



Public Works Department Classification and Compensation Adjustments

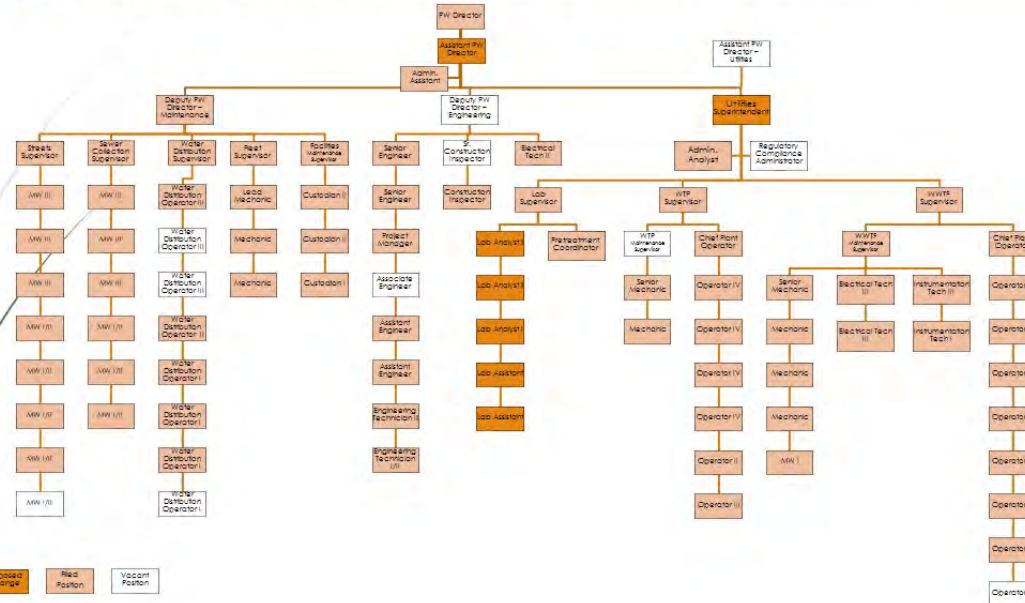


Benjamin K. Moody
Interim Assistant Public Works Director

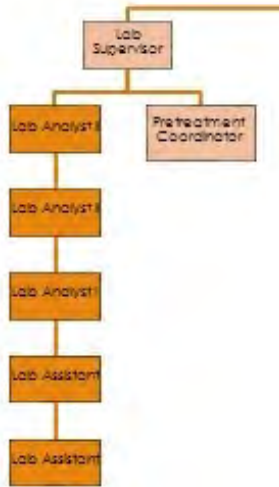
PW Organizational Structure



PUBLIC WORKS DEPARTMENT PROPOSED ORGANIZATIONAL CHART

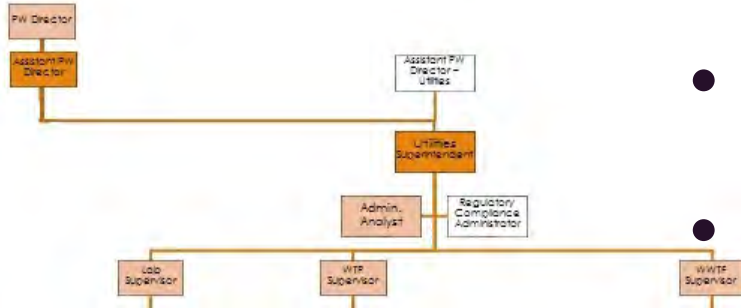


Laboratory Staff



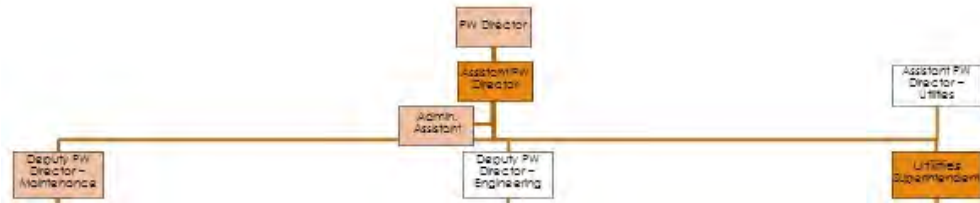
- Laboratory Technician to Laboratory Analyst
- Laboratory Assistant compensation increase
- Five (5) budgeted positions
- Difficulty recruiting and retaining
- \$58,830 additional cost per year (Water & Wastewater Funds)

Utilities Superintendent



- Assistant PW Director – Utilities vacant for three years
- Supervises First Level Management of WWTF, WTP, and Laboratory
- (\$20,769) savings per year (Water & Wastewater Funds)

Assistant Public Works Director



- Public Works Director serving as Interim City Manager
- Proposing an Assistant Public Works Director position be created to serve in Director's absence
- \$22,452 additional cost per year (Water & Wastewater Funds and per the City's Cost Allocation Plan)

Fiscal Impact per Fiscal Year



\$60,513 Estimated Additional Cost per Year

- Assistant Public Works Director
 - \$22,452 additional cost
- Utility Superintendent
 - (\$20,769) savings
- Laboratory Analyst I (one employee total)
 - \$11,592 additional cost
- Laboratory Analyst II (two employees total)
 - \$27,936 additional cost
- Laboratory Assistant (two employees total)
 - \$19,302 additional cost

Recommendation



- A. Adopt a Resolution authorizing the Finance Director to amend the salary schedule to reflect the organizational changes within the Public Works Department as outlined in the staff report.
- B. Adopt a Resolution authorizing the reclassification of positions within the Public Works Department as outlined in the staff report.
- C. Authorize the Finance Director to make budget adjustments as necessary.