

RESOLUTION NO. 2023-12
(2/28/2023)

RESOLUTION APPROVING A STEP INCENTIVE STRUCTURE FOR THE UTILITY OPERATOR IN TRAINING AND UTILITY OPERATOR POSITIONS

WHEREAS, the Village of Caledonia has previously created the Utility Operator and Utility Operator in Training Positions for the Village of Caledonia Utility District.

WHEREAS, the Utility Operator in Training Position was created to increase the number of eligible candidates to apply for and ultimately fill the position of Utility Operator.

WHEREAS, the Village of Caledonia has had difficulty staffing and retaining employees in the Utility Operator and Utility Operator in Training Positions.

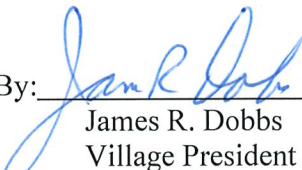
WHEREAS, staff has proposed a Step Incentive Structure for the Utility Operator and Utility Operator in Training positions to aid in retaining employees and attracting candidates to these positions. The Step Incentive Structure is attached as **Exhibit A**.

WHEREAS, on February 21, 2023, the Personnel Committee recommended that the Step Incentive Structure for the Utility Operator and Utility Operator in Training positions be forwarded to the Village Board for approval and forwarded to the Village of Caledonia Utility District for information.

NOW, THEREFORE, BE IT RESOLVED by the Caledonia Village Board, that the recommendation of the Personnel Committee for the Step Incentive Structure is hereby approved.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this 28 day of February 2023.

VILLAGE OF CALEDONIA

By:  _____
James R. Dobbs
Village President

Attest:  _____
Joslyn Hoeffert
Village Clerk

Utility District Operator In Training

2/22/2023

2023 Wage Range

Operator in Training		Operator	
Min	\$ 18.13	Min	\$ 25.52
Mid	\$ 20.85	Mid	\$ 29.35
Max	\$ 23.57	Max	\$ 33.17

Would like to have incremental increases for obtaining Certifications

Group 1

Water Distribution Certification \$1.50

Group 2

Blood Bourne Pathogens
Confined Space \$ 1.50
CPR

Group 3

CDL Class B with Tanker Endorsement \$ 1.50

Start Operator in Training at	\$ 20.85
Group 1	\$ 22.35
Group 2	\$ 23.85
Group 3	\$ 25.35

Certifications will be required to be obtained within 1 year of hire
Would also be reclassified to Utility District Operator after 2 years
Start \$ 20.85 1 year \$ 25.35

Utility District Operator

Would like to have steps after becoming an Operator to retain employees
These increases would be in addition to Merit Increases

Upon 2 years of service	\$ 1.50
Upon 4 years of service	\$ 1.50
Upon 6 years of service	\$ 1.50