

## **2024 AGENDA ITEM**

**Utility Commission Meeting Date: 10/17/2024**

**ITEM:** Approval to Create the Position of and Hire a Senior Lineman for Columbus Electric Utility

### **DETAILED DESCRIPTION OF SUBJECT MATTER:**

While observing the requirements of our Electrical Utility and the amount of work that is placed at their feet it was obvious to me that the Utility is understaffed.

The need for a proper hierarchy which allows for full functionality of our Utility while allowing employees down time away from calls and requests for on-the-job information is imperative to the mental and physical state of our Staff. The creation of a Senior Lineman position creates a much-needed checkpoint between the Foreman and the Journeyman Staff. This position will work as the onsite Lead in regards to day to day functions and will organize labor as they see fit after discussion with the Foreman. The Senior Lineman will also assume Foreman Duties in the event the Foreman is off-duty on sick leave, vacation, or any other requested leave.

Hiring of a Senior Lineman will create a hierarchy that provides assistance to the Lineman Foreman in regards to time management, and allowing for more time spent in the planning and organization of major projects and repairs. Moreover, the added employee in the Electric Utility will reduce the need for assistance from other Utility Departments in assistance of emergency and after-hours work, will spread around the on-call duties, and will allow for dual two-man crews to work in the field all while office/admin work is being performed by the Foreman.

The Senior Lineman Wage Rate will be based on the State of Wisconsin Prevailing Wage Rate for a Journeyman Lineman in 2024. This rate is \$57.01 with a 3% cost of living increase for 2025, and an additional \$1.00/hr. Journeyman Lineman will have a rate of \$58.77/hr. the Senior Lineman rate will be \$59.77/hr. for 2025 and the Lineman Foreman will have a rate of \$60.77/hr for 2025.

### **LIST ALL SUPPORTING DOCUMENTATION ATTACHED:**

1. Senior Lineman Job Description (DRAFT)

### **ACTION REQUESTED OF COMMISSION:**

Review, discuss, and approve the request of the Director to create the position of, post for, and hire a Senior Lineman with an expected start date early 2025.