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3 From the Director, Department of Transportation, requesting approval for recruitment  
4 and retention bonuses for various critical infrastructure positions (permanent and  
5 seasonal) in the Divisions of Airport, Fleet Management and Highway Maintenance for  
6 the 2021-2022 winter season, by recommending adoption of the following:  
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8 **A RESOLUTION**  
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10 WHEREAS, the Department of Transportation (DOT) has been continuously  
11 recruiting for permanent and seasonal critical infrastructure workers, including Airport  
12 Maintenance Workers, permanent and temporary assignment Highway Maintenance  
13 Workers, and permanent Fleet Mechanic and Fleet Parts positions since late Summer;  
14 and  
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16 WHEREAS, DOT is experiencing significantly more vacancies this year than in  
17 previous years, largely due to low wages as compared to the regional marketplace, and  
18 Milwaukee County's (the County) Coronavirus Disease Vaccine Mandate; and  
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20 WHEREAS, per funding agreements with the Federal Aviation Administration and  
21 State of Wisconsin, DOT is required to perform snow removal and Winter maintenance  
22 at the airports, State trunk highways, and the Interstate system throughout the County;  
23 and  
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25 WHEREAS, without the appropriate levels of manpower to operate and maintain  
26 the necessary equipment, the County's transportation infrastructure will be vulnerable to  
27 delays, shutdowns, and Federal fines; and  
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29 WHEREAS, the Milwaukee County Board of Supervisors (County Board) recently  
30 adopted File No. 21-556, which authorized the Department of Parks, Recreation, and  
31 Culture, and the Office of the Comptroller to provide similar incentive pay for new and  
32 incumbent lifeguards in order to staff pools for the Summer season; and  
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34 WHEREAS, in 2016, the County Board adopted File No. 16-676, authorizing the  
35 Chief Human Resources Officer, Department of Human Resources, to implement  
36 specific strategies to provide flexibility in recruiting for and retaining staff in "difficult-to-  
37 fill" positions, and sign-on and retention bonuses were two of the approved strategies;  
38 and  
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40 WHEREAS, this request aligns with the County's strategic plan of enhancing the  
41 County's fiscal health and sustainability, by being able to fulfill its Federal and State  
42 contractual obligations, and avoid potential fines for being unable to clear snow and  
43 perform other Winter maintenance activities, while investing in its employees and  
44 dismantling barriers to diverse and inclusive communities, by becoming an attractive  
45 employer to all current and perspective employees; and  
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47 WHEREAS, the estimated cost of \$248,600 will be offset by non-County  
48 revenues in the amount of \$214,500; there will be a zero net tax levy effect for bonuses  
49 within the Airport Division; a net County cost of \$25,080 for bonuses within the Highway  
50 Maintenance Division; and a \$9,020 tax levy impact for the Fleet Management Division;  
51 and

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53 WHEREAS, DOT will submit a January 2022 fund transfer request to cover these  
54 expenditures; and

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56 WHEREAS, the Committee on Personnel, at its meeting of December 6, 2021,  
57 recommended adoption of File No. 21-1055 (vote 5-0); now, therefore,

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59 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)  
60 approves the provision of sign-on bonuses of \$300 to new recruits, and to existing  
61 critical infrastructure employees, including Airport Maintenance Workers, Airport  
62 Maintenance In-Charges, Airport Maintenance Supervisors, Highway Maintenance  
63 Workers, Assistant Supervisors, Highway Maintenance Supervisors, Fleet Mechanics,  
64 Fleet Mechanic Supervisors, Fleet Parts Assistants, Fleet Parts Manager, Fleet Welder,  
65 Fleet Iron Workers, Fleet Maintenance Worker, and Fleet Supervisors; and

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67 BE IT FURTHER RESOLVED, the County Board approves a \$200 per-month  
68 retention bonus (for the months of December, January, February, and March of the  
69 2021-2022 Winter season) to the aforementioned positions' incumbents who work the  
70 entire month, and have met Milwaukee County's Vaccine Mandate.

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