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MEMORANDUM

TO: HONORABLE MAYOR AND CITY COUNCIL
CC: JOSHUA M. TETZLAF, CITY ADMINISTRATOR
FROM: BRUCE REIMERS, GENERAL MANAGER
SUBJECT: ADDITION OF ELECTRIC UTILITY APPRENTICE POSITION TO PAY GRID
DATE: JULY 30, 2026

Staff is requesting approval to add the position of Electric Utility Apprentice to the City's pay grid at Grade G2.

The current job market has generated limited interest in our Electric Utility Lineman position. Adding an apprentice-level position will allow the City to recruit individuals who are interested in beginning a career in the electrical utility field while completing the required education and on-the-job training to become a journeyman lineman.

With review by AutoSolve, the company that completed our compensation study in 2025, the suggested placement on the pay grid is Grade 2. As a comparable, the Minneapolis Electrical Joint Apprenticeship and Training Committee (JATC) currently starts new apprentices at \$27.90 per hour. The proposed Grade G2 starting wage of \$28.63 per hour will hopefully position the City of New Prague competitively in the market and will assist with recruitment efforts, while staying in line with current and similar positions.

The Utilities Commission reviewed and approved the addition of the Electric Utility Apprentice position at its regular meeting on July 27, 2026.

Recommendation

Staff recommends approval of the addition of the Electric Utility Apprentice position to the City's pay grid at Grade G2.