



Memo

TO: Public Works Committee
FROM: Ed Andrews, Public Works Director
SUBJECT: Consideration of Backup On-Call Snow Plow Drivers
DATE: September 29, 2017

As we make considerations for winter operations this year, the discussion of the use of on-call plow drivers has come up. Staff has reviewed this consideration with respect to the current Union contract and also remaining Part Time hours / dollars within the Streets Department budget, and find approximately 300 hours remaining depending on the potential hourly wage consideration. The use of on-call employees would be as a supplement to existing staff and not usurp their hours.

The City currently maintains seven primary plow routes plus an alley & parking lot route, by staffing two shifts with personnel from all Departments to field 16 employees over those two – 12-hour shifts. A prolonged event, or back to back events have the potential to under staff operations within other Departments.

A current breakdown of assignment follows:

<u>Department</u>	<u># of Employees</u>	<u>Currently Assigned</u>	<u>Revised Assign w/ Alts</u>	<u>Potential On-Call</u>
Streets	7 employees	7 assigned	7	2 - 4
Dist	5 employees	5 assigned	2 (2 Alt)	
Water	3 employees	2 assigned	1 (1 Alt)	
Sewer	4 employees	2 assigned	1 (1 Alt)	
Mechanic	1	1 assigned	1	1

Alternate assignments within Departments would be backups for vacations or sickness rather than the current primary assignment.

These positions would be 100% on-call and not have any guaranteed hours, as such the current seasonal rate may not apply since an on-call would require a Class B CDL.

cc: File