



Department Head Reshuffle May 2024

Several years ago, when PMPL Superintendent Joe Nelson retired, I reorganized some of our Department Head assignments. At the time, Joe was responsible for PMPL, Karl Hagerman was the Director for Water/WW/Sanitation/Public Works and the Motor Pool; Chris Cotta was the Assistant Director. Chris primarily did project management for Karl and filled in as the Director when needed.

When Joe retired, Karl was appointed the Utility Director in charge of Water/WW/PMPL. Chris was promoted to the Director for Sanitation/Public Works/Motor Pool/Maintenance. The third Department Head position was left unfilled as part of the reorganization.

With Karl announcing his retirement in about 2 years, the Assembly approved recruiting for a replacement which would be hired as an Assistant Utility Director. We have been recruiting for this position for just under one year, with very limited success. Some of this is the salary we are offering is low in the market, but it also has to do with the very competitive market we are currently in for this skill set.

My plan, if approved by the Assembly, is to reinstitute the three-department head organization. A PMPL superintendent (assistant director until Karl retires); a director in charge of Public Works/Maintenance/Motor Pool/Water/Wastewater/Sanitation (Chris Cotta); and an assistant director to work with Chris (to be recruited, possibly from inside the organization).

We would start the process by doing an internal posting for the Assistant position under Chris this summer and start the recruitment process for the PMPL Superintendent (Asst. Director) in early 2025. It is possible we could have the PMPL position in place for up to 12 months of training with Karl, however experience tells us this will also be a difficult position to find. Sitka is currently looking for an Electric Utility Director and offering a starting salary of \$148k to \$176K. Clearly someone qualified for this position will apply to Sitka before they consider our position at \$125K.

I would like the approval of the Assembly to move forward with this scenario.

1. Move Water/WW to Chris Cotta
2. Begin recruiting for an Asst. PMPL Director to train with Karl in 1st quarter 2025.
3. Post the Assistant Director for Public Works internally this Spring.

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