

RESOLUTION R2018-__

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, AMENDING THE CITY CLASSIFICATION PLAN BY ADOPTING THE NEW CLASSIFICATION SPECIFICATION AND SALARY RANGE FOR SENIOR EQUIPMENT MECHANIC, AND REVISING THE CLASSIFICATION SPECIFICATION AND SALARY RANGE FOR FLEET SHOP SUPERVISOR

WHEREAS, the Public Works Department and Human Resources Departments have conducted a study to review the classification structure within the Fleet Division to evaluate the work load and reporting structure; and

WHEREAS, the Public Works Department has identified a need for using industry standard certifications to elevate the incumbents' skill set, keeping them up to date on vehicle knowledge, equipment knowledge, and changing automotive and diagnostic technologies, that will contributing to improved quality and safety as well as greater efficiencies; and

WHEREAS, adding an advanced-level mechanic, requiring additional certifications, will address the need for more focused, specialized vehicle expertise; and

WHEREAS, it is recommended to set the salary range for the Senior Equipment Mechanic to Salary Range 4500, (Top Step \$86,756) aligns with the City's internal equity structure and external market comparisons; and

WHEREAS, it is recommended to revise the salary to avoid salary compaction and align with the internal and external market rate to Salary Range 4700, (Top Step \$99,910); and

WHEREAS, the Civil Service Commission recommended the proposed adoption of the new classification for Senior Equipment and revision to the classification for Fleet Shop Supervisor; and

WHEREAS, the City Council has considered all information related to this matter, as presented at the public meetings of the City Council identified herein, including any supporting reports by City Staff, and any information provided during public meetings.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Napa, as follows:

1. The City Council hereby finds that the facts set forth in the recitals to this Resolution are true and correct, and establish the factual basis for the City Council's adoption of this Resolution.

2. The City Council hereby approves an amendment to the City Classification Plan by: (a) approving the new classification specification for the class of Senior Equipment Mechanic (as described on Exhibit "A," attached hereto, and incorporated herein by reference), and approving the revision to the classification specification for the class of Fleet Shop Supervisor (as described on Exhibit B," attached hereto, and incorporated herein by reference); (b) approving the salary range for the class of Senior Equipment Mechanic at a top step of \$86,756 annually (Range 4500);

ATTACHMENT 1

(c) approving the revised salary range for Fleet Shop Supervisor at a top step of \$99,910 annually (Range 4700).

3. This Resolution shall take effect immediately upon its adoption.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the City Council of the City of Napa at a public meeting of said City Council held on the 19th day of June, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: _____
Dorothy Roberts
City Clerk

Approved as to form:

Michael W. Barrett
City Attorney