

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: February 18, 2022

TO: Marcelia Nicholson, County Board Chairwoman

FROM: Dean Legler, Director of Compensation/HRIS, Department of Human Resources
Joe Lamers, Director, Office of Strategy, Budget and Performance

Dean Legler

JOSEPH LAMERS

SUBJECT: From the Director of Compensation/Human Resources Information System and the Director of the Office of Strategy, Budget and Performance, Requesting Reallocation of Correction Officer positions to increase base rate pay by \$3.00 per hour and to discontinue the application of \$3.00 per hour premium pay for Correction Officers

FILE TYPE: Action Report

REQUEST:

This submittal includes a resolution and accompanying fiscal note in support of the request to reallocate the following Correction Officer positions:

- Correctional Officer 1 Sheriff
- Correctional Officer 1
- Youth Correctional Officer
- Youth Correctional Officer Bilingual
- Family Visitation Security Officer
- Correctional Officer Lieutenant
- Correctional Officer Sergeant
- Correctional Officer Lieutenant – Program Facilitator
- Correctional Officer Truck Driver
- Supervisor Juvenile Correctional Officer

The hourly pay for each of these positions will be increased by \$3.00 per hour, which is equal to the hourly amount of premium pay currently being provided to Correction Officer staff who are compliant with the County's Vaccine Mandate. This reallocation is proposed as a substitute to the current premium pay rate. Upon implementation of this reallocation, the current \$3.00 per hour premium pay rate for Correction Officer staff will be eliminated.

The \$3.00 per hour increase is proposed for pay period 19 and is in addition to a 2% wage increase that is being proposed in pay period 18 for general employees under a separate file. The following pay table provides current Correction Officer pay rates adjusted to account for a 2% increase (pay period 18) and then increased by \$3.00 per hour for Correction Officer positions (pay period 19).

The reallocation request asks the Chief Human Resources Officer to implement the following reallocations as of Pay Period 19, effective September 4, 2022.

REQUESTOR	TITLE	NO. POSITIONS	PAY RANGE	Current		2% Increase (Proposed PP18)		RECOMMENDED (PP19)		EFFECTIVE DATE	
				CURRENT HOURLY	CURRENT ANNUAL	2% Increase Hrly	2% Increase Annual	\$3 Increase Hrly	\$3 Increase Annual		
HOC, Sheriff, DHHS	Corr Offcr 1 Nm, Corr Offcr 1 Sheriff Nm, Youth Correctional Officer, Youth Correctional Officer BI, Family Visitation Security Officer	All	14Z1	1	\$21.01	\$43,700.80	21.44	44,595.20	\$24.44	\$50,835.20	9/4/22
			14Z1	2	\$21.58	\$44,886.40	22.02	45,801.60	\$25.02	\$52,041.60	
			14Z1	3	\$22.15	\$46,072.00	22.60	47,008.00	\$25.60	\$53,248.00	
			14Z1	4	\$22.82	\$47,465.60	23.28	48,422.40	\$26.28	\$54,662.40	
			14Z1	5	\$23.48	\$48,838.40	23.95	49,816.00	\$26.95	\$56,056.00	
			14Z1	6	\$24.13	\$50,190.40	24.62	51,209.60	\$27.62	\$57,449.60	
HOC	Correctional Officer Sergeants	All	22	1	\$24.43	\$50,814.40	24.92	51,833.60	\$27.92	\$58,073.60	9/4/22
			22	2	\$25.43	\$52,894.40	25.94	53,955.20	\$28.94	\$60,195.20	
			22	3	\$26.26	\$54,620.80	26.79	55,723.20	\$29.79	\$61,963.20	
			22	4	\$27.13	\$56,430.40	27.68	57,574.40	\$30.68	\$63,814.40	
			22	5	\$28.15	\$58,552.00	28.71	59,723.04	\$31.71	\$65,963.04	
HOC	Corr Offcr Lt, Corr Offcr Lt - Prog FacI	All	23CM	1	\$26.60	\$55,328.00	27.14	56,451.20	\$30.14	\$62,691.20	9/4/22
			23CM	2	\$27.60	\$57,408.00	28.16	58,572.80	\$31.16	\$64,812.80	
			23CM	3	\$28.45	\$59,176.00	29.02	60,361.60	\$32.02	\$66,601.60	
			23CM	4	\$29.74	\$61,859.20	30.34	63,107.20	\$33.34	\$69,347.20	
			23CM	5	\$30.13	\$62,670.40	30.74	63,939.20	\$33.74	\$70,179.20	
			23CM	6	\$31.55	\$65,624.00	32.19	66,955.20	\$35.19	\$73,195.20	
			23CM	7	\$32.96	\$68,556.80	33.62	69,929.60	\$36.62	\$76,169.60	
DHHS	Supervisor Juvenile Coofficer-	All	28M	1	\$29.74	\$61,859.20	30.34	63,107.20	\$33.34	\$69,347.20	9/4/22
			28M	2	\$30.13	\$62,670.40	30.74	63,939.20	\$33.74	\$70,179.20	
			28M	3	\$31.55	\$65,624.00	32.19	66,955.20	\$35.19	\$73,195.20	
			28M	4	\$32.96	\$68,556.80	33.62	69,929.60	\$36.62	\$76,169.60	
			28M	5	\$34.54	\$71,843.20	35.24	73,299.20	\$38.24	\$79,539.20	
DHHS	Corr Offr Truck Driver	All	17Z	1	\$22.15	\$46,072.00	22.60	47,008.00	\$25.60	\$53,248.00	9/4/22
			17Z	2	\$22.82	\$47,465.60	23.28	48,422.40	\$26.28	\$54,662.40	
			17Z	3	\$23.48	\$48,838.40	23.95	49,816.00	\$26.95	\$56,056.00	
			17Z	4	\$24.15	\$50,232.00	24.64	51,251.20	\$27.64	\$57,491.20	
			17Z	5	\$25.09	\$52,187.20	25.60	53,248.00	\$28.60	\$59,488.00	
			17Z	6	\$25.58	\$53,206.40	26.10	54,288.00	\$29.10	\$60,528.00	

