



Legislation Text

File #: 2016-945, Version: 1

Report to Mayor and City Council

Tuesday, October 18, 2016

Consent

SUBJECT:

CONSIDERATION OF THE REORGANIZATION PLAN FOR THE DEPARTMENT OF PUBLIC WORKS (CITY COUNCIL)

I. SUMMARY

Over the last several months, at the direction of the City Council, staff has been working on a reorganization plan to effectively and efficiently manage the services provided to the citizens of Carson.

Presented tonight is the proposed reorganization of the Public Works Department. Staff has discussed the proposed structure with the City Manager, union leadership and the Council subcommittee.

II. RECOMMENDATION

TAKE the following action:

1. Approve the reorganization proposal for the Public Works Department.

III. ALTERNATIVES

TAKE any other action the City Council deems appropriate.

IV. BACKGROUND

In order to provide for greater efficiencies, the Director of Public Works has evaluated the needs of the department and recommends the following:

Reclassify one Senior Clerk to a Senior Account Clerk in order to ensure the alignment of current duties with the associated job description.

Unfund and eliminate the vacant Typist Clerk II and Water Quality Administrator positions, and use the associated savings to augment funding for other positions needed within the Department including a Civil Engineering Assistant and an Associate Civil Engineer.

Downgrade an existing vacant Senior Civil Engineer position to an Associate Civil Engineer position, and subsequently fill the new position.

Downgrade an existing vacant Senior Construction Inspector position to a Construction Inspector position and subsequently fill the new position.

Downgrade an existing vacant Equipment Mechanic II position to a part-time Equipment Service Worker, and subsequently fill the new position.

Reclassify the funded and filled Equipment Mechanic II position to a Senior Equipment Mechanic in order to address oversight of the newly funded part time Equipment Service Worker and align current duties with the associated job description.

Fund one (1) Student Intern III position.

Meetings were held with the Reorg Subcommittee on November 2, 2015, February 29, 2016, July 11, 2016 and October 12, 2016 in order to review the recommendations and secure approval to present to the Council body.

V. FISCAL IMPACT

The fiscal impact on the budget will result in an annual savings of approximately \$99,435.

VI. EXHIBITS

1. Reorganization Plan for the Public Works Department-Fiscal Impact Spreadsheet (pg.3-4).

1.

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