



## MEMO

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*"...meeting community needs...enhancing quality of life."*

**TO:** Human Resources Committee

**FROM:** Paula Vandehey, Director of Public Works *PAV*

**DATE:** October 17, 2018

**SUBJECT:** Department of Public Works title change from Laborer to Operator.

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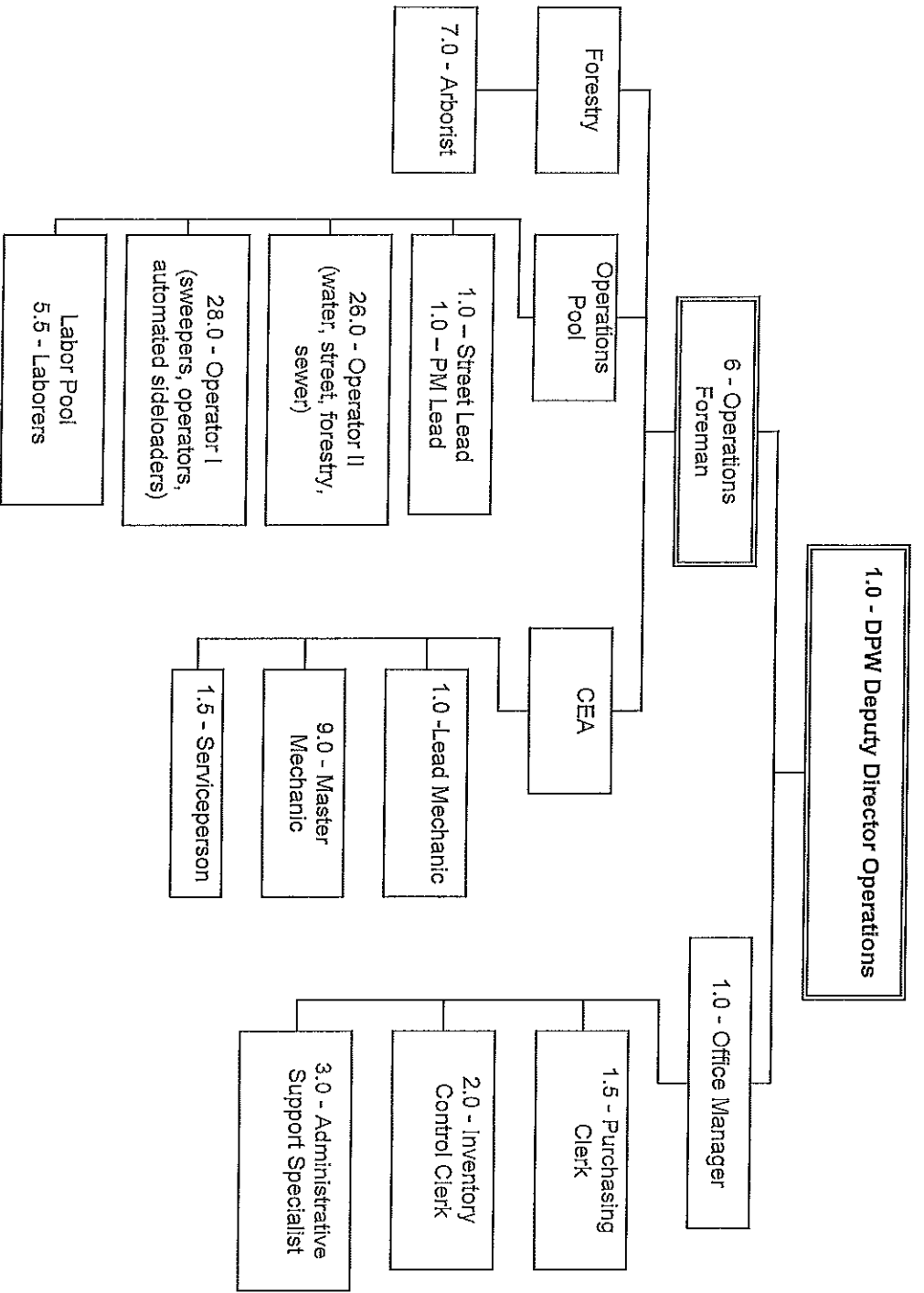
Over the past year the Department of Public Works has received some feedback about the "Laborer" title not being very attractive to prospective candidates, especially millennials. This position is also a lead-in to the Operator positions, so when we fill these Laborer positions we are really looking for potential Operator position employees.

