



STAFF REPORT

DATE: April 2, 2019

CONSENT

TO: Mayor and Council

AGENDA ITEM: Approve Hiring of Public Works Director

SUBMITTED BY: Jake Foster, Assistant City Administrator

BACKGROUND:

At the February 12th special meeting, Council authorized staff to advertise for a public works director. Five applicants were then interviewed from the candidate pool, and Mr. Marty Powers was selected as the best candidate.

ISSUE BEFORE COUNCIL:

Should the Council approve the hiring of Marty Powers as public works director at the terms described?

PROPOSAL:

Mr. Powers has over 11 years of experience working in a public works capacity within a municipality. He has an additional 20 years of experience plowing, salting/sanding, relocating, and providing the installation, repair, and maintenance of sewer and water systems as a private contractor. Based on his experience and credentials, staff recommends hiring him at step eight of the pay range which is \$4,020.80 bi-weekly (\$104,540.80 annually). Furthermore, it is recommended that he start with a PTO bank of 40 hours. His PTO will accrue at the starting point of 5 hours each pay period.

Mr. Powers's employment will be contingent based upon passing pre-employment background checks and drug screen. He has a tentative start-date of Friday, May 3 pending Council approval.

FISCAL IMPACT:

The estimated annual fiscal impact is approximately \$135,000 including salary, taxes, and benefits. Mr. Powers's time will be allocated as 55% to streets, 20% to parks, 10% to water, 10% to sewer, and 5% to surface water.

Mr. Powers has a tentative start date of November 5, pending Council approval

OPTIONS:

1. Hire Mr. Powers at the terms described
2. Hire Mr. Powers under different terms
3. Hire another candidate
4. Hire no one

RECOMMENDATION:

If removed from the consent agenda:

“Move to approve the hiring of Marty Powers as public works director at the terms described.”

ATTACHMENTS:

None