



COUNTY OF DANE

DEPARTMENT OF ADMINISTRATION
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GREG BROCKMEYER
Director of Administration

Date: October 21, 2021

To: All Employees

From: Greg Brockmeyer
Director of Administration

Subject: Proposed Temporary Exception to the Employee Benefit Handbook for Tow Plow Premium Pay

The Dane County Highway and Transportation Department has recently acquired four (4) new quad tow plow trucks. These new tow plow trucks will aid snow plowing operations and will be particularly helpful in removing snow from the new "flex lane" on the Beltline (US HWY 12/14/18/151). These new Tow Plow trucks require additional training and skill to operate.

Under the proposal below, employees operating these Tow Plow trucks will receive premium pay similar to the premium pay offered for employees operating trailers, excavators, and derrick diggers.

Dane Co. Ord. §18.24(5)(a) authorizes the Director of Administration to make temporary exceptions to the Employee Benefit Handbook after reasonable notice to interested stakeholders. If concerns regarding the implementation of the proposed exception are raised, I will schedule a meeting with the parties. Interested stakeholders have until the end of business on November 1, 2021 to raise their concerns.

Tow Plow Premium Pay

1. Employee Benefit Handbook, Section 1, Employee Group 65 is modified as follows. The Subject: Job Assignments is modified to include "Tow Plow." The addition is included in red. The revised section will now read:

Section 1:

- a. Employees assigned to operate a Backhoe, **tow plow truck**, Sign Truck, Low-Boy, Oiler, Skid steer with auger attachment or grader operators performing finish grade shall be paid at Range 17 as Acting Classification Pay.
 - b. New truck assignments for Skilled Laborer - Highway (Range 14) shall be on rotating basis based upon seniority provided the employee is qualified to do the work.
2. This temporary exception set forth above shall remain in effect until further notice.