

**SULTAN CITY COUNCIL
AGENDA ITEM COVER SHEET**

ITEM NO: D-1
DATE: June 26, 2008
SUBJECT: Reorganization of the Public Works Department
CONTACT PERSON: Connie Dunn, Public Works Director *Dunn*

ISSUE:

City Staff has been exploring succession/replacement planning for employees who have moved to a different job or retiring from employment with the City. Staff met on June 11, 2008 with the Council Sub Committee.

The issue before the committee was the reorganization of the Public Works Department to serve the citizen's of Sultan. It is time to start the replacement/succession planning for Public Works. The department has six vacant positions: Attachment A

Field Superintendent – vacant since 2005
WWTP Supervisor – vacant since May 31, 2008
Park Maintenance, Created Position - always vacant
Utility Worker – Two (2) vacant positions
City Engineer – vacant effective September 2008

RECOMMENDED ACTION:

Council Sub Committee recommends reorganization of the Public Works Department, for the existing (Attachment A) to include Engineering as part of Public Works. The Public Works Director would be required to have an Engineering Degree.

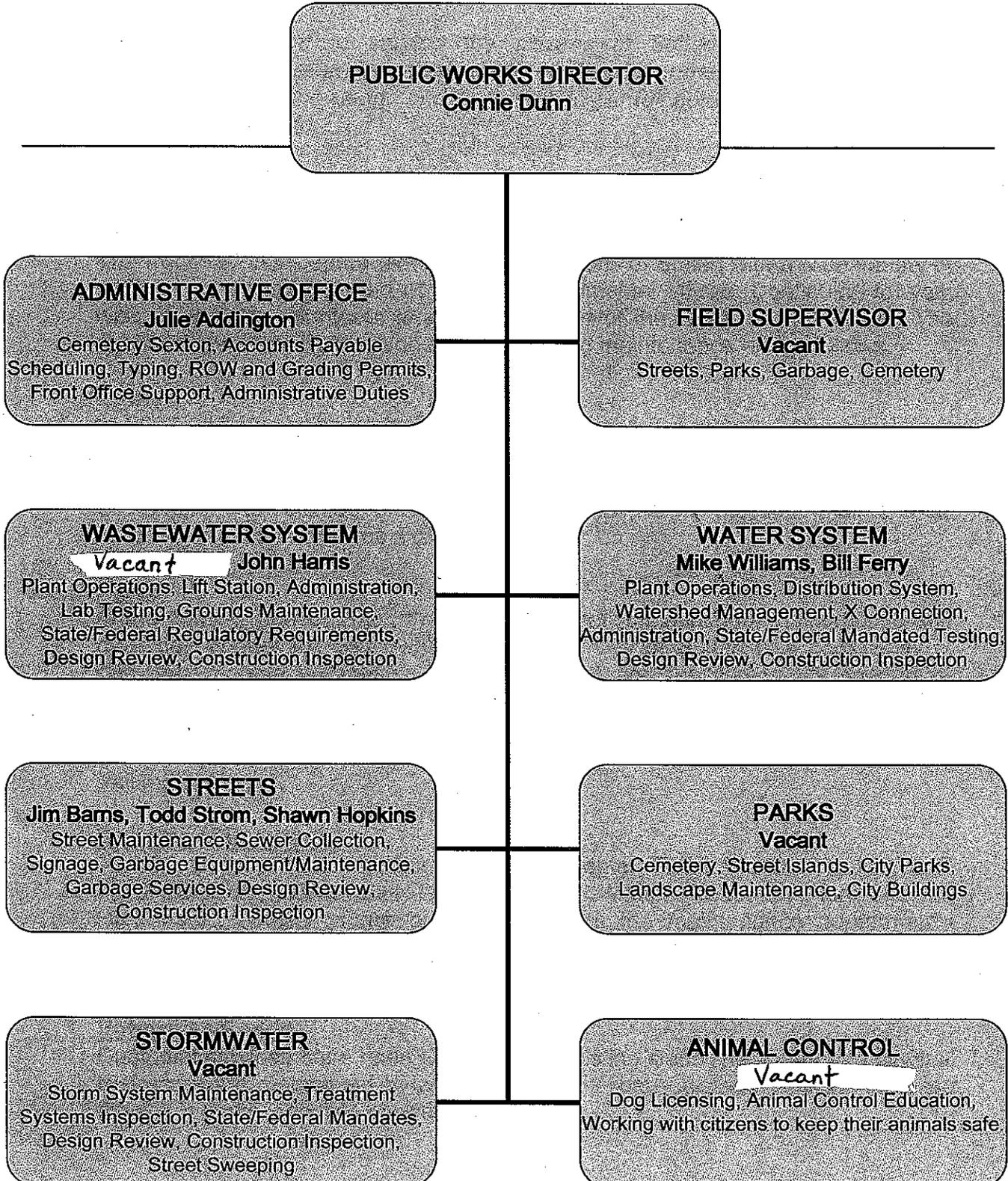
BACKGROUND:

