

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Eliminating Assistant Shop Foreman and create Highway Mechanic position

Department	Highway	Presented By:	Roger Petrick
Date of Meeting:	May 4 th , 2021	Action Needed:	Resolution
Disclosure:	Open Session	Authority:	Structure E
Date submitted:	April 13, 2021	Referred by:	Highway Commission

Recommendation and/or action language: *(summarize action/s sought by committee, e.g. present a resolution, present an ordinance, receive and file information, approve expense or grant, etc.)*

Motion to...

- 1). Eliminate to Highway Assistant Shop foreman position (Grade H)
- 2). Create (an additional) Highway Mechanic position (Grade G)
- 3). Approve wage modifier, of half-grade, for (both) the Highway Mechanic positions to be included in the Highway Handbook Addendum
- 4). Present resolution to the County Board with necessary policy document changes

Background: *(preferred one page or less with focus on options and decision points)*

The Highway Commission proposes eliminating the Highway Assistant Shop foreman position and replacing the position with Highway Mechanic. With this proposal the Highway will have One Shop Foreman and Two Mechanics, currently Highway has one Shop Foreman and One Assistant and One Mechanic. Taking the difference in wage increase of \$1.69 for Assistant and splitting with Mechanic position will increase base pay by \$0.84 and splitting the step increase of \$.04 to total \$.45. Step 2 will start at \$19.83 for Highway Mechanic.

The Highway Commission has had troubles filling Mechanic positions in the past. This as presented does not affect the current Highway Budget and allows for an increase in pay for that position.

Attachments and References:

Financial Review:

(please check one)

<input checked="" type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input checked="" type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Neutral Financial Impact

Approval:

Review:

Richland County Finance and Personnel Committee

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*Roger Petrick*_____

Department Head

Administrator, or Elected Office (if applicable)
