

VILLAGE OF ALLOUEZ

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Department of Public Works

PUBLIC WORKS STREET DEPARTMENT POSITION HIRE

Background

The retirement of Steve Neuville, Street Department special equipment operator, has been anticipated. Steve has notified us that March 1 will be his last day. This position hire is to replace Steve.

Street Department Staffing

The Public Works Street Department workload requires a minimum of 10 staff, including the foreman, to handle the workload. The annual workload plan analysis shows 10-11 staff required for all months of the year. The present staffing is 10 persons (including this hire). With the additional task of hauling Parks Department tree trimmings during February and March increases the workload.

Street Dept Special Equipment Operator Hire

It is recommended that the position vacated by Steve Neuville be replaced by a new hire. An entry level, or close to entry level, hire is proposed if a qualified person is identified.

Salary

The salary range for this proposed hire is in the range of \$18-\$22 per hour based qualifications.

Comparable salary data includes Green Bay Public Works at \$22/hr (2012 data) for the average equipment operator, DePere at \$21.09/hr with 1 ½ yrs experience (2013 data), and Ashwaubenon at \$20/hr starting with no experience (2013 data). This data is about 2 years old at this time.

Recommendation

Proceed with a position hire for a full-time special equipment operator in the Street Department with a salary range of \$18 to \$22 per hour depending on qualifications. The goal is an entry level operator if a qualified candidate is identified.