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From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval to implement market adjustments for Milwaukee County’s Building and Construction Trades positions using a pool identified in the 2021 Budget, by recommending the adoption of the following:

A RESOLUTION

WHEREAS, the Department of Human Resources (DHR) is requesting authorization to provide market adjustments to Milwaukee County’s (the County) Building and Construction Trades positions; and

WHEREAS, DHR reviewed the existing grades and rates for these positions; and

WHEREAS, DHR reviewed data concerning other similar positions relative to market rates and conditions; and

WHEREAS, DHR recommends that the following positions have additional steps added to their associated grades reflective of our ability to establish rates better aligned with market compensation; and

WHEREAS, the compensation rate of applicable employees within each County grade will be moved to the newly established step, effective January 10, 2021:

Title: Carpenter
Grade: 5402
Existing Step 1: \$35.44
New Step 2: \$36.25

Title: Carpenter Supervisor
Grade: 5403
Existing Step 1: \$38.99
New Step 2: \$39.87

Title: Electrical Mechanic
Grade: 5408
Existing Step 1: \$33.44
New Step 2: \$41.67

Title: Electrical Mechanic- Department of Transportation
Grade: 5409
Existing Step 1: \$33.44
New Step 2: \$41.67

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47 Title: High Voltage Electrician
48 Grade: 5429
49 Existing Step 1: \$34.87
50 New Step 2: \$41.67
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52 Title: Electrical Mechanic- Permits
53 Grade: 5410
54 Existing Step 1: \$33.53
55 New Step 2: \$41.78
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57 Title: Electrical Mechanic Supervisor
58 Grade: 5412
59 Existing Step 1: \$36.81
60 New Step 2: \$45.86
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62 Title: Plumber
63 Grade: 5417
64 Existing Step 1: \$39.67
65 New Step 2: \$41.08
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67 Title: Plumber-Permits
68 Grade: 5418
69 Existing Step 1: \$40.20
70 New Step 2: \$41.63
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72 Title: Plumber Supervisor
73 Grade: 5419
74 Existing Step 1: \$44.43
75 New Step 2: \$46.01
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77 Title: Steamfitter Temperature Controller
78 Grade: 5422
79 Existing Step 1: \$40.57
80 New Step 2: \$43.82
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82 Title: Steamfitter Welder
83 Grade: 5424
84 Existing Step 1: \$40.57
85 New Step 2: \$43.82
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87 Title: Steamfitter Supervisor
88 Grade: 5423
89 Existing Step 1: \$46.65
90 New Step 2: \$50.39
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Title: Heating Equipment Mechanic
Grade: 5425
Existing Step 1: \$40.57
New Step 2: \$43.82

Title: Inspector-Mechanical Systems
Grade: 5425
Existing Step 1: \$40.57
New Step 2: \$43.82

Title: Refrigeration Mechanic
Grade: 5421
Existing Step 1: \$40.57
New Step 2: \$43.82

Title: Climate Control Lead
Grade: 5401
Existing Step 1: \$44.63
New Step 2: \$48.21

Title: Heating Equipment Mechanic Supervisor
Grade: 5426
Existing Step 1: \$46.65
New Step 2: \$50.39

Title: Cement Mason
Grade: 5404
Existing Step 1: \$34.54
New Step 2: \$36.41

Title: Painter-Buildings
Grade: 5405
Existing Step 1: \$30.71
New Step 2: \$34.18

Title: Painter Supervisor
Grade: 5406
Existing Step 1: \$31.51
New Step 2: \$35.06

Title: Sheet Metal Worker
Grade: 5416
Existing Step 1: \$39.44
New Step 2: \$40.82

138 ; and

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140 WHEREAS, Milwaukee County Board of Supervisors approval is required to
141 establish new steps in the applicable Building and Construction Trades position grades
142 that will enhance our market competitiveness with respect to provide for a market
143 adjustment for Building and Construction Trades positions; and

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145 WHEREAS, the Committee on Personnel, at its meeting of March 9, 2021,
146 recommended adoption of File No. 21-318 (vote 5-0); now, therefore,

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148 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves
149 the addition of the proposed steps and rates for the Building and Construction Trades
150 positions as delineated, and approves the movement of current Building and
151 Construction Trades employees to the newly established step 2 levels in each case,
152 effective January 10, 2021.

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155 srb

156 03/18/2021

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