



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

File 21-937

Date: October 1, 2021

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources *M. Franklin*

Subject: From the Chief Human Resources Officer, Department of Human Resources providing an Informational Report regarding implementation of Resolution 21-556 regarding Lifeguard compensation and creation of a new Seasonal position

File Type: Informational Report

REQUEST

This informational report provides a summary of the proposed implementation of the items provided for in the subject resolution. The Department of Human Resources worked with the Department of Parks, Recreation, and Culture to prepare this report and is submitting on behalf of that joint effort.

POLICY

File No. 21-556 Resolution	http://milwaukeecounty.legistar.com/gateway.aspx?m=&l&id=/matter.aspx?key=11108
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BACKGROUND

In the resolution included in File No. 21-556 the Board has directed a response discussing the implementation of the resolution's provisions. This informational report provides the proposed departmental implementation addressed after each resolution clause which is represented in italics below.

Item 1:

BE IT FURTHER RESOLVED, the Department of Human Resources, the Office of the Comptroller, and the Department of Parks, Recreation, and Culture are hereby authorized and directed to enact a bonus structure for all lifeguard positions, which includes:

- A \$100 referral bonus for any lifeguard, in any position, hired before June 1, 2021 who refers an individual who is successfully trained and hired for any lifeguard position for the 2021 and 2022 seasons*
- A bonus for all new and incumbent lifeguards, in any position, of \$200 per each month successfully completed, paid out at the end of the season*

- *A \$200 bonus for any lifeguard, in any position, who returns for the 2022 season*

Proposed Implementation Item 1:

- **Referral Bonus:** The referral bonus will be applied to lifeguards returning in 2022. New lifeguard candidates will be provided a referral slip to complete, if applicable, upon training class arrival. The referring guard will also complete documentation. The referring guard will qualify for the \$100 referral bonus after the new candidate has successfully completed training and fulfilled 100 hours of work. Only one employee can be recognized as a referring guard for each successfully referred new guard.
 - Clarification of the Board’s intent on whether there should be a cap on the number of referral awards that a lifeguard is eligible for, if any, is requested.
 - This bonus will be applicable for lifeguards who worked in season 2021 and returned 2022.
 - “Season” is assumed to be defined as the summer season.
- **Monthly Retention Bonus:** This bonus will be paid out retroactively at the end of the summer season. Interpretation is that the “season” applies to the summer and not year-round. “Months” will be defined around the summer season and determined as a full month typically consisting of 4 weeks.
 - For 2022 season:
 - May 29th - June 25th - 4 weeks
 - June 26th - July 23rd - 4 weeks
 - July 24th - Aug 20th - 4 weeks
 - Aug 21st - Sept 5th - 2 weeks (Late Season Bonus)
 - Bonus pay structure is proposed to be prorated based on worked hours during each period with eligibility and tiers defined as follows:
 - 4 Week Periods
 - \$200.00 for 128+ hours (equivalent to 32 hrs or greater per week)
 - \$100.00 for 100+ hours (equivalent to 24 hrs up to 31 hrs per week)
 - \$25.00 for 40+ hours (equivalent to 10hrs up to 23 hrs per week)
 - 2 Week Period – Aug 21st –Sept 5-Late Season Bonus
 - \$200.00 for 75+ hours (or 75% of FT available hours to accommodate pool hour changes, etc.)
 - \$100.00 for 36+ hours (weekend equivalent) - If part time availability due to school
 - The monthly retention bonus will be active for the 2022 season.

- **Returning Lifeguard Bonus:** Paid at the end of the 2022 summer- must finish the summer season of 2022 to be eligible, which is defined as through the start of school or Labor Day.
 - Incorporating additional "retention" concept into this bonus.
 - Interpretation is that the "season" applies to the summer and not year-round.

