 (Hourly)	$22.3152

Proposed 512M

Step 1 (Hourly)	$22.7853
Added Step 2 (Hourly	$23.7853
Step 3 (Hourly)	$24.7853

62
63 ; and
64
65   WHEREAS, the Committee on Personnel, at its meeting of March 11, 2020,
66 recommended adoption of File No. 20-250 (vote 4-0); now, therefore,

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67
68   BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves
69   the reallocation of the Department of Parks, Recreation and Culture's aquatic
70   classifications as detailed above, effective Pay Period 8, beginning March 22, 2020.
71
72
73   srb
74   03/11/2020
75   S:\Committees\2020\Mar\PER\Resolutions\20-250 Parks - Aquatics Staff Reallocations.docx