

From the Director of the Office of Strategy, Budget and performance, and the Director of Compensation/ Human Resources Information System, 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, by recommending adoption of the following:

A RESOLUTION

WHEREAS, the Department of Human Resources (DHR) is requesting to reallocate the pay grade of Correctional Officer positions, including:

- 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

; and

WHEREAS, DHR reviewed the duties of the positions, and compared the classification (compensation) with other similar positions relative to market rates and conditions; and

WHEREAS, a 2 percent wage increase for general employees is being proposed effective pay period 18 under a separate file, and this \$3.00 per-hour reallocation for Correction Officer staff is being proposed effective Pay Period 19; and

WHEREAS, the proposed \$3.00 per-hour reallocation for Correction Officer staff in Pay Period 19 is proposed to be applied after the inclusion of a 2 percent pay increase in Pay Period 18; and

WHEREAS, a comparison of the Current Pay Grade and Proposed Pay Grade is as follows:

42	Current Pay Grade 14Z1	Proposed Pay Grade 14Z1
43	Step 1 (Annual) - \$43,700.80	Step 1 (Annual) - \$50,835.20
44	Step 2 (Annual) - \$44,886.40	Step 2 (Annual) - \$52,041.60
45	Step 3 (Annual) - \$46,072.00	Step 3 (Annual) - \$53,248.00
46	Step 4 (Annual) - \$47,465.60	Step 4 (Annual) - \$54,662.40
47	Step 5 (Annual) - \$48,838.40	Step 5 (Annual) - \$56,056.00
48	Step 6 (Annual) - \$50,190.40	Step 6 (Annual) - \$57,449.60
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50	Current Pay Grade 22	Proposed Pay Grade 22
51	Step 1 (Annual) - \$50,814.40	Step 1 (Annual) - \$58,073.60
52	Step 2 (Annual) - \$52,894.40	Step 2 (Annual) - \$60,195.20
53	Step 3 (Annual) - \$54,620.80	Step 3 (Annual) - \$61,963.20
54	Step 4 (Annual) - \$56,430.40	Step 4 (Annual) - \$63,814.40
55	Step 5 (Annual) - \$58,552.00	Step 5 (Annual) - \$65,963.04
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57	Current Pay Grade 23CM	Proposed Pay Grade 23CM
58	Step 1 (Annual) - \$55,328.00	Step 1 (Annual) - \$62,691.20
59	Step 2 (Annual) - \$57,408.00	Step 2 (Annual) - \$64,812.80
60	Step 3 (Annual) - \$59,176.00	Step 3 (Annual) - \$66,601.60
61	Step 4 (Annual) - \$61,859.20	Step 4 (Annual) - \$69,347.20
62	Step 5 (Annual) - \$62,670.40	Step 5 (Annual) - \$70,179.20
63	Step 6 (Annual) - \$65,624.00	Step 6 (Annual) - \$73,195.20
64	Step 7 (Annual) - \$68,556.80	Step 7 (Annual) - \$76,169.60
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66	Current Pay Grade 28M	Proposed Pay Grade 28M
67	Step 1 (Annual) - \$61,859.20	Step 1 (Annual) - \$69,347.20
68	Step 2 (Annual) - \$62,670.40	Step 2 (Annual) - \$70,179.20
69	Step 3 (Annual) - \$65,624.00	Step 3 (Annual) - \$73,195.20
70	Step 4 (Annual) - \$68,556.80	Step 4 (Annual) - \$76,169.60
71	Step 5 (Annual) - \$71,843.20	Step 5 (Annual) - \$79,539.20
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73	Current Pay Grade 17Z	Proposed Pay Grade 17Z
74	Step 1 (Annual) - \$46,072.00	Step 1 (Annual) - \$53,248.00
75	Step 2 (Annual) - \$47,465.60	Step 2 (Annual) - \$54,662.40
76	Step 3 (Annual) - \$48,838.40	Step 3 (Annual) - \$56,056.00
77	Step 4 (Annual) - \$50,232.00	Step 4 (Annual) - \$57,491.20
78	Step 5 (Annual) - \$52,187.20	Step 5 (Annual) - \$59,488.00
79	Step 6 (Annual) - \$53,206.40	Step 6 (Annual) - \$60,528.00

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81 ; and
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83 WHEREAS, Adopted File No. 21-941 provided an approval to implement a \$3.00
84 per-hour premium pay increase for Correctional Officer staff; and
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WHEREAS, Adopted File No. 21-941 provided an approval of \$4,039,955 in American Rescue Plan Act State and Local Fiscal Recovery Funds to support Correctional Officer Premium Pay, only if no other surplus funds are projected to be available; and

WHEREAS, this proposed reallocation includes a permanent increase in base pay equal to \$3.00 per-hour, as a substitute for the current Correctional Officer Premium Pay rate; and

WHEREAS, approval by the Milwaukee County Board of Supervisors is required to reallocate the pay grade for the classification of the pay grade of:

- 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

; and

WHEREAS, the Committee on Personnel, at its meeting of July 12, 2022, recommended adoption of File No. 22-821 (vote 5-0); and

WHEREAS, the Committee on Finance, at its meeting of July 21, 2022, recommended adoption of File No. 22-821 (vote 7-0); now, therefore,

BE IT RESOLVED, effective pay period 19 in 2022, the Milwaukee County Board of Supervisors hereby approves the reallocation of the pay grade of:

- 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

131 ; and

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133 BE IT FURTHER RESOLVED, effective pay period 19 in 2022, Correctional
134 Officer Premium Pay of \$3.00 per-hour, approved in File No. 21-941, will be eliminated
135 and no longer effective; and

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137 BE IT FURTHER RESOLVED, this action to reallocate Correctional Officer pay
138 will be funded from an existing \$4,039,955 allocation of American Rescue Plan Act
139 (ARPA) State and Local Fiscal Funds in 2022, which was approved in File No. 21-941;
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142 BE IT FURTHER RESOLVED, ARPA funds will be used to support this
143 Correctional Officer reallocation only if no other surplus funds are projected to be
144 available (e.g. sales tax, or other increasing revenue projections, etc.) to cover a portion
145 or all of the projected costs.

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