

3
4
5 **A RESOLUTION**
6

7 authorizing and directing the Department of Human Resources, the Office of the
8 Comptroller, and the Department of Parks, Recreation, and Culture reallocate the pay
9 grades for all lifeguard positions, provide retention bonuses, cover training costs for
10 lifeguards, and create a new seasonal park worker position to attract new hires and
11 encourage employee retention and authorizing and directing an appropriation transfer
12 request in the amount of \$124,304 from Org. Unit 1800-1945 – Appropriation for
13 Contingencies to Org. Unit 9000 – Department of Parks, Recreation, and Culture to
14 effectuate such measures
15

16
17 WHEREAS, due to historic staffing challenges and the COVID-19 pandemic, the
18 2021 Adopted Budget anticipated that several pools would not re-open for the 2021
19 season and an additional \$272,059 was appropriated to supplement seasonal staffing
20 needs to facilitate the potential opening of more pools; and
21

22 WHEREAS, in anticipation of continued difficulties recruiting lifeguards,
23 Milwaukee County adopted File No. 20-250 reallocating the pay grades for all seasonal
24 lifeguard positions, so that they receive a pay increase and have more opportunities for
25 advancements within the pay grade; and
26

27 WHEREAS, the Department of Parks, Recreation, and Culture, in File No. 21-
28 415, described an even more severe lifeguard shortage than was anticipated because
29 of uncompetitive wages, other job and recreational opportunities, and difficult swimming
30 and training requirements; and
31

32 WHEREAS, only four county-operated aquatic facilities are open for the 2021
33 season: Cool Waters Aquatic Park in Greenfield Park, Schulz Aquatic Park in Lincoln
34 Park, Sheridan Park pool, and Wilson Park pool; and
35

36 WHEREAS, despite several high-profile drowning deaths in 2020, no lifeguards
37 are available to staff Bradford or McKinley Beaches, largely due to the lack of
38 individuals qualified for open water lifeguarding; and
39

40 WHEREAS, aquatic facilities and beaches are highly valued amenities by the
41 community and access to them is an important recreational activity for many families in
42 the summer; and
43

44 WHEREAS, all aquatic facility users and beachgoers deserve to be safe and
45 know that Milwaukee County offers skilled lifeguard services; and

46 WHEREAS, changes to compensation and training are necessary to attract and
47 retain new and existing lifeguards and to encourage the usage of the aquatic facilities
48 that are open this summer; and
49

50 WHEREAS, the Committee on Personnel, at its special meeting of July 23, 2021,
51 recommended adoption of File No. 21-556 (vote 4-0); now, therefore,
52

53 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby supports
54 lifeguards and parks seasonal staff through the implementation of several changes to
55 ensure adequate staffing levels and competitive compensation; and
56

57 BE IT FURTHER RESOLVED, the Department of Human Resources, the Office
58 of the Comptroller, and the Department of Parks, Recreation, and Culture are hereby
59 authorized and directed to enact a bonus structure for all lifeguard positions, which
60 includes:
61

- 62 • A \$100 referral bonus for any lifeguard, in any position, hired before June
63 1, 2021 who refers an individual who is successfully trained and hired for
64 any lifeguard position for the 2021 and 2022 seasons
- 65 • A bonus for all new and incumbent lifeguards, in any position, of \$200 per
66 each month successfully completed, paid out at the end of the season
- 67 • A \$200 bonus for any lifeguard, in any position, who returns for the 2022
68 season

69
70 ; and
71

72 BE IT FURTHER RESOLVED, the Department of Human Resources, the Office
73 of the Comptroller, and the Department of Parks, Recreation, and Culture are hereby
74 authorized and directed to implement a pay increase for all lifeguard positions of three
75 dollars (\$3) per hour per step, except for the highest step of each position, which shall
76 be increased by four dollars (\$4) per hour, with an effective date of pay period 17
77 beginning August 8, 2021; and
78

79 BE IT FURTHER RESOLVED, pay grade 5123 for the classification of Lifeguard
80 Seasonal shall be reallocated as follows:
81

Current Pay Grade 5123- DC		Proposed Pay Grade 5123-DC	
Step 1 (Hourly)	\$12.82	Step 1 (Hourly)	\$15.82
Step 2 (Hourly)	\$13.51	Step 2 (Hourly)	\$16.51
Step 3 (Hourly)	\$14.21	Step 3 (Hourly)	\$17.21
Step 4 (Hourly)	\$14.89	Step 4 (Hourly)	\$18.89

