

2
3
4 **A RESOLUTION**

5
6 authorizing and directing the Department of Human Resources to reallocate the pay
7 grades of Correctional Officers, Youth Correctional Officers, Correctional Officer
8 Sergeants, and Correctional Officer Lieutenants at the Milwaukee County Office of the
9 Sheriff, the House of Correction, and the Vel R. Phillips Youth and Family Justice
10 Center effective pay period 21, beginning October 3, 2021 and authorizing and directing
11 an administrative transfer from the Appropriation for Contingencies to effectuate the
12 changes
13

14
15 WHEREAS, although officially classified as “Correctional Officer,” Milwaukee
16 County facilities have begun referring to these staff as “Officers” to better reflect their
17 role in serving as officers of the law; and
18

19 WHEREAS, due to a competitive job market, the Correctional Officer, Youth
20 Correctional Officer, Correctional Officer Sergeant, and Correctional Officer Lieutenant
21 positions are difficult to fill and hard to retain at the Milwaukee County Jail, the House of
22 Correction, and at the Vel R. Phillips Youth and Family Justice Center; and
23

24 WHEREAS, high position turnover and vacancies often result in mandatory
25 overtime for existing staff that exacerbates the existing problems and impacts staff
26 morale; and
27

28 WHEREAS, as of August 31, 2021, for example, the Milwaukee County Jail only
29 had 175 Correctional Officer positions filled of the 261 authorized in the budget; and
30

31 WHEREAS, in July 2019, Milwaukee County adopted File No. 19-528
32 reallocating the Correctional Officer and Correctional Officer – Truck Driver positions,
33 which provided a 4.5 percent raise for all pay steps to aid in hiring and retention issues
34 and made the top of the pay grade \$22.6690 per hour; and
35

36 WHEREAS, in April 2020, Milwaukee County adopted File No. 20-256,
37 reallocating the Correctional Officer and Correctional Officer – Truck Driver positions
38 again, which provided a 2.25 percent raise for all pay steps to further address severe
39 issues with hiring and retention; the new top of the pay grade became \$23.4109 per
40 hour; and

41 WHEREAS, on July 13, 2021, the Racine County Board of Supervisors adopted
42 Resolution Number 2021-29 providing raises to County Jail Correctional Officers, 9-1-1
43 Dispatch Officers, Juvenile Detention Workers, Mental Health Crisis Workers, and
44 Highway Department Machine Operators and Mechanics; and

45
46 WHEREAS, a Correctional Officer in Racine County will now have a starting
47 wage of \$28.96 per hour and a maximum wage of \$33.42 per hour; and

48
49 WHEREAS, on an annual straight-time basis, a Correctional Officer in Racine
50 County will earn approximately \$60,000 to \$69,000 while a Correctional Officer in
51 Milwaukee County will earn approximately \$42,000 to \$48,000 if no compensation
52 adjustments are made; and

53
54 WHEREAS, Racine County's proximity to Milwaukee County seriously
55 compromises the County's ability to retain many of the corrections staff employed in our
56 facilities; and

57
58 WHEREAS, the pay range for a Correctional Officer in Waukesha County starts
59 at \$23.38 per hour, which is in line with Milwaukee County's top Correctional Officer
60 pay; the top of the pay range in Waukesha County is \$30.88 per hour; and

61
62 WHEREAS, it is likely that neighboring counties will follow the lead of Racine
63 County and significantly increase the compensation of their Correctional Officers and,
64 as a result, Milwaukee County will fall further behind its peers and continue to struggle
65 with hiring and retention; and

66
67 WHEREAS, if Milwaukee County cannot adequately hire and retain Correctional
68 Officers, existing staff will continue to be required to perform mandatory overtime, which
69 negatively impacts morale, continues the cycle of poor retention, and leads to budgetary
70 deficits; and

71
72 WHEREAS, the only way to improve in these areas is to better compensate staff
73 and demonstrate that their service to Milwaukee County is critical to operating our
74 correctional and jail facilities; and

75
76 WHEREAS, a significant reallocation for corrections staff at the Milwaukee
77 County Jail, the House of Correction, and the Vel R. Phillips Youth and Family Justice
78 Center is needed to allow facility administrators to hire and retain staff; and

79
80 WHEREAS, the Committee on Personnel, at its meeting of October 19, 2021,
81 recommended adoption of File No. 21-848 (vote 5-0); now, therefore,

82
83
84
85
86
87
88
89
90
91
92
93

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby authorizes and directs the Department of Human Resources to reallocate the pay grades of Correctional Officers, Youth Correctional Officers, Correctional Officer Sergeants, and Correctional Officer Lieutenants working for the Milwaukee County Office of the Sheriff, the House of Correction, and the Vel R. Phillips Youth and Family Justice Center by providing 43 percent, 35 percent, and 32 percent increases for all pay steps, respectively, effective pay period 21, beginning October 3, 2021; and

BE IT FURTHER RESOLVED, pay grade 14Z1 Correctional Officer/Youth Correctional Officer is reallocated to administer a 43 percent increase for all pay steps as follows:

Step	Current Rate	Proposed Rate
01	\$20.59	\$29.43
02	\$21.15	\$30.23
03	\$21.71	\$31.04
04	\$22.37	\$31.99
05	\$23.01	\$32.91
06	\$23.65	\$33.81

94 ; and

95
96
97
98

BE IT FURTHER RESOLVED, pay grade 22 Correctional Officer Sergeant is reallocated to administer a 35 percent increase for all pay steps as follows:

Step	Current Rate	Proposed Rate
01	\$23.95	\$32.33
02	\$24.93	\$33.64
03	\$25.74	\$34.74
04	\$26.59	\$35.98
05	\$27.59	\$37.24

99 ; and

100
101
102
103

BE IT FURTHER RESOLVED, pay grade 23CM Correctional Officer Lieutenant is reallocated to administer a 32 percent increase for all pay steps as follows:

Step	Current Rate	Proposed Rate
01	\$26.07	\$34.40
02	\$27.05	\$35.70
03	\$27.89	\$36.80
04	\$29.15	\$38.47
05	\$29.53	\$38.97
06	\$30.93	\$40.82

07	\$32.31	\$42.64
----	---------	---------

104
105
106
107
108
109
110
111
112
113
114
115
116
117
118
119
120
121
122
123
124
125
126

; and

BE IT FURTHER RESOLVED, the total cost to effectuate these changes is \$3,078,566 and administrative transfers in the following amounts are authorized and directed from Org. Unit 1940 – 1945 Appropriation for Contingencies to the following departments:

- \$1,392,515 to an appropriate account within Org. Unit 4000 Office of the Sheriff
- \$1,298,291 to an appropriate account within Org. Unit 4300 House of Correction
- \$387,760 to an appropriate account within Org. Unit 8000 Department of Health and Human Services for use at the Vel R. Phillips Youth and Family Justice Center

; and

BE IT FURTHER RESOLVED, an informational report shall be submitted to the Milwaukee County Board of Supervisors for the January 2022 standing committee cycle describing the success of the use of these funds in hiring and retaining corrections staff.

10/19/2021
S:\Committees\2021\Oct\PER\Resolutions\21-848 Goodwin - Correctional Officers Reallocations - no edits.docx