

Budget Committee Referral Response from HR

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Mon 10/16/2023 4:29 PM

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Cc: Franklin, Margo <Margo.Franklin@milwaukeecountywi.gov>; Maze, Tony <Tony.Maze@milwaukeecountywi.gov>; Davis, Jacob <Jacob.Davis@milwaukeecountywi.gov>; Andersen, Regan <Regan.Andersen@milwaukeecountywi.gov>; Osborne, Hope <Hope.Osborne@milwaukeecountywi.gov>; Williams, Keshawn <Keshawn.Williams@milwaukeecountywi.gov>; Halverson, James <James.Halverson@milwaukeecountywi.gov>; Furtsch, Evan <Evan.Furtsch@milwaukeecountywi.gov>; Masarik, Ethan <Ethan.Masarik@milwaukeecountywi.gov>

📎 1 attachments (220 KB)

Finance Committee Budget Referral Response 10-11-23 Final.pdf;

Good afternoon,

Attached is the referral response for information that the Supervisors asked for at the October 11 committee meeting. Thank you.

P.S. The Supervisors on Finance Committee (other than the Chair) were put in the Bcc to avoid quorum issues.





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By achieving racial equity, Milwaukee County is the healthiest county in Wisconsin.



Milwaukee County
Department of Human Resources
 INTER-OFFICE COMMUNICATION

Date: October 16, 2023

To: Supervisor Liz Sumner, Chairperson, Finance Committee

From: Margo Franklin, Chief Human Resources Officer 
 Tony Maze, Director, Employee Benefits, Department of Human Resources 

Subject: Org. Unit 430 - Community Reintegration Center (CRC) Budget Referral Response

On October 11, 2023, during the course of the presentation and discussion of Org. Unit 430 - Community Reintegration Center (CRC) budget, Board Supervisors requested the following information:

- Supervisor Taylor (5) would like to know if Correctional Officers are able to rotate between the Milwaukee County Jail, Vel R. Phillips Youth and Family Justice Center, and the CRC, as needed?
- Supervisor Rolland requested information regarding what other counties are offering or proposing for Correctional Officer wages and incentives?

The information below is the response to the Supervisor's requests.

Are Correctional Officers able to rotate between the Milwaukee County Jail, Vel R. Phillips Youth and Family Justice Center, and the CRC, as needed?

Correctional Officers are not allowed to rotate between locations. Milwaukee County Ordinance, states "No person holding employment with the county in the classified or unclassified service under the provision of chapter 17 of the Code, or ch. 63, Wis. Stats., shall be employed in more than one (1) classification or hold more than one (1) position unless approved by the director of human resources." There are two (2) major issues at play relative to Correctional Officers rotating between location. First, there are different age requirements in each Division: CRC – 18 years, Sheriff – 19 years, YCO – 21 years. Second, there is the issue of how to charge overtime. If an employee is working in two (2) separate departments, the overtime charges will be charged to the home department. There is a manual way to correct journal entries relative to pay, however, this is done by accounting and payroll. Each time an employee works outside of their home department, a manual change would be required to ensure the timesheet is properly updated. Due to the complexities of payroll, employees are only assigned to work in one (1) department. Please note there is no way to change the hourly rate of pay, regardless of the job. The hourly rate would need to be the same, regardless of classification.

Correctional Officer Pay Rates by Wisconsin County

County	Minimum	Maximum	Notes
Brown	\$ 25.05	\$ 30.20	
Columbia	\$ 23.93	\$ 27.34	
Dane	\$ 32.54	\$ 41.71	New deputies must serve as jail officers before moving to other fields like patrol.
Dodge	\$ 24.93	\$ 27.46	
Fond du Lac	\$ 26.89	\$ 30.93	
Green	\$ 23.74	\$ 26.92	
Jefferson	\$ 29.46	\$ 34.68	
Kenosha	\$ 27.00	\$ 30.68	
Milwaukee	\$ 26.43	\$ 29.68	2024 Recommended Budget adjusts range: \$27.22 (min) to \$30.57 (max) effective January 2023
Ozaukee	\$ 26.43	\$ 33.78	\$3,000 sign-on bonus is offered.
Racine	\$ 29.55	\$ 34.10	
Rock	\$ 22.60	\$ 28.07	Minimum rate will increase to \$24.18 on January 1.
Sheboygan	\$ 25.00		
Walworth	\$ 25.83	\$ 33.95	
Washington	\$ 25.46	\$ 33.85	
Waukesha	\$ 27.10	\$ 35.75	
AVERAGE	\$ 26.37	\$ 31.94	

What are other counties are offering or proposing for Correctional Officer wages and incentives?

Tony Maze, Director, Benefits Administration, initiated an employee benefit offering research on eight (8) surrounding Milwaukee County Counties. It was discovered that they all offer the same types of benefits as Milwaukee County, however, some have some additional benefits which are listed in the chart below:

<u>County</u>	<u>Offering Different from Milwaukee County</u>
Waukesha County	Waukesha County has a High-Deductible Plan with a Health Savings Account (HSA) Medical Option
Racine County	Racine County has a High-Deductible Plan with a Health Savings Account (HSA) Medical Option
Dane County	Dane County has an HMO Medical Option
Walworth County	Walworth County offers a no premium Dental Plan, however, Co-pays are still required
Jefferson County	Jefferson County offers an On-site Fitness Center
Sheboygan County	Sheboygan County offers a 25% discount on Childcare Service if a certain facility is used
Fond Du Lac County	Fond Du Lac County offers the same benefits as Milwaukee County
Kenosha County	Kenosha County offers the same benefits as Milwaukee County

CC: County Executive David Crowley
Mary Jo Meyers, Chief of Staff
Finance Committee
Kelly Bablitch, Milwaukee County Board of Supervisors Chief of Staff
Aaron Hertzberg, Director of Administrative Services
Joe Lamers, Director – Strategy, Budget & Performance (SBP)
Dan Laurila, Operating Budget Director, SBP
Stephen Cady, Research & Policy Director, Comptroller’s Office
Chantell Jewell, Superintendent, Community Reintegration Center (CRC)
Janelle Jensen, Manager, Legislative Services Division, Office of the County Clerk
Allyson Smith, Committee Clerk