



# COLLIN COUNTY

Public Works Department  
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Date: September 14, 2022  
To: Commissioners Court  
From: Jon Kleinheksel *JK*  
Re: Full Time Position Reclassification

Public Works has been experiencing difficulty hiring skilled Equipment Operators for the past few years. This is due to potent competition for qualified and talented individuals from other government agencies and private construction firms such as Mario Sinacola. During our recruiting efforts, we have learned that some accomplished Equipment Operators were willing to join Public Works as a part time employee. Unfortunately, we were not able to accommodate them at that time.

PW staff has researched and discussed the issue and now believes hiring a few part time employees will yield multiple benefits for the County. Primarily, the employees will not qualify for County benefits, which translates to significant savings. Also, their flexible schedule will allow supervisors to arrange their hours according to department needs.

PW staff proposes to convert 1 full time Equipment Operator (position #200807) into 2 part time E.O. positions on a temporary basis that can revert to its former state at our discretion. We believe this will broaden our appeal to a limited and more selective labor pool.

Public Works requests Commissioners Court's consideration and approval to reclassify one Equipment Operator position on a provisional basis. Should you require additional information, please contact me and I will respond accordingly.