

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE : October 18, 2016

TO : Peggy West, Chair Finance Committee

FROM : Steven Kreklow, Director DAS-PSB

SUBJECT : Parks/Hwy Worker Employee Sharing

During the Finance Committee Meeting on October 13, 2016 the Department of Parks, Recreation & Culture (DPRC) appeared to discuss the 2017 Recommended Budget. Supervisor Mayo requested additional information regarding additional costs for the discontinuance of the program in which DPRC and the Department of Transportation Highway Maintenance (DOT-HWY) share employees.

In the 2010 Adopted budget, Park Maintenance Worker 2 employees were transferred to DOT-HWY for winter snow and ice operations in an effort to reduce unemployment costs incurred while these workers were laid off for the winter. In the 2011 Adopted budget the program was modified, creating the permanent positions of Park/Highway worker. Park/Highway workers reported to DOT-HWY from November-March (19 weeks) and then worked in DPRC from April-October (33 weeks). While achieving the desired outcomes for cost savings from reduced overtime expenses, the arrangement required extensive additional administrative oversight. Reconciling budgeted with actual hours worked, scheduling, workplace continuity, recruitment difficulty and disputes over seniority with regard to vacation time required additional administrative staff time that reduced the efficacy of the arrangement.

In the summer of 2016, DPRC and DOT-HWY agreed to discontinue the program for 2017 through their respective budget requests. In anticipation of the discontinuance, DPRC agreed to retain the Parks/Highway workers in through the remainder of 2016. Through May 2016, only eleven of the fifteen positions were filled, thus allowing DPRC to absorb the positions for the remainder of the year.

The 2016 Adopted budget contains a count of 15 employees with 9.15 FTE in DPRC and 5.85 FTE in DOT-HWY. The Parks Department has expressed a need for the experience and expertise of more than the allotted 9.15 FTE in their 2017 requested budget. An additional 2.85 FTE was included in the DPRC budget to bring their staffing levels up to 12 total FTE. The cost of the additional staffing for 2017 is \$160,570 with no offset or reduction in DOT-HWY. Funding in DOT-HWY is preserved to maintain operations through the fulfillment of Highway Maintenance Worker – Temporary Assignments. There is a current recruitment campaign by Human Resources to fill four vacant Parks Maintenance Worker positions (formerly Parks/Highway worker) as well as Highway Maintenance Worker 2 - Temporary Assignments for the upcoming months.



Steven Kreklow
Director DAS-PSB

Cc: Chris Abele, Milwaukee County Executive
Sheldon Wasserman, Co-chair, Finance Committee
Supreme Moore-Omokunde, County Supervisor
Michael Mayo Sr., County Supervisor
Willie Johnson, County Supervisor
Jason Haas, County Supervisor
Sequanna Taylor, County Supervisor
Teig Whaley-Smith, DAS Director
Raisa Koltun, Chief of Staff, Office of the County Executive
Kelly Bablitch, Chief of Staff, County Board