Based on this feedback, we are recommending to change "Laborer" to "Operator" for the following reasons:

- Implies a higher skill level is required
- Sounds more attractive and interesting than laborer
- This position performs very similar tasks as our current Operator positions
- We are ultimately looking for future operators when we hire at the entry level
- May help us get more qualified candidates
- Follows same pattern/logic as our other operations positions

C: Sandy Matz, Human Resources Director

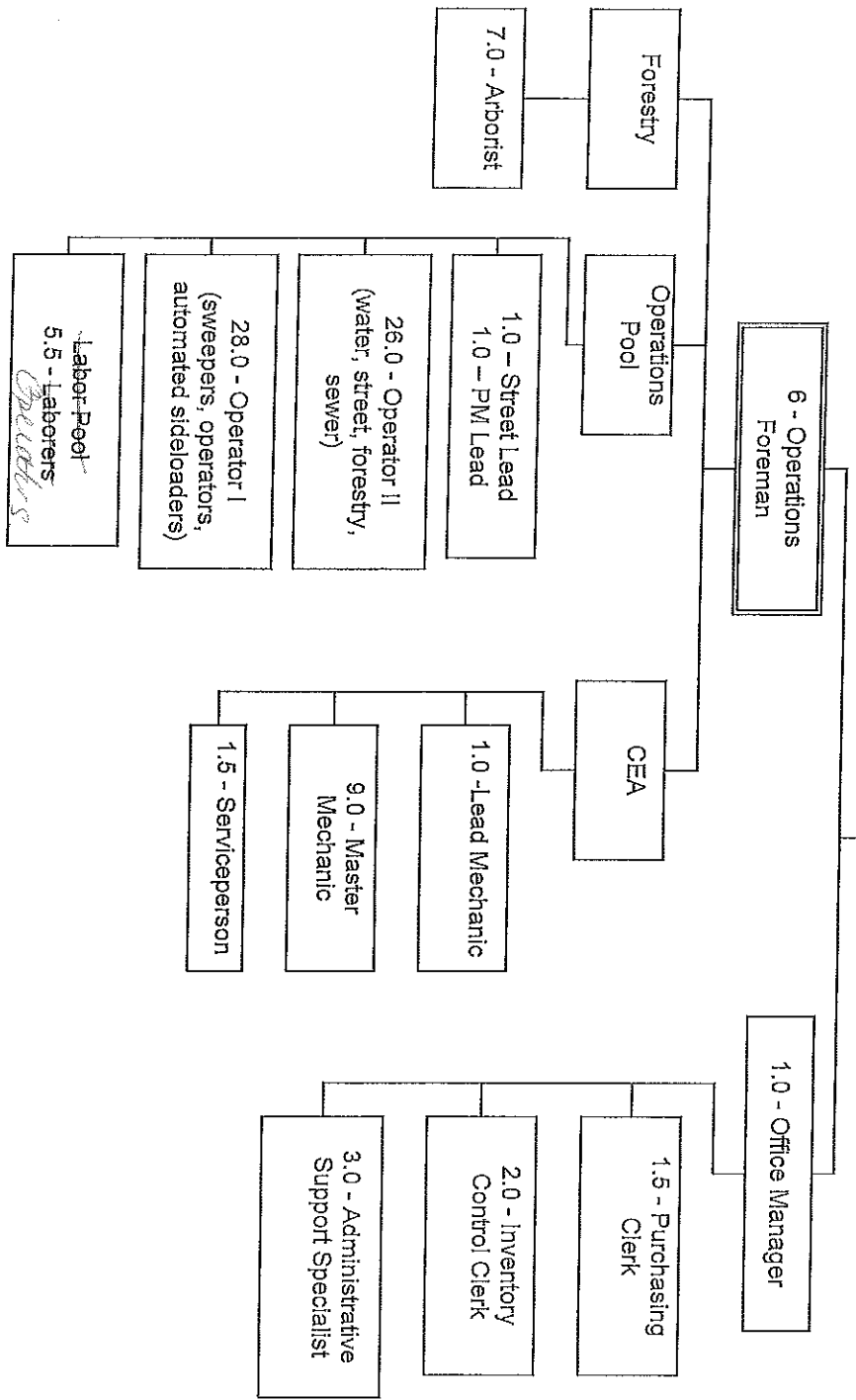
CURRENT



APPROVED 2-21-18

1.0 - DPW Deputy Director Operations

PROPOSED



APPROVED 2-21-18

2018 NON-REPRESENTED CLASSIFICATION COMPENSATION

1.25% GPA

GRADE ORDER LIST

Exempt		80%	Control Point	120%
	<b>Pay Grade B</b>	12.84	16.05	19.26
N	PARKING RAMP ATTENDANT			
	<b>Pay Grade C</b>	13.72	17.15	20.58
N	BINDERY CLERK			
N	LIBRARY PAGE CLERK			
	<b>Pay Grade D</b>	14.61	18.26	21.91
N	LIBRARY CLERK			
N	OPERATIONS CLERK - LIBRARY			
N	PARKING ENFORCEMENT PERSON			
N	PARKING ENFORCEMENT/RAMP ATTENDANT			
	<b>Pay Grade E</b>	15.50	19.37	23.24
N	ACCOUNT CLERK I - FINANCE			
N	LABORER OPERATOR			
