



## City of Racine, Wisconsin Agenda Briefing Memorandum

**AGENDA DATE:**

Intro to Council Date: October 21, 2025

Standing Committee Date: October 27, 2025

Final Action Council Date: November 4, 2025

**PREPARED BY:** La’Neka Horton

**REVIEWED BY:**

**SUBJECT:** Communication sponsored by Alder Land, on behalf of the Human Resources Director, requesting the second shift premium for the Department of Public Works Diesel Mechanics in Fleet Maintenance be increased from \$.20 per hour to \$2.00 per hour.

**BACKGROUND & ANALYSIS:** DPW currently has 4 vacant Mechanic positions. Three of the four vacancies are on 2<sup>nd</sup> shift which has been a challenge to fill. There is currently a \$.20 per hour shift differential for 2<sup>nd</sup> shift mechanics. We are requesting a \$2.00 per shift differential for 2<sup>nd</sup> shift mechanics to assist with hiring and retention.

**STAFF RECOMMENDED ACTION:** That the \$0.20 per hour second shift premium be amended to \$2.00 per hour and that the Human Resources Director apply the \$2.00 per hour second shift premium to all current and future second shift employees effective immediately.

**FISCAL NOTE & BUDGETARY IMPACT:** Funds are available in this year’s Department budget and the 2026 budget.