

**COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION**

DATE: November 17, 2011

TO: Lee Holloway, Chairperson, Milwaukee County Board of Supervisors

FROM: Frank Busalacchi, Interim Director of Transportation and Public Works

SUBJECT: Request for Dual Fill of Airport Maintenance Worker-In Charge Position

Background

Chapter 17.14 of the General Ordinances of Milwaukee County states the following that *“Only one (1) full-time employee may occupy an authorized full-time position on an active basis. When the need arises, a department head or appointing authority may request approval from the county board to actively employ more than one (1) active full-time employee in a full-time authorized position for a specified period of time. Such requests shall be considered by the committee on personnel after receipt of a report from the director of human resources.”*

Rationale for the Request to Double Fill

The Airport Division of Transportation and Public Works requests permission for a Dual Fill of Airport Maintenance Worker In-Charge position (32460-1). Due to an unfortunate medical condition, the current incumbent has been absent from the position since May 20, 2010. The employee was expected to report to work or provide a status update regarding the possibility of returning to work by November 12, 2010. On March 23, 2011, the Airport received an update from the employee’s medical care provider stating that *“it is likely he will not be able to return to his prior job responsibilities as an Airport Maintenance Worker.”* Subsequent to receiving this notification, Airport staff, with the assistance of Milwaukee County’s Office for Persons with Disabilities, made efforts to determine if this individual would be able to meet the requirements of a less demanding jobs at the airport. It has become evident that it is extremely unlikely that this individual will ever return to work at the airport in any capacity given his medical challenges and the stringent security training requirements of the Airport.

It has now been 18 months since the person in question left the airport for medical reasons with no hope for a return. The Airport needs to fill the position being occupied by this individual; Title 14 of the Code of Federal Regulations, Part 139.303(a) states that General Mitchell International Airport (GMIA) *“must provide sufficient and qualified personnel...”* The Airport Maintenance Worker In-Charge position falls under this requirement. Therefore, the Airport has submitted this case to the Personnel Review Board (PRB) requesting dismissal for inability to perform the duties of the job. The PRB is scheduled to hear the case on March 27th, 2012. The Airport hereby requests permission for Dual Fill of this position until May 31, 2012, to allow time for

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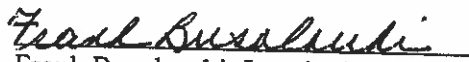
the PRB administrative process to move forward and for a regular appointment to be made. Please advise me if you have any questions or concerns regarding this request.


Fiscal Note

The incumbent's leave has been unpaid since November 2010. There will be no tax levy impact.

Prepared by: Terry Blue, Deputy Airport Director – Operations & Maintenance

Approved by:


Frank Busalacchi, Interim Director
Transportation & Public Works


C. Barry Bateman,
Airport Director

cc: Candace Richards, Interim Director of Human Resources
Supv. Joe Sanfelippo, Chairman, Personnel Committee
Supv. Michael Mayo, Sr., Chairman, TPW&T Committee
Patrick Farley, Director, Department of Administrative Services
Vince Masterson, Fiscal Mgmt. Analyst, Admin. & Fiscal Affairs Div./DAS
Sean Moore, Human Resources Coordinator, (DPW)
Shawn Niessen, Executive Assistant, Airport