



REQUEST FOR COUNCIL ACTION

AGENDA DATE: October 28, 2024

AGENDA ITEM: Consider approving rate of pay increase for Maintenance -Winter (Public Works) position and approve Public Works PT Eligibility List for Winter Maintenance

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

The hourly rate of pay for the position of Maintenance – Winter (Public Works) has not been reviewed for some time. After discussion with Public Works leadership, we are recommending increasing the hourly rate of pay for Maintenance – Winter (Public Works) from \$21.00 per hour to \$21.50 per hour. Our part-time, seasonal, and temporary employees fill our needs during busy times of year, and this increase is consistent with other increases given to other part-time, seasonal positions. These workers are valued and important to the City, and it's important to have a competitive wage for these individuals.

This increase is included in the 2024 and 2025 budget.

The Public Works Department utilizes part-time intermittent employees to facilitate snow removal during the winter snow plowing season. The following list of part-time employees will work on an “as needed” basis.

Re-hires for the position of Maintenance – Winter (Public Works), working from October 29, 2024, through April 26, 2025: Daniel Wilson, Scott Holm, Jim Columbus, Robert Lindahl, Steve Ross, and Benjamin Ziemski.

Re-hire for the position of Maintenance – Winter (Public Works), working from November 4, 2024, through April 26, 2025: Roger Bumgarner.

Re-hire for the position of Maintenance – Winter (Public Works), working from November 12, 2024, through April 26, 2025: Michael Holte.

Re-hire for the position of Maintenance – Winter (Public Works), working from December 1, 2024, through April 26, 2025: Marlon Lewandowski.

All costs associated with their employment have been included in the 2024 and 2025 budget.

REQUESTED COUNCIL ACTION:

Make a motion to approve the increase in the hourly rate of pay for Maintenance – Winter (Public Works) to \$21.50 per hour beginning October 29, 2024, and approve Public Works PT Eligibility List for Winter Maintenance, as listed above, with specified dates and rate of pay, for Maintenance – Winter (Public Works) for the 2024-2025 winter maintenance season.