

Resolution approving a reorganization to the table of positions and classifications for the supervision and management of the Public Works Department.

RESOLUTION

WHEREAS, City department heads may request reorganizations of their departmental staffing and position reclassifications for their personnel, and

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

WHEREAS, the Engineering and Utilities Departments, as part of the overall management and organizational structure, have determined a need for a reorganization and to more properly reflect the needed organizational structure and job duties of positions within their departments for operations; and

WHEREAS, the pay and class study adopted in Nov. 2022 was unable to include reorganization measures outside of more standard pay rate adjustments.

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

- Delete one (1) vacant exempt position of Utilities Manager, grade 17;
- Add one (1) exempt position of Deputy Director of Public Works & Utilities, grade 16, with an hourly pay range of \$43.95 to \$57.64;
- Retitle the incumbent Utilities Accounting & Customer Service Support Supervisor to Superintendent of Utilities Finance and Regulation. Reclassify the incumbent's position from a pay grade 13, step 7, hourly rate of \$42.22, to a pay grade 14, step 5, hourly rate of \$42.79;
- Retitle the incumbent Water Distribution Supervisor to Assistant Superintendent of Water – Distribution, to remain grade 12;
- Retitle the incumbent Water Supply Lead to Assistant Superintendent of Water – Supply. Reclassify the incumbent's position from a pay grade 8, step 4, hourly rate of \$28.55 to a pay grade 12, step 1, hourly rate of \$33.53.

BE IT FURTHER RESOLVED that the resulting pay and title reclassifications dollar costs shall be absorbed within the Departments' 2022 and 2023 operating budgets.

BE IT FURTHER RESOLVED that the position titles, classifications, and salaries identified herein are hereby approved, effective as of December 9, 2022, and city staff are hereby authorized to effectuate this resolution.