



County Executive
Joe Parisi

DANE COUNTY DEPARTMENT of PUBLIC WORKS, HIGHWAY and TRANSPORTATION

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Commissioner / Director
Gerald J. Mandli

DATE: July 21, 2016

TO: Chair and Members of the Personnel & Finance Committee

FROM: Gerald Mandli, P.E., Commissioner
Department of Public Works, Highway and Transportation

RE: Approval to Recruit a Skilled Laborer Position for the Highway Department

County Ordinance 29.52(15) requires the Personnel and Finance Committee, along with the County Executive, to approve filling positions that are vacant longer than six months. I wish to request Personnel and Finance approval for filling a vacant Skilled Laborer – Highway position (position number 830).

What is the nature of the work or what is the essential function of the position?

Skilled Workers operate the specialized equipment that is used for performing highway maintenance and snow plowing. Winter is approaching and there are currently not enough employees for winter section coverage.

How has this function been fulfilled during the vacancy?

For plowing, mechanics are being utilized to cover sections and we have also used Parks and Public Works employees. However, there are times when we are still short on employees. Already short on employees, current employees are being moved around for the highest priority projects causing routine maintenance road work unable to be performed.

What will the impact be on the department's function and mission if the position remains vacant?

If there are not enough employees for winter, decisions would need to be made as to what sections were plowed first. Also, non-winter projects may be delayed due to not having employees to run the specialized equipment or having to pull qualified employees from other projects..