



Memo

TO: Committee of the Whole
FROM: Ed Andrews, Public Works Director
SUBJECT: Consideration of Backup On-Call Snow Plow Drivers
DATE: October 6, 2017

As we make considerations for winter operations this year, the discussion of the use of on-call plow drivers to supplement full time staff in the event of a prolonged event was presented at the last Public Works Committee meeting with the direction to share it at the next Committee of the Whole. Staff has reviewed this consideration with respect to the current Union contract (Article 5 Section 2 (f) allows for this consideration) 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 to 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:

Department	# of Employees	Currently Assigned	Revised Assign w/ Alts	Potential On-Call
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