



**BACKGROUND PAPER FOR PROPOSED
ORDINANCE**

COUNCIL MEETING DATE: September 12, 2022

TO: President Heather Graham and Members of City Council

CC: Mayor Nicholas A. Gradisar

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director
Marisa Pacheco, Human Resources Director

SUBJECT: AN ORDINANCE AMENDING SECTION 6-5-16 OF CHAPTER 5, OF TITLE VI OF THE PUEBLO MUNICIPAL CODE RELATING TO THE FY 2022 CLASSIFICATION AND PAY PLAN BY ESTABLISHING THE PAY SCALE FOR STORMWATER ENGINEERING MANAGER

SUMMARY:

Attached for consideration is an amended Pay Plan Ordinance that reflects the addition of the pay rate and salary schedule for the classification of Stormwater Engineering Manager.

PREVIOUS COUNCIL ACTION:

On December 28, 2021, Ordinance No.10092 was approved by City Council. This Ordinance provided the classification and pay plan for fiscal year 2022.

BACKGROUND:

A review of operational efficiencies of the Public Works and Stormwater Departments have been underway over the last few months. Specific areas of review include engineering services, project management, maintenance, and infrastructure support activities occurring in both departments. There are unique opportunities to reduce silos and maximize resources in support of both Public Works and Stormwater missions and a reorganization plan has been developed to implement these changes.

The addition of a new position of Stormwater Engineering Manager is proposed as part of the process. This position will provide management of the professional engineering, permit compliance and inspections staff assigned to Stormwater and will provide the high-level technical engineering oversight necessary. The funding associated with the Stormwater Director position will be reallocated to fund this position.

FINANCIAL IMPLICATIONS:

The staffing change in the Stormwater Department results in an estimated annual savings of \$5,297, as the funding from the Director level position would be used to fund the newly established Stormwater Engineering Manager position.

Cost Summary	Fund	Annual Cost Savings
Stormwater Director	EF	(\$150,676)
Stormwater Engineering Manager	EF	\$145,379

Total (\$5,297)

BOARD/COMMISSION RECOMMENDATION:

None.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

None.

RECOMMENDATION:

Approval of the Ordinance.

ORDINANCE NO. _____

AN ORDINANCE AMENDING SECTION 6-5-16 OF CHAPTER 5, OF TITLE VI OF THE PUEBLO MUNICIPAL CODE RELATING TO THE FY 2022 CLASSIFICATION AND PAY PLAN BY ESTABLISHING THE PAY SCALE FOR STORMWATER ENGINEERING MANAGER

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted, underscore indicates matter being added)

SECTION 1.

Section 6-5-16 (A) of Chapter 5, of Title VI, of the Pueblo Municipal Code referencing the Fiscal Year 2022 pay scale for the classification of Stormwater Engineering Manager is established and enacted as follows:

6-5-16. Schedule, classification, work week and monthly salary.

The following shall constitute:

- A. The pay range for the appointed classification of Stormwater Engineering Manager in 2022

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
(B) ADMINISTRATIVE							
Stormwater Engineering Manager	8394.44	8846.37	9298.31	9750.24	10202.17	10654.10	11106.62

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance to implement and transactions described therein.

SECTION 3.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

- Approved on _____.
- Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- Council did not act to override the Mayor's veto.
- Ordinance re-adopted on a vote of _____, on _____
- Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk