

TO: Board of Estimates

FROM: Susan J. Gafner, Human Resources

DATE: May 2, 2016

SUBJECT: .6 FTE Gardener (increase of 0.1 FTE) – Parks/Olbrich Botanical Gardens

Parks Superintendent Eric Knepp and Assistant Parks Superintendent Charlie Romines are requesting an increase in the FTE percentage of a Gardener position #4297 (previously 0.5 FTE and is currently vacant) in CG16, Range 09. When the employee who held this position transferred to another agency, it was determined that the replacement should be a .6 FTE position in the classification of Gardener so the new hire would be eligible for benefits. The previous incumbent had been ‘grandfathered’ with benefits since the employee occupied the position before Act 10 was passed by the state legislature. Upon reviewing the proposal and justification submitted by Parks, I recommend the recreation of the 0.5 FTE Gardener position, #4297, at the Parks/Olbrich Botanical Gardens to a .6 FTE position.

An increase to a 0.6 FTE would allow Olbrich to mitigate the impacts of state legislation that was enacted in the last few years, whereby employees at less than 1,200 hours per year are not eligible to participate in the Wisconsin Retirement System. Because the City participates in health insurance through the State’s health plan for local employers, participation in WRS is a requirement to be eligible for health care. It will be more difficult to find a qualified person able to complete the work since the 0.5 FTE position in the classification Gardener won’t have access to benefits. The increase of 0.1 FTE will attract a larger, more qualified pool who would potentially work at Olbrich Gardens longer.

An additional 0.1 FTE in the classification Gardener will also assist Olbrich Botanical Gardens Horticultural staff complete necessary work throughout the year. It will be of benefit in assisting with the significant capital project slated for the Olbrich expansion, and it will allow for additional work to be completed primarily in the Rose Garden, one of the premier garden attractions at Olbrich Gardens.

Parks/Olbrich Gardens intends to fund the increase in FTE through salary savings.

Based on the analysis, I recommend recreation of the Gardener position #4297 from 0.5 FTE to 0.6 FTE, within the Parks/Olbrich operating budget. The necessary resolution to implement this recommendation has been drafted.

Editor’s Note:

Compensation Group/Range	2016 Annual Minimum (Step 1)	2016 Annual Maximum (Step 5)	2016 Annual Maximum +12% longevity
16/09	\$44,836	\$50,085	\$51,087

cc: Eric Knepp – Parks Superintendent
 Charlie Romines – Assistant Parks Superintendent