



STAFF REPORT

DATE: September 4, 2018

CONSENT

ITEM #: 3

AGENDA ITEM: Hiring Public Works Operator

SUBMITTED BY: Jake Foster, Assistant City Administrator

BACKGROUND:

The City advertised for applications for the Public Works Operator position from October 18th to November 2nd, 2017. On August 14th, staff interviewed four applicants. The application materials for these applicants will be retained for one year.

Through this interview process an offer of employment contingent upon Council approval and passing a pre-employment medical/physical evaluation was made to Mike Belde.

ISSUE BEFORE COUNCIL:

Should Mike Belde be hired as the Public Works Operator at the terms described below?

PROPOSAL DETAILS/ANALYSIS:

Staff recommends hiring Mike Belde 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. Belde has experience with operating heavy equipment including snow plows and dump trucks. He has experience operating landscaping equipment, and has parks and asphalt maintenance experience. Mr. Belde is certified in aerial lifts, smart salting, operating skid steer loaders, and in turfgrass maintenance best practices. Additionally he has a class B Commercial Driver's License with air break and tanker endorsements.

Mr. Belde has already passed a criminal background check and a check of the Minnesota Predatory Offender Registry.

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 and subsequent years.

RECOMMENDATION:

If removed from the consent agenda:

“Move to hire Mike Belde as the Public Works Operator at a starting wage of \$23.27/hour contingent upon passing a pre-employment medical/physical evaluation.”

ATTACHMENTS: None