

Resolution approving a reorganization to the table of positions and classifications for certain Director positions within the City organizational structure.

RESOLUTION

WHEREAS, reorganizations of the City organization take place at various times as needs and changes occur, and

WHEREAS, a pay and class study has been adopted by the City to ensure proper pay classifications, and

WHEREAS, the Mayor and Common Council have made changes to the City's organizational structure upon retirement of incumbents by consolidating or eliminating departments based on the recommendations of a city-wide organizational assessment, and

WHEREAS, organizational job reclassifications referenced in this resolution utilized the City's pay and classification consultant's expertise to identify placement in the appropriate pay grades.

NOW THEREFORE BE IT RESOLVED that the change in position classification, job title and compensation listed below is hereby approved as follows:

Retitle the incumbent Director of Parks and Recreation to Director of Parks and Recreation, Forestry, Facilities and Grounds. Reclassify the incumbent's position from a pay grade 18, step 11, hourly rate of \$59.56 to a pay grade 19, step 9, hourly rate of \$60.36.

Retitle the incumbent City Engineer to Director of Engineering & Public Works. Reclassify the incumbent's position from a pay grade 18, step 11, hourly rate of \$59.56 to a pay grade 19, step 9, hourly rate of \$60.36.

Retitle the incumbent Director of Finance/Purchasing to Director of Finance & Human Resources. Reclassify the incumbent's position from a pay grade 19, step 6, hourly rate of \$55.64 to a pay grade 20, step 4, hourly rate of \$56.40.

Retitle the incumbent Director of Planning and Development to Director of Planning, Development and Assessment. Reclassify the incumbent's position from a pay grade 18, step 8, hourly rate of \$54.90 to pay grade 19, step 6, hourly rate of \$55.64.

BE IT FURTHER RESOLVED that the resulting pay and title reclassification costs shall be absorbed within each respective department's 2018 operating budget.

BE IT FURTHER RESOLVED that the position titles, classifications and salary identified herein are hereby approved and made retroactive to January 1, 2018. The Mayor and Director of Finance are hereby authorized and directed to take all necessary steps to implement this resolution.