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From the Chief Human Resources Officer and the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting an additional 2% general increase for Milwaukee County employees effective for pay period 18 beginning August 21, 2022, by recommending adoption of the following:

A RESOLUTION

WHEREAS, the Department of Human Resources has worked with the Office of Strategy, Budget, and Performance, as well as the Office of the County Executive in developing a proposal to provide for an additional 2 percent general increase for Milwaukee County (the County) employees effective August 21, 2022; and

WHEREAS, the 2022 Adopted Budget includes a \$2.5 million tax levy allocation to support mid-year compensation increases, and this 2 percent general increase proposal is funded within the approved \$2.5 million allocation; and

WHEREAS, the County is facing significant difficulty in attracting and retaining employees across the board, given the current market for talent; and

WHEREAS, budgetary constraints have not allowed the County to keep pace with overall recent market-based salary increase averages; and

WHEREAS, inflation, because of many factors, inclusive of the Coronavirus Disease pandemic, has trended significantly high in 2022, resulting in all County employees experiencing a sharp rise in the cost of living; and

WHEREAS, the Committee on Personnel, at its meeting of July 12, 2022, recommended adoption of File No. 22-828 (vote 4-0); and

WHEREAS, the Committee on Finance, at its meeting of July 21, 2022, recommended adoption of File No. 22-828 (vote 7-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board) hereby approves an additional 2 percent general increase for Milwaukee County employees, effective August 21, 2022, subject to the typical general increase provisions including the following:

- Amendments to the collective bargaining contracts between the County Board and its general municipal employee unions will be required in order to apply the proposed general increase to employees within these bargaining units. Application of a general increase authorized by the County Board under this proposal and agreed to by a union via amendment to its contract will be implemented in Pay Period 18, by retroactive payment if necessary.

47 • Elected Officials and those serving on various Boards would not be eligible for a
48 general increase.

49

50 ; and

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52 BE IT FURTHER RESOLVED, the Office of Strategy, Budget, and Performance,
53 and the Office of the Comptroller are authorized and directed to provide an
54 administrative appropriation transfer of up to \$1,705,033 in total, including
55 reimbursement revenues, and \$1,483,379 in tax levy from Org. Unit 1972 – Wage and
56 Benefit Modification, into the appropriate departmental salary accounts, as needed, to
57 support the proposed 2 percent general salary increase.

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62 \\Fi01wpchc\comclerk\$\Committees\2022\July\FINANCE\Resolutions\22-828 HR - Countywide 2 Percent Pay

63 Increase.docx