



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: February 16, 2023

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

From: Charteisha Carson-Clark, Director of Employee Relations, Department of Human Resources

Subject: Report from Department of Human Resources requesting authorization to amend Section 17.14(10) of the Milwaukee County Code of General Ordinances (MCGO) – Special Uniform Allowance to include payment to the positions of Correctional Officer and Public Safety Officer

File Type: Ordinance

REQUEST

The Department of Human Resources requests the Milwaukee County Board of Supervisors approve changes to Section 17.14(10) of the Milwaukee County Code of General Ordinances (MCGO) to authorize the payment of an annual \$200 uniform allowance to the to the following positions in the Office of the Sheriff:

1. Public Safety Officer
2. Supervisor Public Safety Officer
3. Correctional Officer
4. Correctional Officer Sergeant
5. Correctional Officer Lieutenant
6. Correction Manager

And the following positions in the Community Reintegration Center (CRC):

1. Assistant Superintendent
2. Correctional Officer
3. Correctional Officer Sergeant
4. Correctional Officer Lieutenant
5. Correction Manager
6. Correction Truck Driver

The effective date of these changes would be January 1, 2023.

BACKGROUND

Uniform allowances for Milwaukee County job classifications are determined either through collective bargaining, fixed to other positions subject to collective bargaining, based on historical payments while previously a member of a recognized bargaining unit, and/or are authorized in Section 17.14(10) of the Milwaukee County Code of General Ordinances (MCGO).

Pursuant to resolution 22-751, wherein the Department of Human Resources was directed to review Section 17.14(10) of the Milwaukee County Code of General Ordinances related to Uniform Allowances, the Department of Human Resources recommends changes that will



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authorize annual uniform allowance payment to the positions listed and clarify that these positions are included by language in Section 17.14(10) of the Milwaukee County Code of General Ordinances. The Department of Human Resources has submitted the Uniform Allowance Administrative Manual of Operation Procedures (AMOP) to the AMOP Committee for review and approval wherein the administrative process for paying uniform allowances is explained in detail.

The Department of Human Resources further recommends the removal of language that references the Federation of Nurses and Health Professionals (FNHP) and any uniform allowance payment to positions previously represented by FNHP.

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
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

TERMS

VIRTUAL MEETING INVITES

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PREPARED BY:

Charteisha Carson-Clark, Director of Employee Relations, Department of Human Resources

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Resolution
Fiscal Note



Milwaukee County

23-333

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cc: David Crowley, County Executive
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Maggie Daun, Corporation Counsel, Office of the Corporation Counsel
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk

