

RESOLUTION NO. 2017-____

Creating one full-time Building and Grounds Maintenance Worker II position, eliminating one full-time, vacant Construction and Maintenance Lead Worker position and increasing the allocated hours to full-time for one Building and Grounds Maintenance Worker II position at the Parks Department

Executive Summary

It is the mission of the Jefferson County Parks Department is to preserve natural resources for public use and conservation; to operate and maintain a parks system with resource oriented recreation, trails, and special use parks; and to expand the parks system for environmental and land use benefits and the health and enjoyment of Jefferson County residents. The Parks Department staff does an excellent job at fulfilling this mission. However, in the winter months, there are only two full-time staff and the Parks Supervisor available to maintain our County's Parks system. This includes grooming 16 miles of cross-country ski trails, monitoring conditions and closings for 19182.7 miles of County snowmobile trails and 290 miles of club trails, maintaining nearly 323 miles of the Glacial River Trail, and 16 water trails, and managing 122 Flood Mitigation Properties. In addition, the Jefferson County Parks staff continues to manage 19 County Parks, a dog park, the Indian Mound and Trail Park, and a nature preserve. These tasks are completed while managing snow removal for several other county-owned properties when needed.

The Parks Supervisor and Parks Director have determined that additional staff during the winter months has become necessary to successfully maintain the County's Parks System. With the recent vacancy of the full-time Construction and Maintenance Lead Worker, the Parks management is recommending several changes to increase the hours while maintain or actually reducing cost. These changes include the elimination of the vacant, full-time Construction and Maintenance Lead Worker position, the creation of a full-time Building and Grounds Maintenance Worker II position, and the increase of allocated hours of the part-time, 9-month Building and Grounds Maintenance II position to a full-time Building and Grounds Maintenance II position. This requested change would provide an additional staff to assist the Parks Department for the 3-month winter period. In addition, there still would be sufficient savings to increase Pool or Seasonal hours during higher work volume if it is deemed necessary.

On January 16, 2018, the Human Resources Committee reviewed the request from the Parks Supervisor and Parks Director and is ~~supporting the request and recommending~~ the elimination of one vacant, full-time Construction and Maintenance Lead Worker position, the creation of one full-time Building and Grounds Maintenance Worker II position, and the increase of allocated hours of the part-time, 9-month Building and Grounds Maintenance II position to a full-time Building and Grounds Maintenance II position, to be effective immediately upon passage of this resolution.

WHEREAS, the above Executive Summary is incorporated into this resolution, and

WHEREAS, the Parks Department only currently has two full-time Maintenance positions and one full-time Parks Supervisor to manage the entire Parks system during three months of the year, and

WHEREAS, additional staff time is needed during the winter months to maintain accessibility and a safe environment for the citizens of Jefferson County and others who visit our County Parks system, and

WHEREAS, the Parks Supervisor and the Parks Director request, and the Human Resources Committee recommends, the elimination of one vacant, full-time Construction and Maintenance Lead Worker position, the creation of one full-time Building and Grounds Maintenance Worker II position, and the increase of allocated hours of the part-time, 9-month Building and Grounds Maintenance II position to a full-time Building and Grounds Maintenance II position in the Parks Department.

NOW, THEREFORE, BE IT RESOLVED that the 2018 County Budget setting forth position allocations and funding at the Parks Department be and is hereby amended to eliminate one vacant, full-time Construction and Maintenance Lead Worker position, create one full-time Building and Grounds Maintenance Worker II position, and increase the allocated hours of the part-time, 9-month Building and Grounds Maintenance II position to a full-time Building and Grounds Maintenance II position in the Parks Department, to become effective upon passage.

Fiscal Note: The total annual savings for 2018 due to the elimination of a full-time Construction and Maintenance Lead Worker position (Grade 5), the creation of a full-time Building and Grounds Maintenance Worker II position (Grade 4) and the increase of allocated hours to full-time for a part-time Building and Grounds Maintenance Worker II position (Grade 4, and consequently eliminates Unemployment expenses for three-months) is \$12,793.30 in benefits and wages. If determined necessary, the County Administrator could authorize the use of the savings for additional pool or seasonal hours. As a budget amendment to the County's Classification of Authorized Positions, County Board approval requires a two-thirds majority vote of the entire membership of the County Board (20 votes of the 30 member County Board).

