

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: March 22, 2019

TO: Theodore Lipscomb, Sr. Chairman, Board of Supervisors

FROM: Donna Brown-Martin, Director, Dept. of Transportation *DBM*
Dean Legler, Director of Compensation / HRIS *DAL*

SUBJECT: Request for Authorization to Provide Flexibility in Retention for Supervision over difficult -to-fill Classified Positions

Background

The Departments of Transportation and Human Resources are jointly seeking the authority to extend the strategy previously adopted by the County Board in File 16-676 that was designed to provide flexibility in recruiting for difficult-to fill classified positions of Highway Maintenance Workers within the Department of Transportation to the Supervisors of these workers.

Specifically, the Department requests authorization to pay the Highway Maintenance Supervisors and Assistant Supervisors of the effected Highway Maintenance Workers the same bonus designation (File No. 19-255). The Supervisor and Assistant Supervisor positions provide needed guidance and direction on snow and ice clearance, ensuring that everyone is operating safely under live traffic conditions. The eight Supervisors and Assistant Supervisors work at the same level of effort as the front-line staff and simultaneously manage and direct three separate teams within their territory. In addition to managing, the Supervisors and Assistant Supervisors coach staff through the snow removal process and provide whatever direction necessary to ensure that staff remove snow and ice safely and thoroughly for the traveling public throughout Milwaukee County:

Request

We are requesting a one-time expansion of this program to the eight Supervisors and Assistant Supervisors. If approved, we will implement the following:

- Highway Maintenance Supervisor and Assistant Supervisor: Bonus program

The \$200 per month seasonal bonus is proposed to be paid as soon as practicable after the conclusion of the winter operating season and would include up to five months (November 2018 through March 2019) based upon each full month worked during the five-month period.

Please refer to the attached resolution and fiscal note to the Personnel Committee for consideration in the April cycle.