

REPORT TO THE CITY COUNCIL

City of Salinas, California

DATE: April 18, 2017

FROM: Gary E. Petersen, Public Works Director

BY: Larry Oda, Superintendent of Maintenance Services

SUBJECT: **POSITION UPGRADES AND REALIGNMENT IN THE FACILITIES
MAINTENANCE AND URBAN FORESTRY DIVISIONS**

RECOMMENDATION:

Staff recommends that the City Council approve a Resolution authorizing the upgrade of three vacant positions: two vacant Facility Maintenance Worker positions to Facility Maintenance Mechanics and one vacant Urban Forestry Worker II position to a Senior Urban Forestry Worker.

BACKGROUND:

In the past few months, the Public Works Department has seen the retirement of several long-term employees, and sees this as an opportunity to further refine our service delivery system. The proposed upgrades from Facility Maintenance Worker to Facility Maintenance Mechanic would allow the more skilled staff to be more responsive to facility maintenance needs as well as generate further savings by completing skilled work that is heretofore done by contract.

There would be substantial cost-savings associated with the propose upgrades. The difference in cost for new PERS Facility Maintenance Worker at Step 1 in the Salary Scale, as opposed to the New York Life retirees, at Step 6, is a savings of over \$76,000.00. The cost of the upgrades for two facility Mechanics would be approximately \$36,000.00, yielding an annual net savings to the General Fund of approximately \$40,000.00 per year. The savings would also allow for the vacant Urban Forestry Worker II position to be upgraded to a Senior Urban Forestry Worker to provide greater support to our Urban Forestry Maintenance Program. This upgraded position would supervise crews and to meet administrative demands including maintenance of the Tree Keeper software, tracking of certification and ensuring that safety training needs are satisfied. This upgrade would be a 10% salary increase over the Urban Forestry Worker II; approximately \$7,000.00. This would reduce the annual net saving to the General of Fund by approximately \$33,000.00.

Position	Total Compensation	Difference	Balance
2- Retired Facility Workers	\$209,070.00		
2-Facility Mechanics	\$169,162.00		
		\$39,948.00	
Urban Forestry Worker II	\$80,000.00		

Senior UFW	\$87,116.00		
		\$7,116.00	
			\$32,832.00

ISSUE:

Shall the City Council approve a Resolution authorizing the upgrade of two vacant Facility Maintenance Worker positions to Facility Maintenance Mechanics and the upgrade of one vacant Urban Forestry Worker II position to a Senior Urban Forestry Worker?

FISCAL IMPACTS:

The combined fiscal impact of these enhancements would yield an annual net savings of \$32,832.00 to the General Fund.

CITY COUNCIL GOALS:

This project compliments the City Council's Excellent Infrastructure initiative by supporting the repair, maintenance, and improvement of City infrastructure and facilities.

ALTERNATIVES/IMPLICATIONS:

Council may choose to deny these proposals and leave our staffing as is. This is not recommended as Council has an opportunity to further refine service delivery to the residents of the City.

CONCLUSIONS:

Staff recommends City Council approve a Resolution to authorize the upgrade of two vacant Facility Maintenance Worker positions to Facility Maintenance Mechanics and to upgrade a vacant Urban Forestry Worker II position to a Senior Urban Forestry Worker.

Back up Pages:
Resolution