

## **2024 AGENDA ITEM**

**Utility Commission Meeting Date: 11/7/2024**

**ITEM:** Approval to Hire Full Time Water Operator for Columbus Water Utility

### **DETAILED DESCRIPTION OF SUBJECT MATTER:**

After nearly a year of observing the Water Utility and speaking with the Staff on the needs of the Utility and how we can better ourselves as a Utility it has become evident that the Water Utility needs a third employee, as the part-time help we have is not available for our needs during the business day; nor is that position required to be licensed.

Most of our work requires two people for safety reasons. When we have a person out on sick leave or vacation we are restricted as to what we can actually do as a Utility. Also in regards to On-Call and overall work load spreading the rotation out another employee and allowing for a proper department hierarchy to be developed will allow a more fluid department operation.

Lastly our Staff is dedicated to excellence. You see this in how they conduct themselves on a daily basis and how they approach each job task. When you are rushed, fall behind, or flat out need to meet an urgent deadline and you are nowhere near ready to meet demand that is when errors, injuries, and shortcuts happen. We do not want to see this be common practice, but what I have witnessed is the department has needed to ride line between organized and disarray due to work load and emergency situations, and mistakes have been made that are fully avoidable.

The Water Operator will come in to a salary point based on experience and licensing, with the 2025 pay range expected to be between \$27.06 and \$38.66 with a midpoint hourly rate of \$32.86. The License incentive will remain standard for this position and the ability to acquire all eleven licenses for Columbus Utilities will remain at a rate of \$0.50/hr worked.

### **LIST ALL SUPPORTING DOCUMENTATION ATTACHED:**

1. Water Operator Job Description

### **ACTION REQUESTED OF COMMISSION:**

Review, discuss, and approve the request of the Director to post for, and hire a Water Utility Operator with an expected start date early 2025.