

**COUNTY OF MILWAUKEE**  
INTEROFFICE COMMUNICATION

**DATE:** December 6, 2021

**TO:** Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

**FROM:** Joseph Lamers, Director, DAS-PSB

**SUBJECT:** Request to Abolish 1.0 FTE Mechanical Services Manager and Create 1.0 FTE Mechanical Services Manager in Department of Administrative Services, Facilities Management Division.

**Request:**

Department of Administrative Services, Facilities Management Division (DAS-FMD) requests to abolish 1.0 FTE Mechanical Services Manager (Pay Grade 916E \$83,787 to \$108,924) and Create 1.0 FTE Mechanical Services Manager (Pay Grade 917E \$94,321 to \$122,617).

**Background:**

The County Board approved a Building and Construction Trades compensation increase on March 9, 2021. The increase was needed in order to bring County Building and Trades staff compensation closer to market rates. The increases, however, created a deficiency as the hourly rates of several Building and Trades staff now exceed the hourly rate of the department manager (i.e. Mechanical Services Manager). DAS-FMD has indicated this request is needed to address the compensation deficiency.

**Fiscal Note:**

The Mechanical Service Manager (Pay Grade 916E) is budgeted at \$108,924 for 2022. The anticipated compensation level for hiring is \$110,827 (at the requested new Pay Grade 917E), resulting in a negative variance of \$1,903. However, the requested new Mechanical Services Manager (Pay Grade 917E) is anticipated be filled March 1, 2022, resulting in a pro-rated estimated cost of \$98,039 (salary + social security) for 2022. This results in a positive variance of \$10,885 for 2022.

In 2023, the DAS-FMD will absorb the estimated \$1,903 variance between the current Pay Grade (916E) and the requested Pay Grade (917E). The cost of the position (Pay Grade 917E) for 2023 is assumed at the full annual amount of \$110,827 (salary + social security).

<b>Position Title</b>	<b>Action</b>	<b>FTE</b>	<b>Pay Grade</b>
Mechanical Service Manager	Abolish	1.00	Pay Grade 916E \$83, 787 - \$108,924
Mechanical Services Manager	Create	1.00	Pay Grade 917E \$94,321 - \$122,617

**Recommendation:**

The Department of Administrative Services – Performance, Strategy, and Budget recommends that 1.0 FTE Mechanical Services Manager (Pay Grade 916E) be abolished, and 1.0 FTE Mechanical Services Manager (Pay Grade 917E) be created in the Department of Administrative Services, Facilities Management Division.

There is no tax levy impact to this request.

JOSEPH LAMERS

Joseph Lamers, Director, Office of Performance, Strategy, and Budget