Item 2:

BE IT FURTHER RESOLVED, the Department of Human Resources, the Office of the Comptroller, and the Department of Parks, Recreation, and Culture are hereby authorized and directed to implement a pay increase for all lifeguard positions of three dollars (\$3) per hour per step, except for the highest step of each position, which shall be increased by four dollars (\$4) per hour, with an effective date of pay period 17 beginning August 8, 2021

Pay grade 5123 for the classification of Lifeguard Seasonal shall be reallocated as follows:

Current Pay Grade 5123- DC		Proposed Pay Grade 5123-DC	
Step 1 (Hourly)	\$12.82	Step 1 (Hourly)	\$15.82
Step 2 (Hourly)	\$13.51	Step 2 (Hourly)	\$16.51
Step 3 (Hourly)	\$14.21	Step 3 (Hourly)	\$17.21
Step 4 (Hourly)	\$14.89	Step 4 (Hourly)	\$18.89

Pay grade 5124 for the classification of Assistant Head Lifeguard Seasonal shall be reallocated as follows:

Current Pay Grade 5124		Proposed Pay Grade 5124	
Step 1 (Hourly)	\$15.02	Step 1 (Hourly)	\$18.02
Step 2 (Hourly)	\$15.57	Step 2 (Hourly)	\$18.57
Step 3 (Hourly)	\$16.13	Step 3 (Hourly)	\$20.13

Pay grade 511M for the classification of Head lifeguard Seasonal shall be reallocated as follows:

Current Pay Grade 511M		Proposed Pay Grade 511M	
Step 1 (Hourly)	\$17.15	Step 1 (Hourly)	\$20.15
Step 2 (Hourly)	\$17.86	Step 2 (Hourly)	\$20.86
Step 3 (Hourly)	\$18.56	Step 3 (Hourly)	\$21.56
Step 4 (Hourly)	\$19.27	Step 4 (Hourly)	\$23.27

Pay grade 09M for the classification of Head Lifeguard shall be reallocated as follows:

Current Pay Grade 09M		Proposed Pay Grade 09M	
<i>Step 1 (Hourly)</i>	\$18.56	<i>Step 1 (Hourly)</i>	\$21.56
<i>Step 2 (Hourly)</i>	\$18.97	<i>Step 2 (Hourly)</i>	\$21.97
<i>Step 3 (Hourly)</i>	\$19.40	<i>Step 3 (Hourly)</i>	\$22.40
<i>Step 4 (Hourly)</i>	\$19.86	<i>Step 4 (Hourly)</i>	\$22.86
<i>Step 5 (Hourly)</i>	\$20.53	<i>Step 5 (Hourly)</i>	\$24.53

Pay grade 512M for the classification of Lifeguard Supervisor Seasonal shall be reallocated as follows:

Current Pay Grade 512M		Proposed Pay Grade 512M	
<i>Step 1 (Hourly)</i>	\$23.02	<i>Step 1 (Hourly)</i>	\$26.02
<i>Step 2 (Hourly)</i>	\$24.03	<i>Step 2 (Hourly)</i>	\$27.03
<i>Step 3 (Hourly)</i>	\$25.04	<i>Step 3 (Hourly)</i>	\$29.04

Proposed Implementation Item 2:

- **Reallocations:** The above changes will take place retroactive to pay period 17 beginning August 8, 2021.
 - It should be noted that these the new, seasonal lifeguard reallocations did not include any adjustments for full-time Supervisory/Management positions within the Aquatics division. As a result, inequities in the Aquatic division exist post adjustment. The Seasonal Supervisor pays more than the full-time supervisor.

Item 3:

BE IT FURTHER RESOLVED, that the Department of Parks, Recreation, and Culture is hereby authorized and directed to eliminate the barriers of access to the lifeguard position by paying upfront all training costs for all trainees and providing them with a bonus of \$359 upon successful completion of training, beginning July 1, 2021 and for all trainees in subsequent years

Proposed Implementation Item 3:

- Milwaukee County provides free training but if class is not completed or the individual does not actually work for Milwaukee County, they will be invoiced for the full cost to the Milwaukee County Aquatic Department. Current cost is \$375.00 for EMR basic.
- The bonus of \$359, will be paid to all candidates that complete the EMR basic class of forty (40) hours and complete the full lifeguard season. The intent is to retain them for the season. We want to discourage candidates from getting no-cost training and certification and leaving to work elsewhere.
- The refresher class, consisting of 24 hours, will be prorated to \$239.00.