	<b>Pay Grade F</b>	16.83	21.04	25.25
N	ACCOUNT CLERK II - FINANCE			
N	ADMINISTRATIVE ASSISTANT - .6FTE - VT			
N	ADMINISTRATIVE ASSISTANT - COMM/ECON DEV			
N	ADMINISTRATIVE ASSISTANT - FIRE			
N	ADMINISTRATIVE ASSISTANT - HEALTH			
N	ADMINISTRATIVE ASSISTANT - HR			
N	ADMINISTRATIVE ASSISTANT - PRFM			
N	INVENTORY CONTROL CLERK - DPW			
N	OPERATOR I			
N	OPERATOR I-PARKING			
N	SERVICE PERSON-CEA			
N	UTILITY LOCATOR			
	<b>Pay Grade G</b>	18.60	23.25	27.90
N	ACCOUNT CLERK III - FINANCE			
N	ADMINISTRATIVE SUPPORT SPECIALIST - DPW			
N	ADMINISTRATIVE SUPPORT SPECIALIST - HR			
N	ADMINISTRATIVE SUPPORT SPECIALIST - LEGAL SERVICES			
N	ADMINISTRATIVE SUPPORT SPECIALIST - LIBRARY			
N	ADMINISTRATIVE SUPPORT SPECIALIST - POLICE			
N	ADMINISTRATIVE SUPPORT SPECIALIST - UTILITIES			
N	COMMUNICATION SPECIALIST - POLICE			
N	CUSTOMER SERVICE SPECIALIST - DPW			
N	GROUPS COORDINATOR			
N	LABORATORY TECHNICIAN			
N	LEAD ADMINISTRATIVE SUPPORT SPECIALIST - POLICE			
N	LEAD COMMUNICATION SPECIALIST - POLICE			
N	LEAD CSO			
N	OPERATIONS CREW LEADER-PARKING			
N	REAL ESTATE ASSESSMENT TECHNICIAN			
N	UTILITY CLERK - FINANCE			
N	WEIGHTS & MEASURES SPECIALIST			