



Title of Agenda Item: Conversion of a Heavy Equipment Operator Position to a Maintenance Worker Position – Public Works

Submitted By: Nigel Wattley

Date Submitted: 9-30-2024

Work Session Date: 10-7-2024

Council Meeting Date: 10-7-2024

Background/History:

The Heavy Equipment Operator position in the Street Division of the Public Works Department plays an important role in maintaining the City's infrastructure, including streets, sidewalks, and Right-of-Ways. The responsibilities of this position typically include:

- Operating heavy machinery, such as backhoes and other equipment.
- Performing routine maintenance tasks, such as tree trimming, lawn care, and landscaping.
- Installing asphalt and concrete for small-scale projects like sidewalk repairs and pavement patching.

Currently, there are three vacant Heavy Equipment Operator positions that have remained unfilled for the past year, largely due to a limited number of qualified applicants. Upon reviewing the department's operational needs, it has become apparent that most of the division's work does not require the specialized skills of a Heavy Equipment Operator. Instead, general Right-of-Way maintenance tasks can be efficiently handled by a Maintenance Worker.

Converting one of the vacant Heavy Equipment Operator positions to a Maintenance Worker position would better align with the department's requirements and broaden the pool of potential applicants. The new position would not add any financial burden, as it falls within a lower pay tier.

If approved, the department will update its organizational chart and revise relevant documentation, signage, and communication materials accordingly.

Action Requested from Council:

Council approval to convert one Heavy Equipment Operator position to a Maintenance Worker position in the Street Division.

Cost: \$ 0

Budgeted for: _____ **Yes** _____ **No**

Financial Impact:
