

RESOLUTION R2018-__

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, AMENDING THE CITY CLASSIFICATION PLAN BY ADOPTING AND AMENDING CLASSIFICATION SPECIFICATIONS AND SALARY RANGES FOR THE POSITIONS OF UTILITIES DIRECTOR, DEPUTY UTILITIES DIRECTOR, PUBLIC WORKS DIRECTOR, PUBLIC WORKS MAINTENANCE MANAGER, PARKS AND URBAN FORESTRY MANAGER, AND MAINTENANCE SUPERINTENDENT

WHEREAS, a new Department of Utilities will include Water, Solid Waste, Recycling and Stormwater; and

WHEREAS, the Utilities Department, Water and Solid Waste and Recycling employees will move out of the Public Works Department and into the new department of Utilities; and

WHEREAS, the Operations side of Public Works will be consolidated and the Deputy Public Works Director (Operations) position will be eliminated from the budget and the new department will require creation of a Utilities Director (non-classified) and a Deputy Utilities Director (AMP); and

WHEREAS, Human Resources staff reviewed the external market as well as internal equity comparisons for the Utilities Director and Deputy Utilities Director classifications to determine appropriate salary and it is recommended that the Utilities Director salary be aligned with the Public Works Director (Salary Range 7350, Top Step \$192,718 annually) and the Deputy Utilities Director salary align with the Deputy Director of Public Works, Range 5650, Top Step \$167,680; and

WHEREAS, it is necessary to revise the Public Works Director class specification to reflect the changes in scope and responsibility; and

WHEREAS, in order to ensure internal equity alignment, a salary increase is proposed for the Public Works Maintenance Manager to align with the Parks Manager (Salary Range 5496, Top Step, \$150,247), a 3% salary increase; and

WHEREAS, the Parks Manager classification specification and job title have been updated to Parks and Urban Forestry Manager to better reflect the current scope of responsibilities; and

WHEREAS, the new classification of Maintenance Superintendent is recommended to manage the functions of an operations division, either General Services or the Streets Maintenance Division and based on survey results, the recommended salary for the new classification of Maintenance Superintendent be assigned, Salary Range 5210, Top Step, \$113,787; and

WHEREAS, the Civil Service Commission recommended the proposed adoption of the new classifications of Utilities Director, Deputy Utilities Director and Maintenance Manager and revisions to the classification specifications of Public Works Director, Public Works Maintenance Manager and Parks and Urban Forestry Manager; and

ATTACHMENT 1

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 Utilities Director (as described on Exhibit "A," attached hereto, and incorporated herein by reference), and the Deputy Utilities Director (as described on Exhibit "B," attached hereto, and incorporated herein by reference); (b) approving a revision to the classification specifications for the Public Works Director (as described on "Exhibit C" attached hereto, and incorporated herein by reference) and the Public Works Maintenance Manager (as described on "Exhibit D" attached hereto, and incorporated herein by reference); (c) approving a revision to the title and classification specification for Parks and Urban Forestry Manager (as described on "Exhibit E" attached hereto, and incorporated herein by reference); (d) approving the new classification specification for the Maintenance Superintendent (as described on "Exhibit F" attached hereto, and incorporated herein by reference); (e) approving the salary range for the class of Utilities Director at top step \$192,718 annually (Range 7350); (f) approving the salary range for Deputy Utilities Director at a top step of \$167,680 annually (Range 5650); (g) revising the salary of the Public Works Maintenance Manager at a top step of \$150,247 annually (Range 5496); and (h) approving the salary range for Maintenance Superintendent at top step \$113,787 (Range 5210).

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