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From the Executive Zoo Director requesting the creation of 1.0 FTE Zoological Medicine and Surgery Resident position, by recommending adoption of the following:

A RESOLUTION

WHEREAS, per Chapter 17 of the Milwaukee County Code of General Ordinances, changes to the authorized number of positions outside of the budget process require approval by the Milwaukee County Board of Supervisors; and

WHEREAS, the Milwaukee County Zoo (the Zoo) seeks to create 1.0 Full-Time Equivalent Zoological Medicine and Surgery Resident position (pay grade 12) to participate in the American College of Zoological Medicine (ACZM) Zoological Medicine Residency Program (the Program); and

WHEREAS, since 2001, the Zoo and the University of Wisconsin School of Veterinary Medicine (the UWSVM), in conjunction with the International Crane Foundation, have had a successful Program and trained 13 residents in zoological medicine and surgery; and

WHEREAS, the UWSVM has elected to discontinue the Program, so they can focus on training Zoological Companion Animal Residents, as that is where the expertise of their faculty lies; and

WHEREAS, the zoo veterinary community is facing a shortage of well-trained zoo veterinarians, as there are a limited number of ACZM-approved Programs, and given that the Zoo has already been integral in a combined residency program in the past, the Zoo is positioned to continue to train a veterinary resident, and training these individuals is well within the expertise of the current veterinary staff; and

WHEREAS, being able to create a new Program will help alleviate the zoo veterinarian shortage, advance the profession, and support the Zoo's mission, by continuing to train and develop veterinary residents; and

WHEREAS, the Zoological Medicine and Surgery Resident position is a three-year position, which will be filled by a new individual every three years; and

WHEREAS, the Department of Human Resources has reviewed the request for this position to determine the appropriate classification (Zoological Medicine and Surgery Resident) and pay grade (12), and submitted a report included in this file; and

WHEREAS, the Office of Strategy, Budget, and Performance has reviewed this request with respect to need, appropriateness, and funding availability, as required per Section 59.60(10), Wisconsin State Statutes, and has submitted a report included in this file; and

48 WHEREAS, the Committee on Personnel, at its meeting of March 4, 2025,
49 recommended adoption of File No. 25-152 (vote 4-0); now, therefore,
50

51 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)
52 hereby approves the classification and pay grade recommendation for the position, as
53 outlined in the report hereto attached to this file and summarized below:
54

Recommended Title	Zoological Medicine and Surgery Resident
Agency (Department)	950 – Milwaukee County Zoo (the Zoo)
Org. (Low Org)	9512
Number (No.) of Positions	1
Pay Grade	12
Annual Range	\$40,435.20–\$45,552.00

55
56 ; and
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58 BE IT FURTHER RESOLVED, the County Board hereby authorizes and
59 approves the following position action for the Zoo, effective Pay Period 9, beginning
60 April 13, 2025:
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Action	Title	No. of Positions	Pay Grade
Create	Zoological Medicine and Surgery Resident	1	12

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