



# City Commission Agenda Item

**Meeting Date:** March 4, 2025  
**From:** Marla McFarland, Human Resources Director  
**Item:** Pay Ordinance – Effective March 8, 2025

**Motion:** A Ordinance adopting the budgeted pay plan to become effective March 8, 2025. **(Roll Call Vote)**

**Purpose:** Reorganization of the Water Distribution & Collections Division of the Environmental Services Department

**Background:** Within the Distribution and Collections Department, there is an increasing necessity to prioritize and address the often-overlooked collections system. To effectively meet this need and assign distinct responsibilities to either distribution or collections, the roles of Distribution and Collections Maintenance workers have been redefined. As a result, separate job titles will be established: Collections Maintenance Worker and Distribution Maintenance Worker.

**Commission Options:**

1. Approve the Ordinance
2. Disapprove the Ordinance
3. Table the Ordinance for further discussion

**Fiscal Impact:** Amount: **Publication Cost**

Fund: Department: Expense Code:

Included in budget       Grant       Bonds       Other Not Budgeted

**Attachments:** Ordinance, Updated Pay Scale & Dept. Organization Chart

**Approved for Agenda by:**

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Randy Frazer, City Manager