

From the Executive Zoo Director requesting approval to create 1.0 FTE Associate Veterinarian position, by recommending adoption of the following:

A REVISED RESOLUTION

WHEREAS, the Director, Milwaukee County Zoo (the Zoo), is requesting to create one Full-Time Equivalent (FTE) Associate Veterinarian position; and

WHEREAS, the new position will provide needed veterinary coverage to allow veterinary staff a better work-life balance, to advance the Zoo's involvement in research and conservation medicine, and to grant employees the ability to use their accrued holiday time as off time; and

WHEREAS, the 2023 Adopted Budget includes one Senior Staff Veterinarian position, and one FTE Associate Veterinarian position, who lead the veterinary team, providing care for over 2,000 specimens; and

WHEREAS, Zoo animals require care 365 days per year, often after regular business hours; and

WHEREAS, Zoo veterinarians regularly must work weekends and Milwaukee County holidays, and when one Veterinarian is on leave or vacation, care for the Zoo's animal population is entirely dependent on the other veterinarian, and there is no opportunity for a Temporary Assignment to a Higher Classification, or to promote a non-veterinarian to provide this care; and

WHEREAS, with only two FTE Veterinarian positions to care for the Zoo's animal population, current staffing levels do not reflect best practices in veterinary care, and other peer zoos of similar size have three or more FTE veterinarians, including: Maryland Zoo in Baltimore, Cincinnati Zoo, Calgary Zoo, Oregon Zoo, National Zoo, Indianapolis Zoo, Zoo Atlanta, Zoo Tampa at Lowry Park, Zoo Miami, Fresno Chaffee Zoo, Phoenix Zoo, Minnesota Zoo, and Brookfield Zoo; and

WHEREAS, veterinary medicine is constantly advancing, and with limited veterinarians whose time is already at a premium, it becomes even more challenging to keep up with gold standard medical practices, and provide exceptional care to the Zoo's animals; and

WHEREAS, the Department of Human Resources has reviewed this request for a new position or additional staffing to determine the appropriate classification (Associate Veterinarian) and pay grade (915E), and has 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 March 7, 2023, recommended adoption of File No. 23-291 (vote 4-0); now, therefore,

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

Recommended Title	Associate Veterinarian
Agency (Department)	950 Milwaukee County Zoo
Org. (Low Org)	9512 Animal Health Center
Number of Positions	1
Pay Grade	915E
Range	Hourly Rate of \$33.92 to \$44.08 Annual range of \$70,824 to \$92,039
Step 2 (Annual)	[Insert hourly rate * 2088 hours]
Step 3 (Annual)	[Insert hourly rate * 2088 hours]
Step 4 (Annual)	[Insert hourly rate * 2088 hours]
Step 5 (Annual)	[Insert hourly rate * 2088 hours]

; and

BE IT FURTHER RESOLVED, the County Board hereby authorizes and approves the following position actions for the Milwaukee County Zoo, effective Pay Period eight, beginning April 2, 2023:

Action	Title	Number of Positions	Pay Grade
Create	Associate Veterinarian	1	915E

srb
03/07/2023
S:\Committees\2023\March\PER\Resolutions\23-291 Zoo - Assoc Vet Position Create REVISED.docx