

Department of Public Works

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MEMO

TO: Finance and Personnel Committee

FROM: Mark Yehlen 

DATE: March 28, 2014

SUBJECT: Request for Additional Compensation for Department of Public Works Supervisors

I'm requesting that eight supervisors in the Solid Waste, Street Maintenance and Equipment Maintenance Garage Divisions of the Public Works Department (DPW) each be paid an additional 50 hours at their regular salary, to be charged to *Snow & Ice Removal* salaries and fringes accounts, to compensate them for the extremely long hours they've worked this winter directing snow and ice removal, and associated vehicle repair operations. The total cost of this request is \$14,072.74

Each of these supervisors receives 100 hours of straight time pay per year to compensate them for the after-hours, weekend and holiday work they perform as part of their normal duties. Six of these supervisors also receive an additional eight hours of straight time pay every sixth week while they are on 24 hour call for that entire week. In normal years this is sufficient to fairly compensate these employees for their efforts. This winter's weather has required these eight supervisors to work multiple 12 to 16 hour shifts, around the clock, six to seven days a week, from the beginning of December through the end of February, rendering their normal pay inequitable.

The Common Council approved similar, one-time, 50 hour payments to supervisory staff during the winters of 1978-1979, 1993-1994 and 2007-2008. This current winter has been every bit as harsh as those winters, and given the large number of snow events they've responded to, our supervisors have worked as many, if not more, after-hour, weekend and holiday hours than the supervisors during those winters.

MHY:mhy

cc: John Dickert, Mayor
Thomas Friedel, City Administrator
Terry Parker, Director of Human Resources
David Brown, Director of Finance