When Tony Beedle, Field Supervisor retired in 2005, the city chose to leave the position vacant. This has put extra day-to-day duties onto field staff and the director which takes away time to accomplish operations maintenance of city utilities and facilities.

Randy Oesch went to work at the City of Monroe June 2, 2008.

Fortunately, Todd Strom, on this own time and at his own expense, received the Wastewater Treatment Plant Operator 1 state certification. Currently Todd is at the Wastewater Treatment Plant working. This leaves the Public Works crew another employee short. With the reorganization of Public Works Todd Strom would be transferred to the Wastewater Treatment Plant full-time.

Public Works Department



| SALARY AND BENEFIT DISTRIBUTION FOR 2008 | | ENTERPRISE AND CAPITAL FUNDS | | | | | | | | | |
|--|-------------|------------------------------|--------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|--|
| CLASSIFICATION | TOTAL WAGES | PARK PROJECTS FUND 105 | STREET PROJECTS FUND 303 | PARKS | STREET | CEMETER Y | UT WATER | UT SEWER | GARBAG E | STORMWATE R | |
| PUBLIC WORKS DIR | 69,041.59 | | | 576.00 | 542.00 | 536.10 | 534.80 | 535.80 | 537.80 | 6,904.15 | |
| PUBLIC WORKS FIELD SUPERVISOR | Vacant | | | | 6,213.74 | 690.42 | 20,712.48 | 20,712.48 | 13,808.32 | | |
| WWTP SUPERVISOR | 57,819.90 | | | | | | | 57,819.90 | | | |
| WWTP OPERATOR | 46,926.30 | | | | | | | 46,926.30 | | | |
| WATER SYSTEM MANAGER | 57,819.90 | | | | | 1,156.40 | 56,663.50 | | | | |
| WATER PLANT OPERATOR | 46,926.30 | | | | | | 37,541.04 | 2,346.32 | 7,038.94 | | |
| UTILITY WORKER | 44,734.68 | | | | 26,393.46 | 447.35 | 0.00 | 0.00 | 13,420.40 | 4,473.47 | |
| UTILITY WORKER | 38,675.52 | | | 1,933.78 | | 1,933.78 | 7,735.10 | 11,602.66 | 15,470.20 | | |
| UTILITY WORKER | 30,118.40 | | | | 17,468.67 | 602.37 | 0.00 | 0.00 | 12,047.36 | | |
| UTILITY WORKER | Vacant | | | | 58.00 | 2.00 | 0.00 | 0.00 | 40.00 | | |
| ENGINEER | 66,328.52 | 6,632.45 | 19,898.56 | | | | 19,898.56 | 19,898.56 | | | |
| ENGINEER TECH | 48,963.20 | 14,688.96 | 34,274.24 | | | | | | | | |
| STORMWATER TECH | 22,349.60 | | | | | | | | | 22,349.60 | |
| STORMWATER ENG/INSECTOR | 24,481.60 | | | | | | | | | 24,481.60 | |
| PT SUMMER HELPERS | 15,059.20 | | | 11,294.40 | 3,764.80 | | | | | | |