

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: June 24, 2026

To: Marcelia Nicholson-Bovell, Chairwoman, Milwaukee County Board of Supervisors

From: Guy Smith, Executive Director for Milwaukee County Parks

Subject: Amending MCGO Chapter 17 to increase the crew leader pay special pay adjustment

File Type: Action Resolution/Ordinance

REQUEST

A request to increase crew leader pay from a differential of \$0.25 per hour to a minimum of \$0.75 per hour and a maximum of \$2.00 per hour by amending Milwaukee County Ordinance 17.14(22)(d).

POLICY

Compensation of Milwaukee County employees is governed by Ch. 17 of the Milwaukee County Ordinances.

Milwaukee County Code of General Ordinances:	Ch. 17.14(22)(d)
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BACKGROUND

Crew leader pay differentials are applied as additional compensation to an employee's base salary during situations when that employee provides temporary leadership of a work crew. The crew leader pay differential is eligible to County employees, is currently used by the Milwaukee County Sheriff's Office, the Office of Emergency Management and the Parks Department. Milwaukee County Parks has coordinated with these other Departments in drafting this requested ordinance revision.

The situations that require temporary assignment of "crew leader" vary between these three departments. In the case of Milwaukee County Parks, the park system experiences a dramatic increase in seasonal staff during peak summer months. During this time frame, larger parks are staffed by their own seasonal crews which are led by Lead Park Maintenance Workers or Park Maintenance Workers. In this role these full-time positions have a level of responsibility that is in line with Park Unit Coordinators who are the managers of Park Operations units. These additional duties can include, but are not limited to hiring seasonal staff, scheduling, and providing disciplinary actions. Similarly, Natural Resource Technicians, in the absence of their Natural Resource Coordinators are asked to perform additional duties, including but not limited

to managing their work crew, assigning tasks, monitoring the work site for proper safety standards, ensuring work zones are properly established for safety and the perimeter is maintained, and communicating and coordinating job assignments with the Land Resources Supervisor or Manager and Park Unit Coordinators.

Providing crew leader differential pay is currently used at the discretion of managers and among the considerations of that manager is managing within their labor budget. There is no fiscal impact for this action to the Parks Department, as any costs for the incentive pay would be funded through the existing labor budget for the employees' low organization. In practice the manager of the employee receiving crew leader pay will add the differential adjustment to the employee's timesheet for the duration of the work assignment.

This proposal would raise the hourly rate of crew leader pay from \$0.25 per hour to a range that has a minimum of \$0.75 per hour and a maximum of \$2.00 per hour. This range will allow County departments the flexibility to continue to provide this benefit while avoiding wage compression and pay equity issues within their workforce. The flexibility also helps ensure fiscal management and allows better management of labor budgets.

Currently, the Milwaukee County ordinance that pertains to crew leader pay states –

MCGO 17.14(22)(d) – “Crew leader. Employees eligible for crew leader pay shall receive a differential of twenty-five cents (\$0.25) per hour for all hours spent as a crew leader. Crew leader pay shall be paid at twenty-five cents (\$0.25) per hour even when hours qualify for overtime compensation.”

Milwaukee County Parks requests the following revision –

MCGO 17.14(22)(d) – “Crew leader. Employees eligible for crew leader pay shall receive a differential of ~~twenty-five cents (\$0.25)~~ **between seventy-five cents (\$0.75) per hour and two dollars (\$2.00)** per hour for all hours spent as a crew leader. Crew leader pay shall be paid at ~~twenty-five cents (\$0.25) per hour~~ **the assigned rate** even when hours qualify for overtime compensation.”

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

1A: Reflect the full diversity of the County at every level of County government – addressing compensation among non-managers who are providing leadership in their roles provides a higher level of respect to these individuals and acknowledges their contributions

1B: Create and nurture an inclusive culture across County government

1C: Increase the number of County contracts awarded to minority and women-owned businesses

2A: Determine what, where, and how we deliver services to advance health equity

2B: Break down silos across County government to maximize access to and quality

of services offered

2C: Apply a racial equity lens to all decisions

3A: Invest “upstream” to address root causes of health disparities

3B: Enhance the County’s fiscal health and sustainability

3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

None

TERMS

N/A

VIRTUAL/HYBRID MEETING INVITES

Lindsay Kampschroer, HR Business Partner, Lindsay.kampschroer@milwaukeecountywi.gov

PREPARED BY:

Peter Bratt, Director of the Operations and Skilled Trades, Milwaukee County Parks

APPROVED BY:

Guy Smith, Executive Director Milwaukee County Parks 

ATTACHMENTS:

Resolution/Ordinance

Fiscal Note

PowerPoint

CC:

David Crowley, County Executive

Mary Jo Meyers, Chief of Staff, County Executive’s Office

Sheldon Wasserman, Committee on Parks & Culture Chairperson

Anne O’Connor, Committee on Parks & Culture Vice Chairperson

Priscilla Coggs-Jones, Committee on Parks & Culture Member

Jack Eckblad, Committee on Parks & Culture Member

Felesia Martin, Committee on Parks & Culture Member

Juan Miguel Martinez, Committee on Parks & Culture Member

Steve Taylor, Committee on Parks & Culture Member

Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors

Janelle M. Jensen, Legislative Services Division Mgr, Office of the County Clerk

Aaron Hertzberg, Director, Department of Administrative Services

Nick Sinram, Fiscal & Budget Director, DAS

Vince Masterson, Fiscal & Strategic Asset Coordinator, DAS

Pamela Bryant, Capital Finance Manager, Comptroller’s Office

Justin Rodriguez, Capital Finance Analyst, Comptroller’s Office

Allyson R. Smith, Committee Coordinator, Office of the County Clerk

Anthony Rux, Budget & Management Analyst, DAS-PSB
Sandy Saltzstein, Research and Policy Analyst