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From the Director Strategy, Budget, and Performance requesting authorization to abolish 2.0 FTE Accountant 2 (vacant), 2.0 FTE Accountant 3 (vacant), 1.0 FTE Clerical Assistant 1 NR (vacant), and 1.0 FTE Operating and Maintenance Supervisor (vacant) positions and Create 1.0 FTE Accountant, 3.0 FTE Senior Accountant, 1.0 FTE Contracts Manager and 1.0 FTE HVAC Supervisor positions in the Milwaukee County Department of Transportation - Airport Division, by recommending adoption of the following:

AN AMENDED RESOLUTION

WHEREAS, the Airport Division (the Airport), Department of Transportation, has experienced three resignations of Accountant 2 and Accountant 3 positions between late 2021 and early 2022; and

WHEREAS, these resignations are all due to compensation issues, and have left half (four of eight) positions vacant; and

WHEREAS, reasoning for changes to Accountant and Senior Accountant include:

- the pay ranges associated with the Accountant 2 and Accountant 3 classifications are very restrictive and narrow
- inequity exists between Airport accounting positions and other Milwaukee County (the County) departments' accounting positions
- updating these classifications will allow the Airport to attract and retain professional financial staff

; and

WHEREAS, Full-Time Equivalent Contract Manager and Operating Maintenance Supervisor positions are needed at the Airport; and

WHEREAS, the Airport has a large number of contracts and procurement transactions that take place on an ongoing basis, and the majority of contracting and procurement transactions are longer in duration, and have major impacts on revenue, facility usage, and property; and

WHEREAS, due to the Airport's size and complexity, a position is required to oversee all aspects of contract development and procurement, to ensure it aligns with Federal, State, and County procurement requirements; and

WHEREAS, the Airport is experiencing difficulties hiring for the existing Operating and Maintenance Supervisor vacancy, and the requested position create is intended to standardize positions and address equity issues within the County; and

47 **WHEREAS, Department of Transportation staff requested the Committee on**
 48 **Finance at its meeting on May 19, 2022, to amend the request to not move forward**
 49 **with the abolishment of one position of Accountant 3 and the creation of one**
 50 **position of Senior Accountant as the position has been filled since the request**
 51 **was made and additional study is required on how best to proceed; and**
 52

53 WHEREAS, the Committee on Finance, at its meeting of May 19, 2022,
 54 recommended adoption of File No. 22-584 as amended (vote 7-0); now, therefore,
 55

56 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby
 57 authorizes and approves the following position actions for the Airport Division,
 58 Department of Transportation, ~~to be filled no earlier than July 29, 2022:~~ **effective pay**
 59 **period 16, beginning July 24, 2022:**
 60

Position Title	Action	Full-Time Equivalent	Pay Grade
Accountant 2 (vacant)	Abolish	2.0	17 (\$42,286 - \$47,902)
Accountant 3 (vacant)	Abolish	2 1.0	21 (\$47,902 - \$55,307)
Clerical Assistant 1 NR (vacant)	Abolish	1.0	03PM (\$38,308 - \$38,865)
Operation and Maintenance Supervisor (vacant)	Abolish	1.0	25M (\$54,038 - \$61,422)
Accountant	Create	1.0	25M (\$54,038 - \$61,422)
Senior Accountant	Create	3 2.0	28M (\$60,632 - \$70,428)
Contracts Manager	Create	1.0	901E (\$67,436 - \$98,703)
Heating, Ventilation and Air Conditioning Supervisor	Create	1.0	5423 (BT) \$104,811

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 65 \\F:\01\wpchc\comclerk\$\Committees\2022\May\FINANCE\Resolutions\22-584 OSPB Resolution abolish create DOT
 66 Airport amended.docx