



## STAFF REPORT

DATE: April 3, 2018  
CONSENT  
ITEM #: 12

**AGENDA ITEM:** Hiring Public Works Operator  
**SUBMITTED BY:** Jake Foster, Assistant City Administrator

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### **BACKGROUND:**

The City advertised for applications for the Public Works Operator position from October 18th to November 2<sup>nd</sup>, 2017. On November 14<sup>th</sup>, staff interviewed seven applicants. The application materials for these applicants will be retained for one year. Eligible applicants were put into a hiring pool for future vacancies. Bob Wier is one such applicant.

### **ISSUE BEFORE COUNCIL:**

Should Bob Wier be hired as the Public Works Operator at the terms described below?

### **PROPOSAL DETAILS/ANALYSIS:**

Staff recommends hiring Bob Wier as the Public Works Operator contingent upon a satisfactory medical/physical evaluation. Staff is further recommending a starting wage of \$23.27/hour which is the pay rate offered for a probationary Public Works Operator III per the union contract.

Mr. Wier has experience with operating heavy equipment including snow plows, automobile maintenance and repair, and landscaping and mowing. Additionally he has a class A Commercial Driver's License with air break and tanker endorsements.

### **FISCAL IMPACT:**

The total cost to the City for the hiring the Public Work Operator at this wage would be approximately \$75,000 including wages, taxes, and benefits. This cost has been budgeted for in 2018.

### **RECOMMENDATION:**

If removed from the consent agenda:

***“Move to hire Bob Wier as the Public Works Operator at a starting wage of \$23.27/hour.”***

**ATTACHMENTS:** None