



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date: June 8, 2026
Department: Administrative Services
Agenda Section: Consent
Public hearing: No
Date of public hearing:

PRESENTER/INFORMATION CONTACT

Human Resources Manager Haley Thore

ITEM TO BE CONSIDERED

Subject: Classification and pay amendment

Attachments:

Pay schedule

Summary:

This request is to add two crew leader classifications, utility maintenance crew leader and utility mechanic crew leader, in the Utilities Department for the collections and distributions crews. The addition of a crew leader for both collections and distribution will improve daily operational efficiency, enhance communication between crews, supervisors and the public, and strengthen safety practices and field oversight. Adding these classifications also provides an additional advancement opportunity for current staff, builds future leaders and supports long-term succession planning.

The number of full time equivalent (FTE) employees in the Utilities Department will remain the same. An internal recruitment process will occur to fill the utilities crew leader classifications.

It's proposed that the utility maintenance crew leader be placed in grade 9 with a salary range of \$55,278.79 - \$88,446.07. The utility mechanic crew leader is proposed to be in one grade higher due to the higher level of technical knowledge and skills needed. The utility mechanic crew leader would be in grade 10 with a salary range of \$57,904.53 - \$92,647.25.

Financial impacts:

5% salary increase for promoted employees.

Staff recommendation and comments:

Approve the proposed pay schedule.

Action requested:

Approve the proposed pay schedule.