

VILLAGE OF ROSCOE

AGENDA ITEM - STAFF REPORT



Agenda Item: Discussion of updated wage ranges for Public Works/Parks Part Time Summer Employees

Date: 8/19/2025

Meeting: Committee of the Whole

Prepared by: Anne Hanson

Department: Public Works

Overview/Background Information

Each summer, the Public Works/Parks Department hires part-time seasonal employees to assist with maintenance tasks such as mowing, landscaping, street cleaning, and other essential support duties. These positions are typically filled by employees returning from the previous summer. This summer, four individuals were rehired for these positions. Two of these individuals are about to reach the current maximum wage allowed by the current policy.

The proposed wage range for approval is \$15.00 to \$17.00 for non-skilled employees and \$17.01 to \$19.99 for skilled employees. This structure was developed using the current minimum wage as the baseline to ensure compliance with wage laws and maintain competitive compensation for entry-level positions. The upper limit of the range is set just below the starting rate for full-time positions to preserve wage equity between part-time and full-time employees while allowing for incremental increases based on experience, skills, and performance.

The last update was 2018.

Fiscal Note/Budget Impact

Updated wages will take effect in the summer season of 2026.

Action Required/Recommendation

Requested approval of the ranges submitted.

Attachments

Draft Policy 05-10