POLICY:

Milwaukee Code of General Ordinances:	17.055
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BACKGROUND:

The Department of Human Resources is responsible for assessing the duties associated with a position and reviewing those duties with respect to the external market and internal roles for comparison. This reallocation is being requested to address better alignment with the market for these specific roles. With respect to the role's critical responsibilities, increasing the recommended grade for this role has been determined to be appropriate.

File 21-941, which was approved in November 2021, provided approval for a \$3.00 per hour premium pay rate for Correction Officer staff who are compliant with Milwaukee County's Vaccine Mandate. As indicated in File 21-941, the premium pay was provided as a mechanism to address a competitive job market which has resulted in challenges filling and retaining Correctional Officer positions.

The report indicated, as of 2021, starting pay for Correctional Officer staff in Milwaukee County was the lowest amongst seven counties within the SEWRPC region (Southeastern Wisconsin Regional Planning Commission). After including a \$3.00 per hour premium pay increase, starting pay for Correctional Officer staff in Milwaukee County becomes the second highest in the SEWRPC region.

Approximately six months after the \$3.00 per hour Correction Officer premium pay increase was implemented, vacancy rates amongst Milwaukee County Correction Officer staff remain high.

A \$3.00 per hour reallocation of the Correction Officer position, as a substitute to premium pay, aims to further address recruitment and retention through the following changes.

- Job Postings: Current job postings for Correctional Officer positions include a minimum hiring rate of \$21.01. The job posting notes that Employees that comply with the Milwaukee County Vaccine Mandate will receive an additional \$3.00 premium pay for each hour worked. This reallocation would increase the minimum hiring rate by \$3.00 per hour which would be more appealing for job applicants.
- Permanent Pay Increase: The reallocation confirms to Correctional Officer staff that the pay increase is permanent.
- Leave Time Pay: The \$3.00 per hour premium pay increase applies to hours worked and does not include leave time. By reallocating the pay for Correctional Officer position, with a \$3.00 per hour reallocation increase, Correctional Officer staff will also receive this pay for leave time.

FISCAL EFFECT

The reallocation will be funded within existing department budgets in 2022. File 21-941 provided an allocation of up to \$4,039,955 of American Rescue Plan Act (ARPA) funds in 2022 for Correction Officer premium pay, if no other surplus funds are available (e.g. sales tax, or other increasing revenue projects, etc.). As of pay period 10, \$1,659,631 was paid in \$3.00 premium pay. It is estimated that through pay period 18, approximately \$2,535,000 will be paid in \$3.00 premium pay, resulting in \$1,505,000 of surplus expenditure authority available once the premium pay is eliminated. For the remainder of 2022, this proposed reallocation has an estimated cost of \$957,424 which is proposed to be paid from the remaining ARPA premium pay surplus expenditure authority. ARPA funds will only be used if no other surplus funds are available.

For 2023, the proposed reallocation has an estimated cost of \$4,296,334. It is anticipated that the cost will be funded through a combination of tax levy and ARPA within the 2023 budget, with the understanding that ARPA funds are not permanent, and the full cost will need to be shifted to tax levy by 2025. If ARPA funds are utilized in 2023, ARPA will again be utilized as a payer of last resort if no other surplus funds are available.

ARPA FUNDING DETAIL

As indicated above, a previously approved allocation of \$4,039,955 of ARPA funds will be used to support this proposed reallocation if no other surplus funds are available in 2022.

For future years, File 21-941 provided an indication that the use of ARPA funds would be considered for Correctional Officer pay in 2023 and 2024, with the understanding that these funds are not permanent and that the cost will need to be transitioned to tax levy in the future. An example scenario is provided within File 21-941 whereby use of ARPA is reduced from \$4.0M in 2022 to \$3.4M in 2023, \$1.7M in 2024, and \$0 in 2025. This is an example scenario which demonstrates how use of ARPA may be phased to \$0 by 2025. The actual amount of ARPA proposed in future years is planned to be determined in the 2023 and 2024 budget development process. Any proposed use of ARPA for Correctional Officer pay in 2023 will maintain the requirement that ARPA is only used if no other surplus is available.

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
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest “upstream” to address root causes of health disparities
- 3B: Enhance the County’s fiscal health and sustainability
 - Moving the positions to this level will align more appropriately with market and allow for ability to have proper skill set required.*
- 3C: Dismantle barriers to diverse and inclusive communities

TERMS

[Include specific term start and end dates, renewal options, automatic renewals, and termination clauses]
N/A

VIRTUAL MEETING INVITES

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PREPARED BY:

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APPROVED BY:

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