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(ITEM ) From the Director, Department of Health and Human Services, requesting an exception to Chapter 17 of the Milwaukee County Code of General Ordinances as it relates to overtime compensation for classified employees, and to implement a temporary incentive program to enhance staffing coverage at the Juvenile Detention Center, for the period retroactive to April 23, 2016, through June 30, 2016, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, the Delinquency and Court Services Division (DCSD) Juvenile Detention Center has been experiencing a staffing shortage and a youth census above capacity in the facility as a result of the issues which have surfaced at the State of Wisconsin Lincoln Hills School for Boys; and

WHEREAS, DHHS is seeking an exception to Chapter 17 of the Milwaukee County Code of General Ordinances (the Code) governing overtime compensation on a temporary basis from April 23, 2016, to June 30, 2016, in order to provide additional staffing coverage; and

WHEREAS, additional coverage would be provided by a pool of trained DCSD employees who would serve as Juvenile Corrections Officers on a voluntary and temporary basis; and

WHEREAS, these employees would be compensated for overtime hours in the following manner:

- A DCSD employee, who has volunteered to take shifts in the Juvenile Detention Center, will be paid time-and-a-half for those hours worked during those detention shifts, if they have at least 40 hours of work and paid off-time during the week.
- The policy is only applicable to classified employees regardless of Fair Labor Standards Act eligibility, who have been trained and have volunteered for these shifts.
- Any hours worked in excess of 40 which are not related to the detention shifts, will follow current Code for payment or accrual.

; and

WHEREAS, this incentive program is a temporary measure to address the staffing shortage and will end once the majority of the vacancies are filled; and

WHEREAS, the Committee on Finance, Personnel, and Audit, at its meeting of May 19, 2016, recommended adoption of the Director’s request (vote 6-0); now, therefore,

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BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby authorizes the Director, Department of Health and Human Services, or his designee, to approve the extra shift coverage incentive program for the Juvenile Detention Center retroactive to April 23, 2016, and continuing to June 30, 2016, allowing a temporary exception to Chapter 17 of the Milwaukee County Code of General Ordinances (the Code) governing overtime for those classified employees, regardless of Federal Labor Standards Act eligibility, who have volunteered, been trained, and who work the extra shift hours; and

BE IT FURTHER RESOLVED, that Central Payroll of the Comptroller's Office shall calculate pay for a Delinquency and Court Services Division employee, who has volunteered to take shifts in the Juvenile Detention Center, at time-and-a-half for those hours worked during those detention shifts, if they have at least 40 hours of work and paid off-time during the week; and

BE IT FURTHER RESOLVED, any hours worked in excess of 40 which are not related to the detention shifts, will follow current Code for payment or accrual.

jmj  
05/19/16  
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