- Note:** Historically, we have worked with individuals to assure that upfront costs would not be a hindrance. However, we believe that some upfront commitment from individuals is required. The in-water portion of training has been completely free to individuals, as this portion of training is done entirely in house. Additionally, all costs for the second step of training (EMR class) have been fully reimbursed and also recognized with a bonus. This helped us to ensure that individuals would be committed for the season. The proposed, up-front structure allows for individuals to have less commitment. Candidates will have the ability to obtain a full AHA-CPR-BLS certification and a Milwaukee County EMR certification and take it elsewhere upon completion with no cost to them.

Item 4:

BE IT FURTHER RESOLVED, the Department of Human Resources and the Department of Parks, Recreation, and Culture are hereby requested to abolish the position of Park Worker 1 Seasonal and create a new Park Worker Seasonal position at a pay range of 12 dollars (\$12) to 15 dollars (\$15) per hour (which is a pay range that falls between the current Park Worker 3 Seasonal and Park Worker 4 Seasonal)

Proposed Implementation Item 4:

- Abolish / Create / Rename:** The actions will be implemented as directed with an effective date effective 10/03/21, as illustrated below.

Park Worker 1 Seas (Abolish Grade)

5110	1	\$8.09	\$16,827.20
5110	2	\$8.37	\$17,409.60
5110	3	\$8.65	\$17,992.00

Park Worker 2 Seas (Change to 1)

5109	1	\$8.93	\$18,574.40
5109	2	\$9.49	\$19,739.20
5109	3	\$9.96	\$20,716.80

Park Worker 3 Seas (Change to 2)

5108	1	\$10.88	\$22,630.40
5108	2	\$11.44	\$23,795.20
5108	3	\$11.95	\$24,856.00

New Park Worker 3 Seas

New Grade to be Created	1	\$12.00	\$24,960.00
	2	\$12.75	\$26,520.00
	3	\$13.50	\$28,080.00
	4	\$14.25	\$29,640.00
	3	\$15.00	\$31,200.00

Park Worker 4 Seas

5102	1	\$18.69	\$38,875.20
5102	2	\$19.26	\$40,060.80
5102	3	\$19.80	\$41,184.00

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
N/A
- 1B: Create and nurture an inclusive culture across County government
N/A
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
N/A
- 2A: Determine what, where, and how we deliver services to advance health equity
N/A
- 2B: Break down silos across County government to maximize access to and quality of services offered
N/A
- 2C: Apply a racial equity lens to all decisions
N/A
- 3A: Invest “upstream” to address root causes of health disparities
N/A
- 3B: Enhance the County’s fiscal health and sustainability
Provide additional compensation to improve the ability to attract and maintain employees in critical Parks roles required to sustain the operation of the aquatic facilities and of the parks in general.
- 3C: Dismantle barriers to diverse and inclusive communities
N/A

FISCAL EFFECT

Funding for these adjustments was provided for in the initial Milwaukee County Board action.

VIRTUAL MEETING INVITES

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PREPARED BY:

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James Tarantino, Director of Planning and Admin

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Guy Smith, Executive Director; Parks, Recreation and Culture

ATTACHMENTS:

None

cc: Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Supervisor Eddie Cullen, Chairman, Committee on Personnel
Supervisor Jason Haas, Chairman, Committee on Finance
Joe Lamers, Director, Office of Performance, Strategy and Budget, DAS
Dan Laurila, Operating Budget Manager, DAS-PSB
Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Steve Cady, Research & Policy Director, Office of the Comptroller
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