

## **RESOLUTION NO. 3596-2013**

### **RESOLUTION OF THE FORT BRAGG CITY COUNCIL AUTHORIZING THE OPERATIONS MANAGER POSITION, RECLASSIFYING THE PUBLIC WORKS SUPERINTENDENT, ENGINEERING TECHNICIAN AND THE LEAD TREATMENT OPERATOR POSITIONS, AND APPROVING COMPENSATION PLAN**

**WHEREAS**, the City's Public Works Department is on the brink of a transition in leadership as the result of upcoming retirement of key personnel; and

**WHEREAS**, a "Succession Plan" has been developed that will allow for stability and the transfer of knowledge and leadership within the Department; and

**WHEREAS**, the Succession Plan creates one new mid-management position (Operations Manager) and reclassifies three positions (Public Works Superintendent to Public Works Manager; Engineering Technician to Associate City Engineer (a mid-management position); Lead Treatment Operator-Water to Lead Treatment Operator-Water/Distribution & Collection System); and

**WHEREAS**, the Succession Plan creates a new Operator-in-Training position to be established in FY 2013-14; and

**WHEREAS**, in order to initiate an internal recruitment for the Operations Manager and to proceed with the reclassifications of the Public Works Superintendent, Engineering Technician and the Lead Treatment Operator - Water, the classifications and compensation plan must be authorized by the City Council; and

**WHEREAS**, based on all the evidence presented, the City Council finds as follows:


1. The Succession Plan as presented will allow for stability and the transfer of knowledge and leadership within the Public Works Department.
2. The proposed compensation is consistent with the City-wide Compensation Plan.
3. The implementation of the Succession Plan will provide the critical operational support necessary to carry out the mission and organizational goals of the City.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg hereby approves one new Mid-Management position: Operations Manager; authorizes the reclassification of Public Works Superintendent to Public Works Manager, Engineering Technician to Associate City Engineer and Lead Treatment Operator-Water to Lead Treatment Operator-Water/Distribution & Collection System and adopts the compensation schedule (Exhibit A) effective March 10, 2013.

**The above and foregoing Resolution was introduced by Councilmember Hammerstrom, seconded by Councilmember Deitz, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 25<sup>th</sup> day of February, 2013, by the following vote:**

**AYES:** Councilmembers Courtney, Deitz, Hammerstrom, and Mayor Turner.  
**NOES:** None.

ABSENT: None.  
ABSTAIN: None.

A large, stylized handwritten signature in black ink, appearing to read 'D. Turner', is written over a horizontal line.

DAVE TURNER,  
Mayor

ATTEST:

  
Cynthia M. VanWormer, MMC  
City Clerk

## Exhibit A

Public Works Compensation Schedule Succession Plan Spring 2013					
	Monthly Salary				
	Step 1	Step 2	Step 3	Step 4	Step 5
Public Works Director	\$ 6,974.92	\$ 7,323.66	\$ 7,689.85	\$ 8,074.34	\$ 8,478.05
Public Works Manager	\$ 5,414.27	\$ 5,684.98	\$ 5,969.23	\$ 6,267.69	\$ 6,581.08
Operations Manager	\$ 5,414.27	\$ 5,684.98	\$ 5,969.23	\$ 6,267.69	\$ 6,581.08
Associate City Engineer	\$ 5,156.45	\$ 5,414.27	\$ 5,684.98	\$ 5,969.23	\$ 6,267.69
Lead Treatment Operator - Water, Collection and Distribution	\$ 4,451.03	\$ 4,673.59	\$ 4,907.26	\$ 5,152.63	\$ 5,410.26
Lead Treatment Operator - Wastewater	\$ 4,239.08	\$ 4,451.03	\$ 4,673.59	\$ 4,907.26	\$ 5,152.63
Lead Maintenance Worker	\$ 3,997.62	\$ 4,197.50	\$ 4,407.37	\$ 4,627.74	\$ 4,859.13
Environmental Compliance Coordinator	\$ 4,864.30	\$ 5,107.52	\$ 5,362.90	\$ 5,631.04	\$ 5,912.59
Engineering Technician	\$ 4,206.47	\$ 4,416.79	\$ 4,637.63	\$ 4,869.51	\$ 5,112.99
Treatment Operator in Training	\$ 2,827.55	\$ 2,968.93	\$ 3,117.37	\$ 3,273.24	\$ 3,436.90