



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Nicole Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: July 8, 2025

Department of Public Works-Operations Division

Current	Recommended
City Laborer PR 8AN (\$44,862 - \$60,601) FN: Employees who attain and maintain a CDL to be paid an additional 3% biweekly. For purposes of promotion from this title, the 3% CDL pay shall be rolled into the base rate and be base-building. (36 Vacant Positions)	Equipment Operator 3 PR 8GN (\$61,125 - \$78,746) FN: Recruitment is at \$61,850 (27 Positions)
	Equipment Operator 2 PR 8FN (\$58,215 - \$75,330) FN: Recruitment is at \$58,905 (Underfill Title)
	Equipment Operator 1 PR 8EN (\$54,407 - \$72,076) FN: Recruitment is at \$56,100 (Underfill Title)

Background

The Department of Public Works (DPW) Operations Division Director Danielle Rodriguez has requested to repurpose 36 vacant positions of City Laborer in Pay Range 8AN (\$44,862 - \$60,601) to the Equipment Operator 1, 2, 3 series, with the position authority being at the Equipment Operator 3 title in Pay Range 8GN (\$61,125 - \$78,746) with a recruitment rate of \$61,850. DER Compensation staff met with Operations Division Director Danielle Rodriguez and the Operations Human Resources Administrator Makisha Porter.

Responsibilities and Requirements

The Equipment Operators provide professional driving and critical manual laboring functions, including municipal solid waste and recycling collection, street sweeping, snow and ice control, and operation of heavy equipment for the Department of Public Works. This position is critical to the cleanliness, health and safety of the City, it's residents and visitors. This position also serves as a first responder for emergency snow and ice control operations. Duties and responsibilities include:

- 70% Safely and legally drive, maintain, and operate trucks and special equipment, such as garbage packers (with cart flippers), street sweepers, automated side loading trucks, Vac-alls (vacuum

- trucks), tri-axle dump trucks, sensor salting trucks, front and rear loading container servicing trucks, skid steer trucks, and small tractors in order to perform waste collection, leaf clean-up, plowing, salting, or other ice control operations.
- 15% Perform manual labor such as lifting, pushing and pulling waste carts and other large items such as furniture and brush.
 - 5% Monitor vehicle condition and perform minor maintenance on trucks such as checking and maintaining fluid levels, greasing, inflating tires, and checking tire tread; report vehicle maintenance needs.
 - 5% Perform job related documentation by completing forms for payroll reporting, vehicle service needs, combined collection crew checklist and residential cart tag notifications.
 - 5% Modify vehicle-related equipment, including adjusting the broom on street sweepers, connecting plow blades onto garbage packers, securing loads, and attaching hydraulic lines as needed to maintain optimal equipment performance. Other duties as assigned.

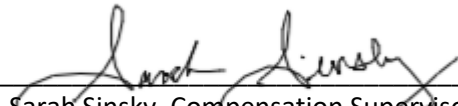
The department has indicated that there is a need for more Equipment Operators so as to maintain levels of service without having to knock of crews to fill in for sanitation routes. The Equipment Operators provide professional driving and critical manual laboring functions, including municipal solid waste and recycling collection, street sweeping, snow and ice control, and operation of heavy equipment. This repurpose request will provide an increase level of flexibility for garbage collection as well as snow and ice control operations.

Based upon the duties and responsibilities for these positions, we recommend repurposing 36 vacant positions of City Laborer in pay range 8AN (\$44,862 - \$60,601) to 27 positions to the Equipment Operator 1, 2, 3 series, with the position authority being at the Equipment Operator 3 title in Pay Range 8GN (\$61,125 - \$78,746) with a recruitment rate of \$61,850.

Action Required – Effective Pay Period 16, 2025 (July 20, 2025)

*** Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by:


Sarah Sinsky, Compensation Supervisor

Reviewed by:


Harper Dohahue IV, Employee Relations Director