



CITY OF WAUKESHA

Administration

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Committee: Human Resources	Date: 5/20/2015
Common Council Item Number: Click here to enter text.	Date: 6/2/2015
Submitted By: Fred Abadi, Ph.D., P.E.- Public Works	City Administrator Approval: Kevin Lahner, City Administrator Click here to enter text.
Finance Department Review: Rich Abbott, Finance Director Click here to enter text.	City Attorney's Office Review: Brian Running, City Attorney Click here to enter text.
Subject: Request From Department of Public Works- Un-fund a MEO II Position & Fund a Crew Leader Position and Revise B-16 Staffing Resolution to reflect the Change.	

Details:
 The Department of Public Works requests a Street Division, MEO II position (open position) to be unfunded to fund a Crew Leader position to lead the Heavy Crew.

There are four Crew Leader positions in Street Division: Signs & Signals Crew; Mason Crew; Heavy Crew; and Sewer Crew. Currently two of the Crew Leader positions are unfunded (Heavy Crew & Sewer Crew). Consistent with the City's Human Resource policy C-6, Out of Class Pay, MEO II employees have been paid Out of Class Pay for performing the Crew Leader duties on temporary basis.

The current pay rate for the MEO II position is \$26.63/hr. (\$55,390.40/year), while the pay rate for the Crew Leader position is \$27.48/hr. (\$57,158.40/year). There are sufficient funds in the department's budget to cover the cost associated with this change.

Options & Alternatives:
 Fill the open position at MEO II level and continue paying individuals Out of Class pay for acting as Crew Leader for the Heavy Crew.

Financial Remarks:
 The Crew Leader position is paid about \$1,768/year more than the MEO II position. Because the department has had a vacant position for over 6 months, there are sufficient funds in the department's budget to cover the cost associated with this change.

In addition, the additional labor charges are incurred as currently MEO II employees are paid Out of Class pay to perform the Crew Leader duties.



Executive Recommendation:

Recommend approval.

Committee Recommendation:

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