

SCOTT COUNTY ENGINEER'S OFFICE

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Senior Administrative Assistant

MEMO

TO: Mahesh Sharma
County Administrator

FROM: Angie Kersten, P.E.
County Engineer

SUBJ: Seasonal Mower Operator Wage Rate

DATE: May 30, 2022

This resolution is to approve an increase in wage rate for our seasonal mower operator. We recently posted the opening for \$13.66/hr (increasing to \$14.07/hr effective July 1) and did not receive any qualified applicants. Our Human Resources Department reached out to five similar sized Iowa counties and the City of Eldridge and asked what wage rate they are presently paying for this type of work. The wages range from \$15.00/hr to \$20.00/hr with an average of \$16.38/hr.

This position is responsible for mowing our paved road foreslopes from approximately May to November. The position requires skill in operating a mower tractor with side and rear mowers alongside free flowing traffic. The mower operator has to navigate around signs, mailboxes, and culvert headwalls, along with watching for traffic, while operating the mower. Mowing road foreslopes is an essential task performed by our department to keep our right-of-way clear of obstructions that hinder sight distance.

Mowing our paved road foreslopes is a full-time position during the summer and fall. We do not have an existing full-time maintenance worker within our department available to perform this work. If we assign an existing employee to perform these duties, then we are short personnel to perform other critical road maintenance tasks. If we are unable to fill this position, we may have to contract the work out.

In order to offer a competitive wage rate in Scott County, I recommend approving a range of \$16.50 - \$18.00 an hour for our seasonal mower operator position. We have \$50,000 budgeted for mowing and can accommodate the wage increase within the existing budget.

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

JUNE 9, 2022

APPROVAL OF ADJUSTMENT IN SALARY FOR SEASONAL MAINTENANCE WORKER IN SECONDARY ROADS FOR FISCAL YEAR 2023

Whereas, on March 17, 2022 the Board of Supervisors increased the hourly rate for Seasonal Maintenance Worker in Secondary Roads by 3% effective July 1, 2022;

Whereas, the department has not been able to hire a qualified individual to do the seasonal mowing for the department at the July 1, 2022 hourly rate of \$14.07 and benchmarking shows comparable county wages range from \$15-\$20 an hour and local wages around 16.00 an hour;

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

- Section 1. Set the hourly rate for a Seasonal Maintenance Worker (Roads) at a range of \$16.50 - \$18.00 an hour.
- Section 2. This resolution shall take effect immediately.