

Finding a Successor

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How easy is it to replace a profession that has an aging demographic? Some of you are probably thinking about retiring in a couple of years, but who is going to take your place? Many of the younger generation want to have a job that is not so demanding. They would prefer to have a job that will be inside and where they are around more of their friends and colleagues.

Going to conferences I see that the demographic of people in water operation is around my age or older. Thus, there will be plenty of towns and villages, not just in the state of Nebraska but across the U.S., that are looking for newer and younger hires. In a metropolitan area or larger city there are probably a couple of people in line to take your position, but in a small town you are most likely a one man show.

I have been around talking with some of the operators and they told me they are going to retire soon. That puts a burden on the villages if they have nobody to replace them yet. The village boards need to find someone who is willing to take the job and is willing to be trained on what needs to be done. When hiring a new face, the pay also becomes a problem. The usual \$15 an hour may not work and so that will have to be increased and to what is up to the specific village.

Some of you have retired from a bigger city and then have been hired in a smaller town. That is great for the village because you already know what is going on and the things that need to be done around town. This makes the transition of hires so much easier on the towns when searching for a new operator.

Finding your successor could be hard. The new hire may have to get their operator's license in water and/or wastewater, as well as, any other license they may need, which takes time. Let your board know if you are going to retire soon so they can start looking for someone. Finding someone may be difficult, but possible. Hopefully, a new person will be hired before your time comes to retire, that way they will be able to learn from an experienced professional and not on their own.

So, when you do retire, enjoy doing your hobbies and spending time with your family and friends. You have worked long and hard for it, so enjoy it. Have a happy retirement.

If you need to contact me for anything call: 402-607-2249.