



DANE COUNTY HIGHWAY and TRANSPORTATION



County Executive
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Commissioner / Director
Clement Abongwa

DATE: October 16, 2025

TO: Chair and Members of the Personnel and Finance Committee

FROM: Clement Abongwa, Commissioner / Director

RE: Highway Skilled Laborer Positions Vacant for More Than Six Months -
Positions #773, 786, 884 and 3537

County Ordinance 29.52(15) requires the Personnel and Finance Committee and the County Executive to approve filling positions that are vacant longer than six (6) months. Four Highway Department Skilled Laborer positions (numbers 773, 786, 884, 3537) were left unfilled for more than 6 months. There is now a need to fill these positions.

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

Skilled Laborers perform road construction and maintenance work and are essential to winter snow plow operations. These positions need to be filled as soon as possible to ensure there is sufficient staffing for snow plowing.

How has this function been fulfilled without these positions?

Duties were covered by other staff.

What will be the impact on the Department's function and mission if the positions remain vacant?

The Highway Department will not have sufficient staff to cover winter maintenance activities.