



Department Source: City Utilities

To: City Council

From: City Manager & Staff

Council Meeting Date: February 19, 2024

Re: Amending the FY 2024 classification and pay plan to reassign personnel in the Solid Waste Division and adjusting compensation in Electric Distribution Division.

Executive Summary

Staff is requesting to amend the FY 2024 budget personnel summary and the classification and pay plan to reassign five Refuse Collector I positions to Refuse Collector II positions in the Solid Waste Division. In addition, staff is requesting the City Manager be authorized to adjust the rate of pay for the Line Superintendent position in Electric Distribution to address pay equity created as a result of labor negotiations.

Discussion

Staff is requesting to reclassify five Refuse Collector I positions to Refuse Collector II positions as part of the conversion to automated curbside refuse collection. The job description and job duties of a Refuse Collector I position is to assist a Refuse Collector II position in the operation of a collection vehicle with 2 or more people assigned for collection of material. The job description and job duties of a Refuse Collector II position is to act as the lead collector or to work independently and operate collection vehicles with only one person assigned to collect material. The implementation of automated residential refuse collection will reduce the number of vehicles with more than one person and increase the number of vehicles with only one staff member collecting material. In order to have sufficient number of Refuse Collector II positions to operate the automated collection vehicles, five Refuse Collector I positions need to be reclassified to the Refuse Collector II position. This will result in an estimated annual increase to the Solid Waste personnel expense of approximately \$31,147. Sufficient funding is available in the fiscal year 2024 budget due to vacancies.

Fiscal year 2024 pay adjustments negotiated with the Water and Light Association resulted in Liner Crew Leaders receiving a significant pay increase. Due to the fiscal year 2024 pay increases and in accordance with Section 19-84, a recent promotion of a Line Crew Leader to Line Superintendent resulted in the newly promoted employee receiving a rate of pay that is \$1.85 per hour higher than a Line Superintendent who has been in the position since November 29, 2020. It is requested that the City Manager be given authority to adjust the pay of the longer tenured Line Superintendent to the same rate as the newly promoted employee. This will result in an estimated annual increase to the Electric Division personnel expense of approximately \$4,762. Sufficient funding is available in the fiscal year 2024 budget due to vacancies.



Fiscal Impact

Short-Term Impact: Estimated annual increase of \$31,147 to the Solid Waste personnel expense and \$4,762 to the Electric Division personnel expense.

Long-Term Impact: Estimated annual increase of \$31,147 to the Solid Waste personnel expense and \$4,762 to the Electric Division personnel expense. Unknown, fiscal impact will be based on future negotiations.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
06/05/2023	R93-23 - Authorizing a memorandum of agreement with the Water and Light Association.

Suggested Council Action

Approval of the ordinance.