82

83 ; and

84 BE IT FURTHER RESOLVED, pay grade 5124 for the classification of Assistant
85 Head Lifeguard Seasonal shall be reallocated as follows:
86

Current Pay Grade 5124		Proposed Pay Grade 5124	
Step 1 (Hourly)	\$15.02	Step 1 (Hourly)	\$18.02
Step 2 (Hourly)	\$15.57	Step 2 (Hourly)	\$18.57
Step 3 (Hourly)	\$16.13	Step 3 (Hourly)	\$20.13

87
88 ; and

89
90 BE IT FURTHER RESOLVED, pay grade 511M for the classification of Head
91 lifeguard Seasonal shall be reallocated as follows:
92

Current Pay Grade 511M		Proposed Pay Grade 511M	
Step 1 (Hourly)	\$17.15	Step 1 (Hourly)	\$20.15
Step 2 (Hourly)	\$17.86	Step 2 (Hourly)	\$20.86
Step 3 (Hourly)	\$18.56	Step 3 (Hourly)	\$21.56
Step 4 (Hourly)	\$19.27	Step 4 (Hourly)	\$23.27

93
94 ; and

95
96 BE IT FURTHER RESOLVED, pay grade 09M for the classification of Head
97 Lifeguard shall be reallocated as follows:
98

Current Pay Grade 09M		Proposed Pay Grade 09M	
Step 1 (Hourly)	\$18.56	Step 1 (Hourly)	\$21.56
Step 2 (Hourly)	\$18.97	Step 2 (Hourly)	\$21.97
Step 3 (Hourly)	\$19.40	Step 3 (Hourly)	\$22.40
Step 4 (Hourly)	\$19.86	Step 4 (Hourly)	\$22.86
Step 5 (Hourly)	\$20.53	Step 5 (Hourly)	\$24.53

99
100 ; and

101 BE IT FURTHER RESOLVED, pay grade 512M for the classification of Lifeguard
102 Supervisor Seasonal shall be reallocated as follows:

Current Pay Grade 512M		Proposed Pay Grade 512M	
Step 1 (Hourly)	\$23.02	Step 1 (Hourly)	\$26.02
Step 2 (Hourly)	\$24.03	Step 2 (Hourly)	\$27.03
Step 3 (Hourly)	\$25.04	Step 3 (Hourly)	\$29.04

103
104 ; and

105
106 BE IT FURTHER RESOLVED, the Department of Human Resources and the
107 Department of Parks, Recreation, and Culture are hereby requested to abolish the
108 position of Park Worker 1 Seasonal and create a new Park Worker Seasonal position at
109 a pay range of 12 dollars (\$12) to 15 dollars (\$15) per hour (which is a pay range that
110 falls between the current Park Worker 3 Seasonal and Park Worker 4 Seasonal) and to
111 provide an informational report back to the Milwaukee County Board of Supervisors for
112 the October 2021 committee cycle detailing the changes; and

113
114 BE IT FURTHER RESOLVED, that the Department of Parks, Recreation, and
115 Culture is hereby authorized and directed to eliminate the barriers of access to the
116 lifeguard position by paying upfront all training costs for all trainees and providing them
117 with a bonus of \$359 upon successful completion of training, beginning July 1, 2021 and
118 for all trainees in subsequent years; and

119
120 BE IT FURTHER RESOLVED, that the Department of Administrative Services –
121 Office of Performance, Strategy, and Budget, in conjunction with the Office of the
122 Comptroller, is hereby authorized to process an appropriation transfer in the amount of
123 \$124,304 from Org. Unit 1800-1945 – Appropriation for Contingencies to the appropriate
124 accounts within Org. Unit 9000 – Department of Parks, Recreation, and Culture for the
125 implementation of the aforementioned bonuses and compensation adjustments; and

126
127 BE IT FURTHER RESOLVED, that the Department of Parks, Recreation, and
128 Culture shall provide a report to the Milwaukee County Board of Supervisors for the
129 October 2021 committee meeting cycle estimating the success of the bonus program
130 and pay increases in attracting additional lifeguards for the 2021 season and how these
131 new measures will be used to strengthen the workforce in advance of the 2022 aquatic
132 season.

133
134
135
136

07/23/2021

S:\Committees\2021\Jul\PER - Special 072321\Resolutions\21-556 Lifeguard Compensation - no edits.docx