

From the Director, Department of Transportation, requesting approval to Abolish 1.36 FTE Highway Maintenance Worker II Position (representing one Full Time Highway Maintenance Worker II position and one Highway Maintenance Worker II Temporary Assignment) pay grade NR20 and Create One Full-Time Electrical Mechanic DOT position, pay grade BT26 (Cost-Neutral), by recommending adoption of the following:

AN ENGROSSED RESOLUTION

WHEREAS, the Department of Transportation (DOT) seeks to maintain safe, reliable, and compliant electrical infrastructure across Milwaukee County (the County) highways, facilities, lighting systems, and operational assets; and

WHEREAS, DOT currently employs three Electrical Mechanics who collectively support all electrical maintenance and emergency response functions, and all three are eligible for retirement, creating a significant operational and institutional-knowledge risk; and

WHEREAS, DOT has reviewed long-term staffing needs and determined that timely succession planning is necessary to ensure continuity of service, adequate training time, and preservation of system knowledge before multiple retirements occur; and

WHEREAS, DOT proposes to abolish 1.36 full-time equivalent (FTE) Highway Maintenance Worker positions in order to create 1.0 FTE Electrical Mechanic DOT position at an hourly rate of \$46.50; and

WHEREAS, the eliminated positions historically have been budgeted at or near the top of the pay range, allowing the new Electrical Mechanic DOT position to be fully funded through salary reallocation with no net tax levy impact; and

WHEREAS, this action aligns with the County's strategic goals by ensuring responsible stewardship of critical infrastructure, promoting sustainability in operations, and planning effectively for workforce transitions; and

WHEREAS, investing in an additional Electrical Mechanic DOT position now will reduce the likelihood of unplanned contract spending, delays in electrical repairs, and diminished operational readiness in highway lighting, signals, facilities, and safety systems; and

WHEREAS, the Office of Strategy, Budget, and Performance has reviewed this request with respect to need, appropriateness, and funding availability, as required by Section 59.60(10), Wisconsin State Statutes, and has submitted a report included in this file; and

WHEREAS, the Committee on Personnel, at its meeting of May 20, 2026, recommended adoption of File No. 26-398 (vote 3-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board) hereby approves the abolishment of 1.36 full-time equivalent (FTE) Highway Maintenance Worker II positions in the Department of Transportation (DOT); and

BE IT FURTHER RESOLVED, the County Board approves the creation of 1.0 FTE Electrical Mechanic DOT position, to ensure continuity of electrical system maintenance and implement succession planning ahead of impending retirements; and

BE IT FURTHER RESOLVED, these changes shall be cost neutral, with the abolished positions providing sufficient budgetary capacity to fully fund the newly created Electrical Mechanic DOT position; and

BE IT FURTHER RESOLVED, the County Board hereby authorizes and approves the following position actions for DOT, effective Pay Period 14, beginning June 21, 2026:

Action	Title	Pay Grade	Annual Salary Range
Create 1.0	Electrical Mechanic DOT	BT26	\$96,720
Abolish 1.36	Highway Maintenance Worker II	NR20	\$111,945

; and

~~BE IT FURTHER RESOLVED, DOT, in coordination with the Department of Human Resources, the Office of Strategy, Budget, and Performance, and the Office of the Comptroller, is authorized to take all necessary administrative actions to implement this resolution.~~

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05/28/26

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