

COUNTY OF MILWAUKEE
DEPARTMENT OF HUMAN RESOURCES
Inter-Office Communication

DATE: February 21, 2020

TO: Supervisor Theodore Lipscomb, Sr., Chairman, Milwaukee County Board of Supervisors

CC: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Raisa Koltun, Chief of Staff, Office of the County Executive
Supervisor Eddie Cullen, Chairman, Committee on Personnel
Supervisor James "Luigi" Schmitt, Chairman, Committee on Finance and Audit
Teig Whaley-Smith, Director, Department of Administrative Services (DAS)
Joe Lamers, Director, Office of Performance, Strategy and Budget, DAS
Denita Ball, Chief Deputy Sheriff, Office of the Sheriff
Molly Zillig, Chief Legal and Compliance Officer, Office of the Sheriff
Aaron Dobson, Deputy Inspector, Office of the Sheriff
Theodore Chisholm, Chief of Staff, Office of the Sheriff
Patricia Carravetta, Public Safety Fiscal Administrator, Office of the Sheriff
Michael Hafemann, Superintendent of the House of Correction
June Jackson, Public Safety Fiscal Administrator, House of Correction
Lathel Taylor, Deputy Superintendent of the Juvenile Detention Center
Dan Laurila, Operating Budget Manager, DAS-PSB
Lindsey Shreves, Budget and Management Analyst, DAS-PSB

FROM: Julie Landry, Chief Human Resources Officer, Department of Human Resources
Dean Legler, Director of Compensation and HRIS, Department of Human Resources

RE: Recommendation to Reallocate Correctional Officer 1 (Pay Grade 14Z1) and
Correctional Officer-Truck Driver (Pay Grade 17Z) in Response to the Directive in the
2020 Adopted Budget

D. Legler For J.L.
D-2

REQUEST

The 2019 Adopted Budget includes 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 Officer 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 shall be submitted to the County Board for consideration no later than the March 2020 meeting cycle.”

BACKGROUND

Human Resources is recommending reallocating the pay grade for Correctional Officers to provide a 2.25% percent hourly wage increase to all existing pay steps. This is a follow up to the 4.5% increase that was funded in the 2019 budget that was coincident with 2019 the general employee increase resulting in a 6.5% total 2019 increase effective 6/16/2019. Subsequently, the wages were increased 1% via another general increase effective 12/29/2019.

The proposed scope for 2020 increases resulting from the \$300,000 allocation pool included in the 2020 budget will constitute the same population of Corrections Officers that the 2019 increase included. Corrections Officers are dispersed over three Departments: The Milwaukee County Sheriff's Office (MCSO), House of Correction (HOC), and Youth Correctional Officers working in the Department of Health and Human Services (DHHS). The proposed increase effective date will be the beginning of pay period 14 of 2020 which begins on 6/14/2020. The \$300,000 impact in 2020 will be doubled to a \$600,000 impact in 2021 when in force for a full year.

The total cost of the reallocation (2.25% increase) with respect to base wage increase and FICA impacts will be approximately \$298,644 for 2020, and \$597,288 for 2021.

An appropriation of \$300,000 was included in the 2020 budget 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.

Milwaukee County has approximately 582 Correctional Officer positions. Prior to the 2019 adjustments, we had vacancy percentage of approximately 25%. As of now, we have an approximate vacancy percentage of approximately 13%. It can be inferred that moving our compensation rates closer to the market rate has been a factor in the improved vacancy percentage year over year.

The table below shows the impact of the proposed 2.25% increase on the applicable salary grades:

	Step	Current Hourly Rate	Current Annual Rate	Proposed Hourly Rate	Proposed Annual Rate
14Z1 - DC	01	\$19.9318	\$41,458.24	\$20.3803	\$42,391.02
14Z1 - DC	02	\$20.4726	\$42,583.01	\$20.9332	\$43,541.06
14Z1 - DC	03	\$21.0166	\$43,714.50	\$21.4895	\$44,698.16
14Z1 - DC	04	\$21.6597	\$45,052.08	\$22.1470	\$46,065.76
14Z1 - DC	05	\$22.2719	\$46,325.58	\$22.7730	\$47,367.84
14Z1 - DC	06	\$22.8957	\$47,623.04	\$23.4109	\$48,694.67
17Z - DC	01	\$21.0165	\$43,714.29	\$21.4894	\$44,697.95
17Z - DC	02	\$21.6596	\$45,051.87	\$22.1469	\$46,065.55
17Z - DC	03	\$22.2718	\$46,325.37	\$22.7729	\$47,367.63
17Z - DC	04	\$22.9168	\$47,666.94	\$23.4324	\$48,739.39
17Z - DC	05	\$23.8041	\$49,512.49	\$24.3397	\$50,626.58
17Z - DC	06	\$24.2716	\$50,484.96	\$24.8177	\$51,620.82

RECOMMENDATION

It is recommended to reallocate pay grades 14Z1 and 17Z effective pay period 14, beginning June 14, 2020. This reallocation will incorporate a 2.25 percent wage increase to Correctional Officer pay. Adoption of the attached resolution to effectuate this recommendation is requested.