



<b>STAFF REPORT</b>	
<b>SUBJECT:</b> Authorization of Maintenance Worker III Position	<b>MEETING DATE:</b> December 1, 2022
<b>SUBMITTED BY:</b> Adeline Leyba, Public Works Director	
<b>PURPOSE OF REPORT:</b> <input type="checkbox"/> Information only <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Action Item	

**WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:**

The City Council is being asked to approve reorganization of a Maintenance Worker II position to a Maintenance Worker III position.

**BACKGROUND/DISCUSSION:**

To maximize efficiencies and provide the best public service, from time to time it is necessary to review best practices and current workforce strategies. To this end, staff has restructured the Parks crew to strengthen the team and develop continuity in leadership. In doing so, it is recommended your Council approve the reorganization of the Parks crew to allow for a Maintenance Worker III position. Currently, the Parks crew consists of three Maintenance Worker II positions and one Senior Maintenance Worker position, with one Maintenance Worker II position acting in a special duty Lead position.

Opportunity for advancement within the department is vital to recruitment and retention. Staff is recommending that a position be reorganized to a Maintenance Worker III. The current salary range for this position is \$3,586.75-\$4,359.71 per month. This position would be filled by a current employee through an internal recruitment.

**OPTIONS:**

1. Move to approve the Maintenance Worker III position.
2. Other direction

**FISCAL IMPACT:**

None  Budgeted Item?  Yes  No

Budget Adjustment Needed?  Yes  No If yes, amount of appropriation increase:

Affected fund(s):  General Fund  Measure P Fund  Measure V Fund  Other:

Comments:

**STRATEGIC PLAN IMPACT:**

- Goal #1: Make Clearlake a Visibly Cleaner City
- Goal #2: Make Clearlake a Statistically Safer City

Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities

Goal #4: Improve the Image of Clearlake

Goal #5: Ensure Fiscal Sustainability of City

Goal #6: Update Policies and Procedures to Current Government Standards

Goal #7: Support Economic Development

**SUGGESTED MOTIONS:**

1. Move to approve the Maintenance Worker III position.

**Attachments:**