

RESOLUTION NO. 3944-2016

RESOLUTION OF THE FORT BRAGG CITY COUNCIL MODIFYING AUTHORIZED POSITIONS IN FY 2016/17 BUDGET TO REMOVE WATER PROJECTS COORDINATOR POSITION AND ADD ASSOCIATE CITY ENGINEER POSITION

WHEREAS, the City's Water Projects Coordinator has announced her intent to separate from City employment at the end of October; and

WHEREAS, the City Manager and Assistant Public Works Director met with the Council's Personnel Committee to discuss staff's recommendation that, rather than opening a recruitment for the Water Projects Coordinator position, the City should recruit an Associate City Engineer

WHEREAS, the Personnel Committee concurred with staff's recommendation that the Water Projects Coordinator position be replaced by the Associate City Engineer position, a part of the Exempt, Mid-Management classification; and

WHEREAS, the workload currently assigned to the Water Projects Coordinator can be reassigned to the Associate City Engineer, Environmental Compliance Coordinator, Engineering Technician, Lead Treatment Operators, and other positions within the Public Works Department; and

WHEREAS, the Engineering Division has found it challenging to keep its many capital projects on track, in part due to lack of staffing; and having another in-house engineer will reinstate the staffing structure that was in place prior to elimination of the Associate City Engineer position in 2010 in response to the Great Recession; and

WHEREAS, the Associate City Engineer position will cost more than the Water Projects Coordinator, but will reduce the amount that the City spends on outside engineering services; and

WHEREAS, replacing the Water Projects Coordinator position with an Associate City Engineer is an efficient and effective change in the classification of positions in the Public Works Department and will help the Engineering Division remain responsive to the public while keeping the City's ambitious Capital Improvement Program on track.

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

1. The proposed recruitment of an Associate City Engineer to replace the current Water Projects Coordinator will provide for critical operational support necessary to carry out the mission and organizational goals of the City.
2. The proposed compensation is consistent with the Citywide Compensation Plan, and
3. While there may be a need to amend the FY 2016/17 Budget to appropriate additional funds for the reclassified position, it is appropriate to wait until after the position is filled so that an accurate estimate of the incremental additional costs can be made.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby modify the authorized positions in the FY 2016/17 Budget to Remove Water Projects Coordinator position and add Associate City Engineer position.

The above and foregoing Resolution was introduced by Councilmember Peters, 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 11th day of October 2016, by the following vote:

- AYES: Councilmember Cimolino, Deitz, Peters, and Mayor Turner.
- NOES: None.
- ABSENT: Councilmember Hammerstrom.
- ABSTAIN: None.
- RECUSED: None.



DAVE TURNER,
Mayor

ATTEST:



June Lemos
City Clerk