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Supervisor Pat Hohl Clerk Mike Dolan Treasurer Jason Negri Trustees Bill Hahn, Patricia Hughes, Chuck Menzies, Cindy Michniewicz

02/12/24

To: Hamburg Township Board  
From: Tony Randazzo

Re: Ward – DPW Superintendent

Ryan Ward has excelled in his role as the DPW Foreman for two and a half years now, showing consistent growth along the way. I now request approval to make Mr. Ward the DPW Superintendent. This will entail an increase in responsibility and a small bump in pay (4.35%), however this increase does not account for the \$9,000 in overtime that he made this last calendar year. As of right now, the Superintendent is in Grade 8 along with the Foreman position. However, the responsibilities and qualifications for the Superintendent have changed since it was categorized in Grade 8. I propose moving the Superintendent position to Grade 10 and have changed the job description to reflect the aforementioned changes. Mr. Ward is currently at Grade 8, Step 8 in an hourly position as the Foreman and I recommend he be placed in Grade 10, Step 2 for the move to Superintendent. We requested comparable salary study information from Rahmberg Stover and the data they provided supports the proposed increase. The Superintendent position will be a salaried position and it is important to note that Mr. Ward is taking a pay cut compared to his total pay from 2023. Therefore, I recommend that he still receive a step increase on July 1<sup>st</sup> to correct for this imbalance.

I also recommend that the Plant Operator A position be moved from Grade 10 to Grade 9 as the responsibilities of the position no longer merit that classification. The Plant Operator A position requires an "A" level wastewater license. The salary study data from Rahmberg Stover struggled to find comparables for this position, however after consulting with other DPW peers in the area on this subject, I feel that this position is in the correct pay grade for the qualifications needed.

Lastly, I want it to be known that this request is not a new idea, in fact we have been working on this for nearly six months. However, delays in finding adequate comparables significantly slowed the process.