

TO: HONORABLE MAYOR AND CITY COUNCIL
FROM: Aaron S. Reeves, City Administrator ^{AR}
SUBJECT: Assistant Streets/Parks Supervisor Position
DATE: January 21, 2014

BACKGROUND

One of the main issues that staff has been discussing is the need for succession planning in Departments. After reviewing the Public Works Department, staff and the Personnel Committee recommend that we create an Assistant Streets/Parks Supervisor position. This will allow us to train an employee in the operations of the Department and to serve as acting Supervisor when needed. This will be a 49's Union position so we will post it internally and expect to fill it from one of our existing 49's members. When filled we will not need to hire a replacement, this will just be a promotional step for an existing employee. A pay increase will come with the position but we have room in the budget to accommodate this. It is very important for us to plan for our future and the continuation of the excellent service the City provides. This is the first step in that process within the Public Works Department. Other Departments will begin reviewing their succession needs and more of these types of items by be coming in the future.

STAFF RECOMMENDATION

Staff recommends that the City Council approve the Assistant Streets/Parks Supervisor position as presented and authorize staff to internally post the position per the 49's Union Agreement.

REQUESTED COUNCIL ACTION

I respectfully request a motion to approve the Assistant Streets/Parks Supervisor position as presented and authorize staff to internally post the position per the 49's Union Agreement.