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From the Director, Department of Transportation, requesting approval for recruitment and retention bonuses for various critical infrastructure positions (permanent and seasonal) in the Divisions of Airport, Fleet Management and Highway Maintenance for the 2023-2024 winter season, by recommending adoption of the following:

A RESOLUTION

WHEREAS, the Department of Transportation (DOT) continues to recruit for permanent and seasonal critical infrastructure workers, including Airport Maintenance Workers, permanent and temporary assignment Highway Maintenance Workers, and permanent Fleet Mechanic and Fleet Parts positions; and

WHEREAS, per funding agreements with the Federal Aviation Administration and State of Wisconsin (the State), the DOT is required to perform snow removal and winter maintenance at the airports, State Trunk Highways, and the Interstate system throughout Milwaukee County (the County), and without the appropriate levels of manpower to operate and maintain the necessary equipment, the County's transportation infrastructure will be vulnerable to delays, shutdowns, and Federal fines; and

WHEREAS, this request aligns with the County's strategic plan of enhancing the County's fiscal health and sustainability, by being able to fulfill its Federal and State contractual obligations, and avoid potential fines for being unable to clear snow and perform other winter maintenance activities, while investing in its employees and dismantling barriers to diverse and inclusive communities by becoming an attractive employer to all current and perspective employees; and

WHEREAS, the estimated maximum cost of \$228,800, will be offset by non-County revenues of \$192,775, with a zero net tax levy effect for the Airport bonuses, a net County cost of \$25,575 for Highway Maintenance bonuses, and a \$10,450 tax levy impact for the Fleet Management Division-DOT; and

WHEREAS, if necessary, the DOT will submit a January 2024 fund transfer request, should one be needed to cover these expenditures; and

WHEREAS, the Committee on Personnel, at its meeting of December 5, 2023, recommended adoption of File No. 23-990 (vote 5-0); now, therefore,

41 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)
42 approves the provision of a sign-on bonus in the amount of \$300 to new recruits and to
43 existing critical infrastructure employees, including:

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- 45 • Airport Maintenance Workers
- 46 • Airport Maintenance In-Charges
- 47 • Airport Maintenance Supervisors
- 48 • Highway Maintenance Workers
- 49 • Assistant Supervisors
- 50 • Highway Maintenance Supervisors
- 51 • Fleet Mechanics
- 52 • Fleet Mechanic Supervisors
- 53 • Fleet Parts Assistants
- 54 • Fleet Parts Manager
- 55 • Fleet Welder
- 56 • Fleet Iron Workers
- 57 • Fleet Maintenance Worker
- 58 • Fleet Maintenance Worker I
- 59 • Fleet Supervisors
- 60 • Body and Paint Technicians

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62 ; and

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64 BE IT FURTHER RESOLVED, the County Board approves a \$200 per month
65 retention bonus (for the months of December, January, February, and March of the
66 2023-2024 winter season) to the aforementioned positions' incumbents who work the
67 entire month.

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12/05/23

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