

From the Executive Zoo Director requesting approval to create 1.0 FTE Maintenance Supervisor and abolish 1.0 FTE Zoo Maintenance Worker, 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 (Zoo) seeks to abolish 1.0 Full Time Equivalent (FTE) Zoo Maintenance Worker position (pay grade 18M) and create 1.0 FTE Maintenance Supervisor position (pay grade 24M) to provide additional supervisory capacity and to increase efficiency and operational quality/quantity for the Zoo Maintenance Section of the Facilities Division; and

WHEREAS, the 2024 Adopted Budget includes 1.0 FTE Mechanical Services Manager position overseeing a seven-day-a-week operation leading:

- 6.0 FTE Zoo Maintenance Worker positions
- 1.0 FTE Assistant Maintenance Worker position
- 1.0 FTE Steamfitter Temperature Control position
- 12.0 FTE positions in the Environmental Services Section
- Multiple Electric Mechanic and Plumber Permits positions

; and

WHEREAS, Zoo facility support requires staffing 365 days per year and multiple shifts for Zoo events, and the responsibilities of this section include mechanical and preventative maintenance programs for equipment, ventilation, air conditioning, heating systems, electrical and plumbing repairs, and housekeeping; and

WHEREAS, 48 buildings require heating, ventilation, and air conditioning, with the majority providing life support systems for over 2,000 specimens; and

WHEREAS, creating a new Maintenance Supervisor position will assist with day-to-day supervisory coverage seven days a week, providing a better work-life balance for the Mechanical Services Manager to avoid burnout and provide the ability to not always be on call after regular business hours to handle emergencies and other necessary building maintenance needs, and it will allow more time for the Mechanical Services Manager to research best practices in operating systems that support Zoo animals and expand on preventative maintenance programs; and

45 WHEREAS, the Department of Human Resources has reviewed the request for
46 this position to determine the appropriate classification (Maintenance Supervisor) and
47 pay grade (24M), and submitted a report included in this file; and
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49 WHEREAS, the Office of Strategy, Budget, and Performance has reviewed this
50 request with respect to need, appropriateness, and funding availability as required per
51 Section 59.60(10), Wisconsin State Statutes, and has submitted a report included in this
52 file; and
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54 WHEREAS, the Committee on Personnel, at its meeting of September 3, 2024,
55 recommended adoption of File No. 24-700 (vote 5-0); now, therefore,
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57 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)
58 hereby approves the classification and pay grade recommendations for the position, as
59 outlined in the report hereto attached to this file and summarized below:
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Recommended Title	Maintenance Supervisor
Agency (Department)	950 – Milwaukee County Zoo (Zoo)
Organization (Low Org)	9522
Number of Positions	1
Pay Grade	24M
Annual Range	\$46,479-\$53,077

61
62 ; and
63

64 BE IT FURTHER RESOLVED, the County Board hereby authorizes and
65 approves the following position actions for the Zoo, effective Pay Period 22, beginning
66 October 13, 2024:
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Action	Title	Number of Positions	Pay Grade
Create	Maintenance Supervisor	1	24M
Abolish	Zoo Maintenance Worker	1	18M

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72 s:\\committees\2024\september\per\resolutions\24-700 zoo create 1 maintenance sup & abolish 1 zoo maintenance
73 worker.docx