File No. 20-XXX

From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval to reallocate the Pay Grades of Parks’ Aquatic Staff (lifeguard seasonal, head lifeguard seasonal, assistant head lifeguard seasonal, lifeguard supervisor seasonal, head lifeguard) to provide for wage increases to the current pay steps and the addition of pay steps to the existing pay grades effective March 22, 2020, to aid in the hiring and retention of staff in these positions, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, Milwaukee County Parks requested the Department of Human Resources to review the classifications of the aquatic staff (lifeguard seasonal, head lifeguard seasonal, assistant head lifeguard seasonal, lifeguard supervisor seasonal, head lifeguard) as the positions have become increasingly difficult to fill resulting in the closure of some Parks’ aquatic facilities due to lack of staff; and

 WHEREAS, the Director of Compensation/Human Resources reviewed current compensation levels, job duties and requirements and comparative market data for similar jobs in the area; and

 WHEREAS, the review indicates that current compensation levels for these positions lag the market; and

 WHEREAS, the uneven pay increases to different pay grades of aquatic classifications over the last decade, have created an imbalanced pay structure for these pay grades; and

 WHEREAS, the Director of Compensation/Human Resources, after discussion and with and input from Parks’ Aquatic services leadership, recommends and requests approval for the reallocation of the following classifications; and

WHEREAS, pay grade 5123 for the Lifeguard Seasonal classification be reallocated as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Current paygrade 5123-DC** |  |  | **Proposed 5123-DC** |  |
| Step 1 (Hourly) | $10.8897 |  | Step 1 (Hourly) | $12.6897 |
| Step 2 (Hourly) | $11.5752 |  | Step 2 (Hourly) | $13.3752 |
| Step 3 (Hourly) | $12.2612 |  | Step 3 (Hourly) | $14.0612 |
|  |  |  | Added Step 4 (Hourly | $14.7412 |

and;

WHEREAS, pay grade 5124 for the Assistant Head Lifeguard Seasonal classification be reallocated as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Current paygrade 5124**  |  |  | **Proposed 5124** |  |
| Step 1 (Hourly) | $13.0671 |  | Step 1 (Hourly) | $14.8671 |
| Step 2 (Hourly) | $13.6157 |  | Step 2 (Hourly) | $15.4157 |
|  |  |  | Added Step 3 (Hourly | $15.9657 |

and;

WHEREAS, pay grade 511M for the Head lifeguard Seasonal classification be reallocated as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **Current paygrade 511M**  |  | **Proposed 511M** |  |
| Step 1 (Hourly) | $14.3734 |  | Step 1 (Hourly) | $16.9734 |
| Step 2 (Hourly) | $16.0545 |  | Step 2 (Hourly) | $17.6734 |
|  |  |  | Added Step 3 (Hourly | $18.3734 |
|  |  |  | Added Step 4 (Hourly | $19.0734 |

and;

WHEREAS, pay grade 09M for the Head Lifeguard classification be reallocated as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Current paygrade 09M**  |  |  | **Proposed 09M** |  |
| Step 1 (Hourly) | $15.7762 |  | Step 1 (Hourly) | $18.3762 |
| Step 2 (Hourly) | $16.1764 |  | Step 2 (Hourly) | $18.7764 |
| Step 3 (Hourly) | $16.5987 |  | Step 3 (Hourly) | $19.1987 |
| Step 4 (Hourly) | $17.0615 |  | Step 4 (Hourly) | $19.6615 |
| Step 5 (Hourly) | $17.7199 |  | Step 5 (Hourly) | $20.3199 |

And;

WHEREAS, pay grade 512M for the classification of the Lifeguard Supervisor Seasonal be reallocated as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Current paygrade 512M** |  |  | **Proposed 512M** |  |
| Step 1 (Hourly) | $21.2853 |  | Step 1 (Hourly) | $22.7853 |
| Step 2 (Hourly) | $22.3152 |  | Added Step 2 (Hourly | $23.7853 |
|  |  |  | Step 3 (Hourly) | $24.7853 |

 BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby approves the reallocation of Milwaukee County Parks’ aquatic classifications as detailed above, effective Pay Period 8, beginning March 22, 2020.