



STAFF REPORT
10/13/2021

TO: Honorable Mayor and City Council Members

FROM: Maritza Martinez, Public Works Director

SUBJECT: Resolution No. 2021-62 approving a job title change for Streets Superintendent/Emergency Services Coordinator to Streets Supervisor and approving the salary scale for both the Parks Supervisor and Streets Supervisor at Grade 34.

STAFF RECOMMENDATION:

Approve Resolution No. 2021-62 approving a job title change for Streets Superintendent /Emergency Services Coordinator to Streets Supervisor, and approving a salary scale for both the Parks Supervisor and Streets Supervisor at Grade 34.

BACKGROUND:

Due to the upcoming retirement of the Streets Superintendent/Emergency Services Coordinator on December 16, 2021, staff has evaluated the needs of the department and is recommending that the position be filled as a Streets Supervisor. The Streets Superintendent was originally a Streets Supervisor but was reclassified on March 9, 2016 as part of a Classification and Compensation Study. The Streets Supervisor position is an existing position under the Confidential Mid-Management Unit.

DISCUSSION/ANALYSIS:

A Manager that has both street maintenance and emergency services experience is not a common blend of talents. The existing staff member in this role had experience as a former volunteer firefighter. Staff recommends recruiting for a Streets Supervisor position to oversee the operational duties of the Streets Division.

The existing salary pay grade for the Streets Supervisor is less than the salary scale for an hourly classification, the Landscape and Lighting Inspector (salary is \$70,595.20-\$85,758.40). The duties within the Streets Supervisor job descriptions include supervision and responsibility for duties that are included within the Landscape and Lighting Inspector job description, thus the salary scale should be higher than that of the Landscape and Lighting Inspector.

Similarly, the salary scale of the Parks Supervisor position is only slightly above (\$478.40/year) the current salary scale of the LLD Inspector, and the Parks Supervisor position includes supervisory responsibility over the landscape maintenance within the districts. Due to the responsibility and oversight correspondent to both the Streets and Parks Supervisor positions, staff is requesting that the pay grade for the Streets Supervisor and Parks Supervisor be adjusted to pay grade 34.

Position	Existing Pay Grade	Existing Salary	Proposed Salary Pay Grade 34
Parks Supervisor	16	\$71,073.60 - \$86,403.20	\$77,916.80- \$94,702.40
Streets Supervisor	30	\$67,912.00 - \$82,534.40	
Streets Superintendent/Emergency Services Coordinator	33	\$89,003.20 - \$108,201.60	n/a

FISCAL IMPACT:

The requested reclassification of the Streets Superintendent/Emergency Services Coordinator to Streets Supervisor at pay grade 34 will result in a savings of \$11,086.40. The requested adjustment in salary scale for the Parks Supervisor will decrease the net savings by \$7,176 providing a net savings of \$3,910.40.

Attachments
Resolution
Streets Supervisor Job Description