



CITY OF RIO COMMUNITIES

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April 8, 2022

To: Mayor and City Council
From: Dr. Martin D. Moore, City Manager

Subject: Approval Request Additional Public Works Full-time Position

I respectfully request authorization to hire another full-time public works employee (budgeted part time at this point) at the same rate of pay under the recently approved job description.

Staff has conducted an assessment of how much money the City has expended since July, 2021 on public works contractors to perform work typically performed in other cities by in-house employees. The results of the analysis have shown that the city spent at least \$84,860 dollars in the past nine (9) months as follows:

1. Indoor improvements maintenance: \$11,322 (labor)
2. Outdoor roads, signs, storm clean-up, trash clean-up maintenance work: \$73,538 (labor)

This contracted cost over a nine (9) month period is roughly equivalent to two (2) full time Public Works employee salaries at the current \$18-22 per hour wage rate. The City of Rio Communities is moving forward with the background checks for one (1) provisionally hired full time (35 hour per week) Public Works employee within the \$18-22 per hour salary range.

Making the second employee full time and starting the position now would help the City to reduce contract services costs over the remainder of the current and upcoming fiscal year; increase productivity; and accelerate the completion of cleanup, maintenance, and improvement efforts in the City.