



## Agenda Abstract

### BOARD OF COMMISSIONERS

Meeting Date: Aug. 11, 2025  
Department: Administrative Services  
Agenda Section: Consent  
Public hearing: No  
Date of public hearing: N/A

#### PRESENTER/INFORMATION CONTACT

Human Resources Manager Haley Thore

#### ITEM TO BE CONSIDERED

**Subject:** Classification and Pay Amendment

**Attachments:**

Pay Schedule

**Summary:**

The Public Works Crew Leader performs supervisory responsibilities in the field including directing work, fielding questions and making on the spot decisions when unexpected challenges arise. The crew leader also trains staff and requires thorough knowledge of how to safely and efficiently operate all Public Works equipment. The crew leader works closely and reports directly to the Public Works Supervisor. Due to the higher level of knowledge, skills and responsibilities required, it's proposed to move the crew leader classification from grade 8 to grade 9. The crew leader is currently in grade 8 with a salary range of \$52,772 to \$84,435. Moving the crew leader classification to grade 9 will increase the salary range to \$55,278 - \$88,446.

**Financial impacts:**

2.5% salary increase for the current employee in the crew leader position.

**Staff recommendation and comments:**

Approve attached pay schedule.

**Action requested:**

Approve attached pay schedule.