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CITY OF ANGELS PO Box 667, 200 Monte Verda St. Suite B, Angels Camp, CA 95222 P: (209) 736-2181

**DATE:** December 2, 2025

**TO:** City Council

**FROM:** Steve Williams, Interim City Administrator

**RE: RESOLUTION 25-98 – AUTHORIZING THE STARTING WAGE OF DANIEL WHITMAN AT PLANT OPERATOR III – STEP 5**

**RECOMMENDATION:**

Adopt Resolution 25-98 authorizing the starting wage of Daniel Whitman at Plant Operator III – Step 5

**BACKGROUND:**

The Chief Plant Operator within the Water/Wastewater Division of the Public Works Department is a critical role in the City of Angels. The Chief Plant Operator plans, schedules, assigns, reviews and supervises the work of water and wastewater operations including, but not limited to, water treatment, wastewater treatment and collection including operations and maintenance of water and wastewater treatment plants, reservoirs, lift stations, dams, equipment and drainage facilities; maintains direct responsibility for safe operation of water and wastewater operations in accordance with all applicable federal, state and city requirements; coordinates assigned activities with other City departments and outside agencies; provides responsible and technical staff assistance; and performs related work as required.

The City of Angels Chief Plant Operator resigned on October 21, 2025. Due to the technical nature of the position and the state licenses required to perform the essential functions, Public Works Superintendent Chris Oflinn has been serving both as the Public Works Superintendent as well as the Chief Plant Operator.

The City began a recruitment for the position of Chief Plant Operator on October 21, 2025.

**DISCUSSION:**

Daniel Whitford applied for the position of Chief Plant Operator. He is currently the Chief Plant Operator for another jurisdiction which does not require a Wastewater Grade 4 certification.

Daniel Whitford has all the state licenses and certifications for the position of Chief Plant Operator in the City of Angels except for the Wastewater Grade 4 certificate. Daniel Whitford intends to take the steps necessary to earn that certificate within the coming months.

The Public Works Superintendent, Chris Oflinn, recommended that the City over hire for the position of Plant Operator III, until Daniel Whitford earns the Wastewater 4 certificate and becomes eligible for the position of Chief Plant Operator. I support that recommendation.



In consideration of Daniel Whitman’s education, experience, and certifications, Public Works Superintendent Chris Oflinn recommended starting Daniel Whitford at Step 5 of the Plant Operator III salary schedule. I support that recommendation.

Section 4.04 of the City of Angels Personnel Policy states:

“Salary at initial employment shall be at a salary step as determined by the City Administrator. If the City Administrator appoints above step C, it must be approved by the City Council.”

Step 3 of the current salary schedule was formally step C in a five step schedule.

The current salary schedule for the Plant Operator III position and the Chief Plant Operator position is as follows:

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Plant Operator III	\$33.93/hr	\$35.63/hr	\$37.41/hr	\$39.28/hr	\$41.24/hr
Chief Plant Operator	\$43.44/hr	\$45.61/hr	\$47.88/hr	\$50.27/hr	\$52.80/hr

**FISCAL IMPACT:**

No additional funds are requested. The Chief Plant Operator is a budgeted, vacant position programed for a salary higher than Plant Operator III Step 5 within the FY25-26 adopted budget.

**ATTACHMENTS:**

Attachment “A” – Resolution 25-98

