

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: August 20, 2021

To: Marcelia Nicholson, Chairperson, County Board of Supervisors

From: Donna Brown-Martin, Director, Department of Transportation

Subject: From the Director of the Department of Transportation requesting the County Board waive Chapter 17.085(1)(c) of the Temporary Assignments Policy Requiring an Individual to Wait 15 Consecutive Workdays Prior to the Increased Rate of Pay Takes Effect from the Time of the TAHC assignment for the Airport Fire Chief position.

File Type: Action Report

REQUEST

The Department of Transportation is requesting the Milwaukee County Board of Supervisors waive Chapter 17.085(1)(c) of the Milwaukee County Code of Ordinances regarding the Temporary Assignments policy requiring an individual wait 15 consecutive workdays prior to the increased rate of pay taking effect from the time of the TAHC assignment for the Airport Fire Chief position.

POLICY

Chapter 17.085(c) of the Milwaukee County Code of General Ordinances requires an individual appointed into a TAHC wait 15 consecutive days before the pay increase begins. Any request for a waiver from the policy requires Board approval.

Milwaukee County Code of General Ordinances:	Chapter 17.085
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BACKGROUND

FAA regulations require the airport to have Fire protection personnel and the required equipment available in order for the airport to remain open and operational. The Fire Chief is essential to leading this group of individuals. While the airport can remain open with a minimal staffing level, a leader for these positions is paramount. Due to the fact that firefighters and the Assistant Fire Chiefs work a 52-hour work week, and the Fire Chief works a traditional 40-hour work week, there is a pay differential that needs to be accounted for when elevating an individual from these positions to the Fire Chief position.

The 15 consecutive day waiting period for the requested compensation adjustment compounds the pay differential problem for an individual moving out of a 52-hour work week to a 40-hour work week and undercompensates the individual to the point where they are earning less while on the TAHC than they were in the regularly assigned role.

Due to the critical nature of this position and the pay differential that exists between the Fire Chief and all other subordinate positions, the Department of Transportation is requesting a waiver of the TAHC policy associated with the 15-day waiting period for compensation so that the position can be filled without a loss of leadership responsibilities.

ALIGNMENT TO STRATEGIC PLAN

3B: Enhance the County's fiscal health and sustainability

FISCAL EFFECT

The Airport is a self-contained enterprise fund within the Milwaukee County organizational structure that generates its own revenues and does not require any property tax levy contribution. The airport has funds sufficient to cover the costs associated with TAHC.

TERMS

The waiver would be in effect from the start of the TAHC and remain in effect until the time that a successful candidate fills the Fire Chief position.

VIRTUAL MEETING INVITES

Presented by: Brian Dranzik, Airport Director, MCDOT Airport Division

PREPARED BY:

Brian Dranzik, Airport Director, MCDOT Airport Division

APPROVED BY:

Julio Esch, Deputy Director

Donna Brown-Martin, Milwaukee County Director of Transportation

ATTACHMENTS:

A Fiscal Note and Resolution accompany this Report

CC: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk