



Dave Wepking
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MEMORANDUM

TO: Board of Public Works and Administration & Finance Committee

FROM: Dave Wepking, Director of Public Works *DW*

DATE: October 9, 2018

RE: Communication from Director of Public Works Promoting Dave Young to Electrical Superintendent

The Electrical Superintendent position has been vacated since a retirement in June 2017. Thereafter, the Department of Public Works and City's Engineering Department attempted to combine the duties of an Electrical Superintendent and Electrical Engineer to address the variety of electrical designing requirements needed for the City's Capital Improvement Program and also continue to provide ongoing maintenance to maintain the City's electrical infrastructure. A new position was created, Electrical Engineer/Systems Maintenance Superintendent, to address these added responsibilities that produced no qualified candidates. Since the Electrical Superintendent position was vacated in June 2017, Dave Young has served as Interim-Electrical Superintendent.

At this time, since we have no qualified candidates to explore filling the position of Electrical Engineer/Systems Maintenance Superintendent, I therefore request to fill the position as its original position title of Electrical Superintendent, as provided in the past.

The current position of Electrical Engineer/Systems Maintenance Superintendent is budgeted and classified as an exempt position, category L in the City of West Allis Pay Plan. The position of Electrical Superintendent will require re-classification due to the engineering, designing responsibilities being removed and being placed within the original pay grade of exempt position, category K.

The position of Electrical Superintendent is difficult and requires strong knowledge of the electrical code and the ability to trouble shoot and solve a variety of issues that are presented on a given work day regarding the City's vast electrical infrastructure. This includes street and alley lighting, traffic controls and signals, high voltage substations, building/facility wiring, purchasing of materials/equipment, budget preparation and supervising of personnel in the Electrical Division.

Mr. Young was hired with the City in April 1980. He was promoted in January 1989 as a Maintenance Repairer (Electrical Division) and received promotions to Electrical Mechanic I in 1992 and Electrical Mechanic II (Certified) in 2004. Given his knowledge and strong leadership qualities, he was then promoted to Lead Electrician in 2016. When the Electrical Superintendent position was vacated he was an easy choice to fill that position on an interim basis.

During his employment with the City, Dave Young has demonstrated to be a very knowledgeable employee in his field. He is responsible and very forthright with his peers and staff. Dave's historical knowledge of the City's electrical infrastructure is invaluable. I am grateful for Dave expressing interest in this position and allowing the City to groom/maximize his knowledge during his time with the City.

We look forward to working with Dave and know he will do an excellent job for the Department and the City.

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