

3 From the Executive Zoo Director requesting approval to create 4.0 FTE Maintenance  
4 Worker positions offset with reductions to repair and maintenance accounts, by  
5 recommending adoption of the following:

6

## 7 A RESOLUTION

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9 WHEREAS, per Chapter 17 of the Milwaukee County Code of General  
10 Ordinances, changes to the authorized number of positions outside of the budget  
11 process require approval by the Milwaukee County Board of Supervisors; and

12 WHEREAS, the Milwaukee County Zoo (Zoo) seeks to create 4.0 Full-Time  
13 Equivalent Maintenance Worker positions in pay range NR17 to increase operational  
14 efficiency, reduce reliance on costly outside contractors, and ensure timely, high-quality  
15 upkeep of Zoo facilities and animal habitats; and

16 WHEREAS, Facilities Division Maintenance (FDM), Zoo, is responsible for the  
17 upkeep and maintenance of the Zoo's mechanical systems, implementation of  
18 preventative maintenance programs, Heating, Ventilation, and Air Conditioning systems  
19 (HVAC), and electrical and plumbing repairs, and the Zoo has 62 buildings requiring  
20 HVAC maintenance and an additional 137 structures that need ongoing upkeep; and

21 WHEREAS, staffing in FDM, Zoo, includes one Mechanical Services Manager,  
22 one Maintenance Supervisor, one Electrical Mechanic (Permits), one Plumber  
23 (Permits), one Steamfitter (Temperature Control), one Welder Mechanic, one  
24 Maintenance Worker Assistant, and five Maintenance Worker positions, for a total of 12  
25 staff members, covering operations seven days a week, 365 days per year, across  
26 multiple shifts; and

27 WHEREAS, since the Coronavirus Disease 2019 pandemic, the cost of outside  
28 contractors has increased substantially, with no anticipated decrease and likely further  
29 increases in the future, and as Milwaukee County and the Zoo's finances face continued  
30 fiscal pressures, the Zoo is requesting the creation of four additional Maintenance  
31 Worker positions; and

32 WHEREAS, expanding in-house maintenance capacity will allow the Zoo to:  
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- 34         • avoid contractor markups on materials and labor
- 35         • maintain consistent, predictable labor costs, whereas contract expenses  
36             can fluctuate based on project scope, urgency, or market rates
- 37         • reduce the premium costs contractors charge, which often include profit  
38             margins, travel, and administrative overhead
- 39         • enable faster response to daily repairs, animal area issues, or facility  
40             emergencies, minimizing downtime and improving guest and animal safety

41 ; and

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48        WHEREAS, the Department of Human Resources has reviewed the request for  
 49 these positions to determine the appropriate classification (Maintenance Worker) and  
 50 pay grade (NR17), and submitted a report included in this file; and

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

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57        WHEREAS, the Committee on Personnel, at its meeting of December 2, 2025,  
 58 recommended adoption of File No. 25-683 (vote 5-0); and

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60        WHEREAS, the Committee on Finance, at its meeting of December 11, 2025,  
 61 recommended adoption of File No. 25-683 (vote 7-0); now, therefore,

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63        BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)  
 64 hereby approves the classification and pay grade recommendation for the positions, as  
 65 outlined in the report hereto attached to this file and summarized below:

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Recommended Title	Maintenance Worker
Agency (Department)	950 – Milwaukee County Zoo (Zoo)
Organization (Org) (Low Org.)	9522
Number (No.) of Positions	4
Pay Grade	NR17
Annual Range	\$41,509-\$62,285

67

68 ; and

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70        BE IT FURTHER RESOLVED, the Offices of the Comptroller and Strategy,  
 71 Budget, and Performance are directed to process a 2026 administrative appropriation  
 72 transfer, reducing repair and maintenance accounts and increasing salary accounts  
 73 when the positions are filled; and

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75        BE IT FURTHER RESOLVED, the County Board hereby authorizes and  
 76 approves the following position actions for the Zoo, effective Pay Period 6, beginning  
 77 March 1, 2026:

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Action	Title	No. of Positions	Pay Grade
Create	Maintenance Worker	4	NR17

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81        ars

82        12/11/25

83        S:\Committees\2025\December\Finance Dec 11\Resolutions\25-683 Zoo Create 4.0 Maintenance Worker.docx