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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:

**A 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

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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

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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

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61 WHEREAS, the Committee on Personnel, at its meeting of October 19, 2021,  
62 recommended adoption of File No. 21-941 (vote 5-0); now, therefore,

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

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71 BE IT FURTHER RESOLVED, eligible positions for the \$3.00 per-hour premium  
72 pay increase include Correctional Officer 1 Sheriff New Minimum, Correctional Officer  
73 Lieutenant, Correctional Officer 1 New Minimum, Correctional Officer Sergeant,  
74 Correctional Officer Lieutenant – Program Facilitator, Correctional Officer Truck Driver,  
75 Supervisor Juvenile Correctional Officer, Youth Correctional Officer, and Youth  
76 Correctional Officer Bilingual; and

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

82  
83 BE IT FURTHER RESOLVED, if a Correctional Officer employee comes into  
84 compliance with the County's Vaccine Mandate after October 3, 2021, they will qualify  
85 for the premium pay starting the following pay period after they are confirmed to be  
86 compliant; and

87

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

95 BE IT FURTHER RESOLVED, OPSB-DAS, and the Comptroller are authorized  
96 and directed to provide an administrative appropriation transfer to recognize \$4,039,955  
97 of American Rescue Plan Act (ARPA) Local Fiscal Recovery Funds after January 1,  
98 2022, and to allocate funds to the appropriate departmental accounts for a \$3.00 per-  
99 hour premium pay increase for Correctional Officers; and  
100

101 BE IT FURTHER RESOLVED, this action to provide a \$3.00 per-hour premium  
102 pay increase to Correctional Officer staff in compliance with the County's Vaccine  
103 Mandate is to become effective on October 3, 2021, and to remain in place throughout  
104 the duration of 2022; and  
105

106 BE IT FURTHER RESOLVED, the action to provide a \$3.00 per-hour premium  
107 pay increase to Correctional Officer staff who comply with the County's Vaccine  
108 Mandate may be paid retroactively to October 3, 2021, if necessary, depending upon  
109 County Board approval dates, eligibility reviews, payroll processing times, and other  
110 factors; and  
111

112 BE IT FURTHER RESOLVED, OPSB-DAS will provide periodic reports to the  
113 ARPA Task Force and the County Board, detailing the number of staff who are eligible  
114 for the \$3.00 per-hour premium pay increase, and information regarding actual costs of  
115 the increase.  
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119 10/19/2021

120 \\Fi01wpchc\comclerk\$\Committees\2021\Oct\PER\Resolutions\21-941 Correctional Officers - ARPA Funds.docx