

Operations Director
Department of Neighborhood Services

DNS has concerns about the future management and oversight of the Construction Trades and Plan Exam areas. The volume and complexity of many construction projects in Milwaukee are increasing. We have multiple factors in play that are challenging the department's ability to meet the needs of the development community.

The greying of the construction industry. This has caused heavy recruitment of our workforce by the private and public sectors. This is best shown in our construction inspector ranks where only 2 of the 12 positions have more than 18 months of experience as an inspector. As a result it is far more challenging to manage the dynamic development happening in our community. For example the Northwestern Mutual Life project has already had 5 different inspectors assigned to it due to our retention issues.

Additionally over the next year we will see the possibility of the Development Center Manager and Business Operations Manager retire. The Manager of the Construction and Trades Inspections Division has indicated he may retire as well. There are not viable internal candidates ready to step into these positions.

Based on what is in the pipeline, it's reasonable to believe this upswing will be sustained for at least the next 7 to 10 years. We recommended that a second Operations Director position be added. In a nutshell the 2nd operations director will manage and support the Development Center, the Construction and Trades Division

Also, it would be good to point out that this position is being reclassified from a level 10 pay grade 1GX (\$66,434 - \$93,009) to a pay level 15 (\$91,404 - \$127,962). It's likely a new hire will start closer to the low end of this pay grade. Which will only be slightly higher than the previous incumbent of the level 10 position (\$93,708 Dave Krey). The additional cost to DNS payroll will be minimal.