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From the Director Office of Performance, Strategy, and Budget, requesting to implement a \$3.00 per hour premium pay increase for Correctional Officer staff in the House of Correction, Sheriff’s Office, and the Department of Health and Human Services Division of Youth and Family Services, with funding support from the Appropriation for Contingencies in 2021 and American Rescue Plan Act (ARPA) funds in 2022, by recommending adoption of the following:

**AN AMENDED RESOLUTION**

WHEREAS, a competitive job market has resulted in challenges filling and retaining Correctional Officer staff at the House of Correction, the Office of the Sheriff, and the Juvenile Justice Center, Division of Youth and Family Services, Department of Health and Human Services; and

WHEREAS, as of the September 9, 2021, payroll period approximately 27.1 percent of Correction Officer positions across Milwaukee County (the County) are vacant; and

WHEREAS, high vacancy levels have often resulted in mandatory overtime for existing staff, which impacts staff morale; and

WHEREAS, neighboring jurisdictions including Racine County have increased pay for Correctional Officers, which has compromised the County’s ability to hire and retain corrections staff employed in our facilities; and

WHEREAS, the Unallocated Contingency balance within the 2021 Appropriation for Contingencies account is \$5.6 million as of September 2021; and

WHEREAS, the American Rescue Plan Act (ARPA), which was signed into law on March 11, 2021, provides the County with an allocation of \$183.7 million in Local Fiscal Recovery Funds; and

WHEREAS, Local Fiscal Recovery Funds under ARPA are available to support public health response to the pandemic; address negative economic impacts; provide governments services to the extent of the reduction in revenue due to the Coronavirus Disease public health emergency; to provide premium pay to essential workers; and to support water, sewer, and broadband infrastructure; and

WHEREAS, effective September 2, 2021, a Vaccine Mandate for the County was issued by the County Executive as detailed within Administrative Order 21-3; and

44 WHEREAS, at its meeting on September 17, 2021, the Committee on Finance  
45 recommended a By the Committee resolution (Reference File No. 21-34) to the  
46 Milwaukee County Board of Supervisors, supporting the County Executive's  
47 Administrative Order 21-3; and

48  
49 WHEREAS, to be compliant with the Vaccine Mandate for the County,  
50 employees must complete vaccination, or have an approved accommodation for  
51 medical or religious reasons; and

52  
53 WHEREAS, employees who fail to comply with the Vaccine Mandate for the  
54 County are subject to escalating consequences for non-compliance, including limitations  
55 on pay increases; and

56  
57 WHEREAS, at its meeting of September 21, 2021, the ARPA Task Force  
58 recommended approval of a \$3.00 premium pay increase for Correction Officers as  
59 requested; and

60  
61 **WHEREAS, it is likely that the \$3.00 premium pay, or some version of it, will**  
62 **need to continue past 2022 due to the competitive job market, which means the**  
63 **County will need to find a permanent source of funding rather than relying on**  
64 **ARPA funds to fund ongoing operational costs; and,**

65  
66 WHEREAS, the Committee on Finance-BUDGET at its meeting of October 28,  
67 2021, recommended adoption of File No. 21-941 as amended (vote 6-1); now,  
68 therefore,

69  
70 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)  
71 hereby authorizes a \$3.00 per-hour premium pay increase for Correctional Officers,  
72 Correctional Officer Sergeants, and Correctional Officer Lieutenants who are compliant  
73 with Milwaukee County's (the County) Vaccine Mandate in the House of Correction, the  
74 Office of the Sheriff, and the Division of Youth and Family Services, Department of  
75 Health and Human Services; and

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77 BE IT FURTHER RESOLVED, eligible positions for the \$3.00 per-hour premium  
78 pay increase include Correctional Officer 1 Sheriff New Minimum, Correctional Officer  
79 Lieutenant, Correctional Officer 1 New Minimum, Correctional Officer Sergeant,  
80 Correctional Officer Lieutenant – Program Facilitator, Correctional Officer Truck Driver,  
81 Supervisor Juvenile Correctional Officer, Youth Correctional Officer, and Youth  
82 Correctional Officer Bilingual; and

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84 BE IT FURTHER RESOLVED, Correctional Officer staff who are non-compliant  
85 with the County's Vaccine Mandate, that is employees who have not completed a full  
86 vaccine series and do not have an approved accommodation, will not qualify for the  
87 premium pay increase; and

88

89 BE IT FURTHER RESOLVED, if a Correctional Officer employee comes into  
90 compliance with the County's Vaccine Mandate after October 3, 2021, they will qualify  
91 for the premium pay starting the following pay period after they are confirmed to be  
92 compliant; and

93  
94 BE IT FURTHER RESOLVED, the Office of Performance, Strategy, and Budget  
95 (OPSB), Department of Administrative Services (DAS), and the Office of the  
96 Comptroller (Comptroller) are authorized to provide an administrative appropriation  
97 transfer of \$941,238 from the Appropriation for Contingencies to the appropriate salary  
98 accounts of the impacted departments in 2021 to offset the cost of the \$3.00 per-hour  
99 premium pay increase for Correctional Officers; and

100  
101 BE IT FURTHER RESOLVED, OPSB-DAS, and the Comptroller are authorized  
102 and directed to provide an administrative appropriation transfer to recognize ~~\$4,039,955~~  
103 ~~of~~ American Rescue Plan Act (ARPA) Local Fiscal Recovery Funds after January 1,  
104 2022, and to allocate funds to the appropriate departmental accounts for a \$3.00 per-  
105 hour premium pay increase for Correctional Officers **only if no other surplus funds**  
106 **are projected to be available (e.g. sales tax, or other increasing revenue**  
107 **projections, etc.) to cover a portion or all of the projected cost of \$4,039,955**; and  
108

109 BE IT FURTHER RESOLVED, this action to provide a \$3.00 per-hour premium  
110 pay increase to Correctional Officer staff in compliance with the County's Vaccine  
111 Mandate is to become effective on October 3, 2021, and to remain in place throughout  
112 the duration of 2022; and

113  
114 BE IT FURTHER RESOLVED, the action to provide a \$3.00 per-hour premium  
115 pay increase to Correctional Officer staff who comply with the County's Vaccine  
116 Mandate may be paid retroactively to October 3, 2021, if necessary, depending upon  
117 County Board approval dates, eligibility reviews, payroll processing times, and other  
118 factors; and

119  
120 BE IT FURTHER RESOLVED, OPSB-DAS will provide periodic reports to the  
121 ARPA Task Force and the County Board, detailing the number of staff who are eligible  
122 for the \$3.00 per-hour premium pay increase, and information regarding actual costs of  
123 the increase.

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128 arpa funds as amended.docx  
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