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**MEMO FROM:**

**Roger A. Kean, Executive Director  
Scott County Conservation**



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DATE: February 8, 2022

TO: County Board of Supervisors  
Mahesh Sharma, County Administrator  
Mary Thee, Human Resource Director/Assistant County Administrator

SUBJECT: Hiring Exception Request for Lawrence Youngers, Equipment Mechanic-Parks

After a successful recruitment to fill our Equipment Mechanic-Parks, we've made an offer of employment to candidate Lawrence (Mat) Youngers. Mat has a great deal of educational and work experience including a BA degree from St. Ambrose and has previously worked for the Conservation Board for 12 years as Maintenance Technician and a Park Ranger. Mat then worked 6 years for St. Ambrose as Grounds Maintenance Manager, and now wishes to return to the "Parks"; to a job he says he always loved and has missed.

Due to Mat's qualifications and years of experience, we have negotiated an acceptable starting pay and are requesting approval to begin his starting rate at Step 5 of Job Classification 21, which is \$22.75/hr., or \$47,320 annually.

Mat's anticipated start date is February 28<sup>th</sup>, 2022.

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES  
THAT THIS RESOLUTION HAS BEEN FORMALLY  
APPROVED BY THE BOARD OF SUPERVISORS ON

\_\_\_\_\_  
DATE

\_\_\_\_\_  
SCOTT COUNTY AUDITOR

## R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

February 17, 2022

APPROVAL OF STAFF APPOINTMENTS

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. The hiring of Mat Youngers for the position of Equipment Mechanic in the Conservation Department at step 5.