



REQUEST FOR COUNCIL ACTION

AGENDA DATE: September 22, 2025

AGENDA ITEM: Consider approving rate of pay increase for Public Works Maintenance - Winter position and approve rehiring Jim Columbus as seasonal worker.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

The hourly rate of pay for the position of Maintenance – Winter (Public Works) was last increased in October 2024. After discussion with Public Works leadership, we are recommending increasing the hourly rate of pay for Maintenance – Winter (Public Works) from \$21.50 per hour to \$22.50 per hour. Our part-time, seasonal, and temporary employees fill our needs during busy times of year, and this increase is consistent with increases given to other part-time, and seasonal positions.

This wage increase is supported in the 2025 and 2026 budget.

The Public Works Department utilizes intermittent, part-time, and seasonal employees to facilitate snow removal and maintenance during the fall-winter season. We are recommending rehiring Jim Columbus as a seasonal Maintenance – Winter (Public Works) worker, on an as needed basis beginning October 1, 2025 through the end of March 31, 2026, with a rate of pay as set by the City Council for the Maintenance – Winter (Public Works) position. The hours worked by Jim Columbus this fall will be at Pokegama Golf Course, for approximately two weeks, and the remainder of his time will be at public works.

REQUESTED COUNCIL ACTION:

Make a motion to approve the increase in the hourly rate of pay for Maintenance – Winter (Public Works) to \$22.50 per hour beginning September 23, 2025, and approve rehiring Jim Columbus as seasonal Maintenance – Winter (Public Works) worker, on an as needed basis beginning October 1, 2025, through the end of March 31, 2026, with a rate of pay as set by the City Council for the Maintenance – Winter (Public Works) position.