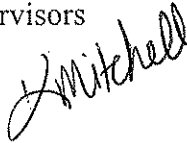


COUNTY OF MILWAUKEE
DEPARTMENT OF HUMAN RESOURCES
INTER-OFFICE COMMUNICATION

DATE : February 16, 2012

TO : Chairman Lee Holloway, County Board of Supervisors

FROM : Kerry J. Mitchell, Director of Human Resources



SUBJECT: **Dual Fill of a Position – Airport Maintenance Worker In-Charge**

REQUEST

The Department of Transportation has requested authorization, in accordance with C.G.O. 17.14 (1), Payment for Full-time Employment, to dual fill one position of Airport Maintenance Worker In-Charge, job code 32460, job grade (pay range) 15KZ. The request is to allow the dual fill until May 31, 2012.

BACKGROUND

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 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 27, 2012. The Airport hereby requests permission for Dual Fill of this position until May 31, 2012, to allow time for the PRB administrative process to move forward and for a regular appointment to be made.

RECOMMENDATION

It is recommended that the request for dual fill for one position of Airport Maintenance Worker In-Charge, job code 32460, job grade (pay range) 15KZ, be approved to assure that Federal Regulations are met.

FISCAL IMPACT

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

KJM:jam

Cc: County Executive Chris Abele
Amber Moreen, Chief of Staff, County Executive's Office
Supervisor Joe Sanfelippo, Chair, Personnel Committee
Rick Ceschin, Research Analyst, County Board
Pat Farley, Director, Department of Administrative Services
Jodi Mapp, Personnel Committee Clerk