

From the Executive Zoo Director requesting approval to create 4.0 FTE Maintenance Worker positions offset with reductions to repair and maintenance accounts, 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 create 4.0 Full-Time Equivalent Maintenance Worker positions in pay range NR17 to increase operational efficiency, reduce reliance on costly outside contractors, and ensure timely, high-quality upkeep of Zoo facilities and animal habitats; and

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

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

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

WHEREAS, expanding in-house maintenance capacity will allow the Zoo to:

- avoid contractor markups on materials and labor
- maintain consistent, predictable labor costs, whereas contract expenses can fluctuate based on project scope, urgency, or market rates
- reduce the premium costs contractors charge, which often include profit margins, travel, and administrative overhead
- enable faster response to daily repairs, animal area issues, or facility emergencies, minimizing downtime and improving guest and animal safety

; and

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

WHEREAS, the Office of Strategy, Budget, and Performance has reviewed this request with respect to need, appropriateness, and funding availability, as required per 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 December 2, 2025, recommended adoption of File No. 25-683 (vote 5-0); and

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

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

| | |
|-------------------------------|----------------------------------|
| 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 |

; and

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

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

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

ars
12/11/25
S:\Committees\2025\December\Finance Dec 11\Resolutions\25-683 Zoo Create 4.0 Maintenance Worker.docx