Ayes _____ Noes _____ Abstain _____ Absent _____ Vacant _____

Requested by Human Resources Committee

01-16-18

Terri M. Palm: 01-12-18

REVIEWED: Administrator _____; Corp. Counsel _____; Finance Director _____

| Organization | Type | Population 2015 Estimate | COLI | Adjacent Counties | Mileage Je | Prior Study | Among 18 | Geography | APG Recon |
|--------------------------------|--------|--------------------------|-------|-------------------|------------|-------------|----------|-----------|-----------|
| Calumet | County | 50,315 | 102.0 | | | Yes | Yes | Yes | Yes |
| Chippewa | County | 63,885 | 98.9 | | | Yes | Yes | No | No |
| Columbia | County | 57,585 | 101.8 | | | Yes | Yes | Yes | Yes |
| Dane | County | 505,410 | 105.0 | Yes | | Maybe | No | Yes | No |
| Dodge | County | 88,830 | 98.9 | Yes | | Yes | Yes | Yes | Yes |
| Eau Claire | County | 101,255 | 100.8 | | | Yes | Yes | No | Yes |
| Fond Du Lac | County | 102,885 | 100.4 | | | Yes | Yes | Yes | Yes |
| Grant | County | 51,735 | 97.5 | | | No | Yes | No | No |
| Jefferson | County | 85,455 | 99.7 | | | Customer | Customer | Customer | Customer |
| La Crosse | County | 118,585 | 101.0 | | | Yes | Yes | No | Yes |
| Manitowoc | County | 80,430 | 100.9 | | | Yes | Yes | Yes | Yes |
| Milwaukee | County | 963,810 | 110.9 | | | No | No | Yes | No |
| Ozaukee | County | 86,050 | 109.7 | | | No | Yes | Yes | Yes |
| Portage | County | 71,905 | 99.6 | | | Yes | Yes | Maybe | Yes |
| Rock | County | 162,550 | 98.2 | Yes | | Yes | No | Yes | Yes |
| Saint Croix | County | 87,990 | 100.8 | | | No | Yes | No | No |
| Sauk | County | 63,750 | 99.8 | | | Yes | Yes | Yes | Yes |
| Sheboygan | County | 115,915 | 101.9 | | | Yes | Yes | Yes | Yes |
| Walworth | County | 103,355 | 99.1 | Yes | | Yes | Yes | Yes | Yes |
| Washington | County | 134,490 | 103.1 | | | Yes | Yes | Yes | Yes |
| Waukesha | County | 392,290 | 109.1 | Yes | | Maybe | No | Yes | No |
| Waupaca | County | 53,400 | 100.4 | | | No | Yes | Yes | Yes |
| Wood | County | 74,540 | 100.7 | | | No | Yes | Maybe | |
| Brookfield | City | 38,016 | 109.1 | | 35.6 | Yes | | | Yes |
| Deerfield | City | 2,524 | 105.0 | | 13.93 | Yes | | | Yes |
| Fort Atkinson | City | 12,541 | 99.7 | | 5.51 | Yes | | | Yes |
| Janesville | City | 64,159 | 98.2 | | 24.74 | Yes | | | Yes |
| Jefferson | City | 8,024 | 99.7 | | | Yes | | | Yes |
| Lake Mills | City | 5,836 | 99.7 | | 7.43 | Yes | | | Yes |
| Oconomowoc | City | 16,526 | 109.1 | | 17.19 | Yes | | | Yes |
| Pewaukee | City | 8,176 | 109.1 | | 30.01 | Yes | | | Yes |
| Sun Prairie | City | 32,820 | 105.0 | | 23.91 | Yes | | | Yes |
| Watertown | City | 23,817 | 98.9 | | 13.65 | Yes | | | Yes |
| Waterloo | City | 3,333 | 99.7 | | 15.34 | Yes | | | Yes |
| Waukesha | City | 72,363 | 109.1 | | 29.1 | Yes | | | Yes |
| Whitewater | City | 14,517 | 99.1 | | 12.47 | Yes | | | Yes |
| Cambridge Schools | School | | 99.7 | | | Yes | | | Yes |
| Fort Atkinson Public Schools | School | | 99.7 | | | Yes | | | Yes |
| Jefferson Schools | School | | 99.7 | | | Yes | | | Yes |
| Johnson Creek School District | School | | 99.7 | | | Yes | | | Yes |
| Lake Mills Public Schools | School | | 99.7 | | | Yes | | | Yes |
| Palmyra-Eagle Area School Dist | School | | 99.7 | | | Yes | | | Yes |
| Waterloo Public Schools | School | | 99.7 | | | Yes | | | Yes |
| Watertown Unified School Dist | School | | 99.7 | | | Yes | | | Yes |