

Utility Director Memorandum

To: Eric Duthie, Hildale City Manager, Vance Barlow, Colorado City Town Manager

From: Hildale/Colorado City Utility Director, Jerald A Postema



Page | 1

Date: February 24, 2024

Cc: Nathan Fischer, Utility Superintendent, Sirrene Barlow, City Recorder, Shirley Zitting, Human Resources/Town Clerk

Re: **Recommendation For Utility Department Classification, Wage and Step Increase**

On January 25, 2024, at the Utility Advisory Board Regularly Scheduled Meeting at Hildale City Hall, the members reviewed and acted on the following: Recommended the Councils Approve and Adopt the Utility Department Classification, Wage and Step Increase Document and will reflect the annual Council's Approved Cost of Living Increase (See Attached Document).

By making the changes to the wage structure, the fiscal impact on the Department Budget is minimal. With the recent departure of three (3) employees over the past nine (9) months and their pay level when they departed, has left the Utility Department with an estimated \$160,000.00 in salary savings for the current FY24 budget. The three personnel who left were being paid a higher wage than the recently hired personnel, who started at a much lower wage. It is estimated the FY25 budget will realize an estimated \$55,000.00 in salary reduction compared to the FY24 Budget.

The salary savings will cover any increase in compensation for any current staff who are eligible to move into the updated Classifications and Pay Steps.

I recommend, effectively immediately, the three (3) employees currently on "acting assignment" in the Lead Worker positions, be permanently moved into those positions, and compensated within the wage, step, and requirements for the Lead Worker position. The increase in pay for the three (3) employees would have no adverse impact on the FY24 Budget.