

Agenda Report



MEETING DATE: Tuesday, August 27, 2024

TO: City Council

FROM: DEPUTY CITY MANAGER MANNING
PUBLIC WORKS & UTILITIES DIRECTOR LINDBERG

SUBJECT: APPROVAL AND AUTHORIZATION OF NEW AND REVISED
PUBLIC WORKS & UTILITIES JOB CLASSIFICATIONS

RECOMMENDED ACTION:

It is recommended that the City Council approve and authorize the new and revised Public Works and Utilities job classifications and associated salaries, where applicable. The Personnel Commission considered these items at its July 8, 2024, meeting and recommends City Council approval.

Solid Waste Division:

- Integrated Waste Superintendent (new): \$41.85-\$56.08 per hour or \$87,048 - \$116,646 per year
- Landfill Equipment Operator I, II, III (new)
 - Landfill Operator I: \$23.41-\$31.38 per hour or \$48,703 - \$65,266 per year
 - Landfill Operator II: \$26.45-\$35.45 per hour or \$55,018 - \$73,730 per year
 - Landfill Operator III: \$30.67-\$41.10 per hour or \$63,798 - \$85,484 per year

Wastewater Division:

- Wastewater Division Manager (revised): No salary change.

BACKGROUND:

The City of Watsonville is currently undergoing a city-wide classification and compensation study. This study is expected to be completed by the end of the calendar year. The City has put a pause on bringing most new job descriptions and salaries forward pending the results of the study.

DISCUSSION:

With the planned re-opening of the landfill and the recent resignation of the Wastewater Division Manager, the Public Works and Utilities department is bringing forward some

proposed changes to best position the department to hire and recruit for key positions that must be in place prior to the completion of the city-wide study.

Solid Waste Division

Two new job classifications are being proposed:

1. *Integrated Waste Superintendent*: The City is set to open the next phase of its landfill before the end of this year which previously stopped receiving garbage in 2020. The landfill has an existing Integrated Waste Supervisor position which oversees day-to-day operations. A new Superintendent position is proposed to provide a higher level of oversight to the landfill integrated waste management planning, reporting, and implementation of all disposal programs on behalf of the City, and to assist the Solid Waste Division Manager in their duties. This position is proposed to be added to the Management bargaining group and be placed at a salary of 15% above the current Integrated Waste Supervisor at this time. This salary, as well as those in the division, will be further reviewed as part of the current classification and compensation city-wide study and is subject to change through that process.

New Classification	Step 0	Step 6
Integrated Waste Superintendent	\$41.85/hr	\$56.08/hr

2. *Landfill Equipment Operator I, II, III*: Public Works is proposing a new job classification series for Landfill Equipment Operators. The landfill is currently staffed by a Utility Worker III. The Utility Worker series is broad in definition and does not currently capture all of the specific job requirements and knowledge necessary to perform the landfill operation duties. A new series is proposed with experience requirements specific to landfill operations. Operator I is the entry level position, Operator II and III are journey level classifications determined by landfill-specific experience and requirements. This series is proposed to remain in the OE3 bargaining group where the current Utility Worker I, II, and III position resides. These salaries will be further revised as part of the current classification and compensation city-wide study and is subject to change through that process. OE3 is in agreement with the proposed changes.

New Classification	Step 0	Step 6	Pegged To
Landfill Equipment Operator I	\$22.96/hr	\$31.38/hr	Utility Worker I
Landfill Equipment Operator II	\$25.93/hr	\$34.75/hr	Utility Worker II
Landfill Equipment Operator III	\$30.67/hr.	\$41.10/hr	Utility Worker III

Wastewater Division

With the resignation of our Wastewater Division manager, the City would like to update the job description and required certifications to ensure the City can attract a wide range of qualified applicants.

STRATEGIC PLAN:

This aligns with the strategic plan goal of efficient and high performing government by attracting qualified candidates and retaining great employees.

FINANCIAL IMPACT:

The proposed fiscal changes are accounted for in the current fiscal year budget.

ALTERNATIVE ACTION:

The City Council may elect not to approve the new and revised job classifications and salary adjustments.

ATTACHMENTS AND/OR REFERENCES (If any):

None.