

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45

From the Chief Human Resources Officer, Department of Human Resources, requesting approval to reallocate the Pay Grade of Correctional Officers (14Z1) and Correctional Officers – Truck Driver (17Z) to provide a 2.25% increase for all pay steps effective June 14, 2020, to aid in the hiring and retention of correctional officers, by recommending adoption of the following:

A RESOLUTION

WHEREAS, File No. 16-676, adopted December 15, 2016, authorized the Chief Human Resources Officer, Department of Human Resources (DHR), to designate the positions of Highway Maintenance Workers and Correctional Officers as “difficult-to-fill,” and therefore eligible for enhanced compensation benefits that included sign-on bonuses, retention bonuses, and higher shift differential pay; and

WHEREAS, DHR provided an informational report dated February 21, 2017 (File No. 17-236), that outlined the incentive guidelines developed for the difficult-to-fill positions, which included a sign-on bonus of \$750 for new Correctional Officers (\$375 paid after six months of service and \$375 paid after one-year), and a \$0.10/hour increase in shift differential pay to \$0.50/hour; and

WHEREAS, due to a competitive job market, and a salary structure for Correctional Officers that lags many other area correctional facilities, the Criminal Justice Facility, Office of the Sheriff, House of Correction (HOC) , and Youth Detention Center, Department of Health and Human Services, have continued to struggle with attracting and retaining Correctional or Youth Correctional Officers; and

WHEREAS, high position turnover and vacancies often result in mandatory overtime for existing staff that further exacerbates the problem, and adversely impacts staff morale; and

WHEREAS, an initial reallocation was provided for in the 2019 Adopted Budget, with funds that supported an increase of 4.5 percent in concert with the general Milwaukee County (the County) increase of 2 percent, yielding a mid-2019 increase of 6.5 percent; and

WHEREAS, the 2020 Adopted Budget contains the following language:

“An appropriation of \$300,000 is included in this program area for correctional officer compensation adjustments. File No. 19-528, adopted June 20, 2019, authorized the reallocation of correctional officer pay grades to provide a 6.5 percent increase in pay effective June 16, 2019. The Chief Human Resources Director is requested to assess the effectiveness of the wage increase on the ability of the affected departments to hire, retain staff, and reduce mandatory overtime. A recommendation on the use of the funds

46 shall be submitted to the County Board for consideration no later than the March 2020
47 meeting cycle.”

48
49 ; and

50
51 WHEREAS, it is recommended that the reallocation of the Correctional Officer
52 pay grades 14Z1-DC and 17Z-DC be effective Pay Period 14, so that employees will
53 see a 2.25 percent increase in pay, which should further assist in recruiting and
54 retaining critical staff; and

55
56 WHEREAS, pay grade 14Z1-DC (Correctional Officers) and 17Z-DC
57 (Correctional Officer Truck Driver) would be reallocated as follows to show the current
58 hourly rate and the proposed rate after the 2.25 percent is applied:

	Step	Current Hourly Rate	Proposed Hourly Rate
14Z1 - DC	01	\$19.9318	\$20.3803
14Z1 - DC	02	\$20.4726	\$20.9332
14Z1 - DC	03	\$21.0166	\$21.4895
14Z1 - DC	04	\$21.6597	\$22.1470
14Z1 - DC	05	\$22.2719	\$22.7730
14Z1 - DC	06	\$22.8957	\$23.4109
17Z - DC	01	\$21.0165	\$21.4894
17Z - DC	02	\$21.6596	\$22.1469
17Z - DC	03	\$22.2718	\$22.7729
17Z - DC	04	\$22.9168	\$23.4324
17Z - DC	05	\$23.8041	\$24.3397
17Z - DC	06	\$24.2716	\$24.8177

59 ; and

60
61 WHEREAS, based on the extreme difficulty in recruiting and retaining
62 Correctional Officer staff to assignments in the County Jail, HOC, and Youth Detention
63 Center, it is recommended that the pay grades for Correctional Officers be reallocated
64 to provide a wage increase; and

65
66

67 WHEREAS, the Committee on Personnel, at its meeting of March 11, 2020,
68 recommended adoption of File No. 20-256 (vote 4-0); now, therefore,
69

70 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby
71 reallocates pay grades 14Z1-DC and 17Z-DC, effective Pay Period 14, beginning June
72 14, 2020, as follows:
73

	Step	Current Hourly Rate	Proposed Hourly Rate
14Z1 - DC	01	\$19.9318	\$20.3803
14Z1 - DC	02	\$20.4726	\$20.9332
14Z1 - DC	03	\$21.0166	\$21.4895
14Z1 - DC	04	\$21.6597	\$22.1470
14Z1 - DC	05	\$22.2719	\$22.7730
14Z1 - DC	06	\$22.8957	\$23.4109
17Z - DC	01	\$21.0165	\$21.4894
17Z - DC	02	\$21.6596	\$22.1469
17Z - DC	03	\$22.2718	\$22.7729
17Z - DC	04	\$22.9168	\$23.4324
17Z - DC	05	\$23.8041	\$24.3397
17Z - DC	06	\$24.2716	\$24.8177

74 ; and

75
76 BE IT FURTHER RESOLVED, the reallocation of pay grades 14Z1-DC and
77 17Z-DC, as shown above, reflect the current hourly rate and the proposed rate after the
78 2.25 percent increase due to the reallocation; and

79
80 BE IT FURTHER RESOLVED, the Office of Performance, Strategy, and Budget,
81 Department of Administrative Services, working in conjunction with the Office of the
82 Comptroller, is authorized to process an appropriation transfer to allocate the \$300,000
83 in funding for 2020 Correctional Officer pay increases to the appropriate accounts as
84 follows:

- 85
86 Org. Unit 4000 – Office of the Sheriff: \$133,041
87 Org. Unit 4300 – House of Correction: \$126,961
88 Org. Unit 8000 – Department of Health and Human Services: \$38,642
89

90
91 srb
92 03/11/2020
93 S:\Committees\2020\Mar\PER\Resolutions\20-256 HR - Correctional Officer Reallocations.docx