

**COUNTY OF MILWAUKEE**  
Inter-Office Communication

Date: August 5<sup>th</sup>, 2022

To: Marcelia Nicholson, Chair, Milwaukee County Board of Supervisors

From: Donna Brown-Martin, Director, Department of Transportation

Subject: From the Director of the Department of Transportation, and Fleet Management Director requesting approval to abolish (2) 0.5 FTE Lead Mechanic DOT- PT/UF Pay Range 25 and create (2) 0.5 FTE Lead Mechanic DOT – PT/UF pay range 26.

File Type: Action Report

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**REQUEST**

The Milwaukee County Department of Transportation requests approval to abolish (2) .5 FTE Lead Mechanic DOT - PT/UF Pay Range 25 and create (2) .5 FTE Lead Mechanic DOT – PT/UF Pay Range 26.

**POLICY**

Wisconsin State Statutes:	Wis Stats 59.17
Milwaukee County Code of General Ordinances:	MCGO 17.05(1)
Specific Adopted Budget:	2022 Adopted Budget

**BACKGROUND**

The Department of Transportation Fleet Management Division previously submitted requests in the July cycle for six (6) FTE Lead Mechanic DOT positions to be reallocated from pay range 25 to pay range 26. Since these two (2) .5 FTE part time positions were vacant at that time, they were inadvertently left off the July report. This request is being made to align all Lead Mechanic DOT positions into the newly approved pay range 26.

This abolish/create is being requested to address better alignment with the market for this specific role. With respect to the role’s critical responsibilities, increasing the recommended grade for this role has been determined to be appropriate.

**ALIGNMENT TO STRATEGIC PLAN**

3B: Enhance the County’s fiscal health and sustainability  
Compensating these positions at market rate allows us to recruit for these positions more effectively. These positions are responsible for 3<sup>rd</sup> shift shop supervision during

winter operations. Repairing emergency vehicles and equipment in a timely manner allows us to maximize equipment utilization. Maximizing the number of vehicles on the road during critical times means more efficient property maintenance and less cost (per hour) to Milwaukee County.

**3C: Dismantle barriers to diverse and inclusive communities**

As an internal service, Fleet Management does not provide direct service to the public. However, maximizing equipment availability for our user departments allows them to provide those services. Disabled vehicles cannot provide public services sitting in our yard awaiting repair. Adjusting compensation for these positions allows us to staff our department properly, and repair emergency equipment quickly.

**FISCAL EFFECT**

The target hire date for the two (2) Lead Mechanic DOT – PT/UF positions is November 6th, 2022. Using the high end of the salary range, this action will result in an increased expenditure of \$834.40 for the remainder of 2022 and an increased expenditure of \$2503.20 in 2023. These are temporary promotions of Fleet Mechanic to Lead Mechanic DOT – PT/UF for 3<sup>rd</sup> shift winter operations. Historically, this small pay differential is covered through mid-year funds transfers from auction revenue or other available surplus funds in commodities accounts.

**POSITION INFORMATION**

<u>Action</u>	<u>Title</u>	<u>Pay Range</u>	<u>Annual Salary Range – 2088 Hours</u>
Abolish	(2) Lead Mechanic DOT PT/UF	25	\$56,201.60 - \$65,832.00
Create	(2) Lead Mechanic DOT PT/UF	26	\$58,281.60 - \$68,931.20

**VIRTUAL MEETING INVITES**

Donna Brown-Martin, Director, Department of Transportation  
Julie Esch, Deputy Director, Department of Transportation  
John Blonien, Director, Fleet Management Division

**PREPARED BY:**

John Blonien, Fleet Director

**APPROVED BY:**

APPROVED BY:

*Julie Esch, Deputy Director*

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Donna Brown-Martin  
Director, Department of Transportation

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors  
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk