



## Legislation Text

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**File #:** 21-1364, **Version:** 1

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**FROM:**

Human Resources

**SUBJECT:**

Adopt the New Job Description and Corresponding Salary Range for the Classification of Director of Public Works/City Engineer and the Updated Job Description and Corresponding Salary Range for the Classification of Budget Manager

**RECOMMENDATION:**

Adopt **Resolution No. 2022-032**, a resolution of the City Council of the City of Fontana adopting new and updated job descriptions for specific classifications throughout the City.

**COUNCIL GOALS:**

- To operate in a businesslike manner by becoming more service oriented.
- To operate in a businesslike manner by ensuring that the public debate is based on accurate information.
- To practice sound fiscal management by living within our means while investing in the future.

**DISCUSSION:**

The City's objective is to attract and retain the best talent to serve the Fontana residents and business community by offering attractive and competitive salaries and benefits.

The Director of Public Works/City Engineer classification outlined in the attached job description was created to combine the two departments of Public Works and Engineering into one department. The separate Public Works and Engineering Departments have each evolved with increasingly intermingled duties and responsibilities. By creating a classification that will oversee the newly created inclusive Department, staff anticipates that it will provide a more cohesive and effectual approach towards development and maintenance services within the City while improving citizen and public relationships. Due to the creation of the above-mentioned classification, staff is also recommending formal adoption by City Council of the attached salary table for Executives.

The City has also reviewed the classification of Budget Manager and concluded that the updated salary range is necessary to maintain a competitive salary with other similar public agencies. Due to the salary update of the above-mentioned classification, staff is also recommending formal adoption by City Council of the attached salary table for the Management Confidential Group.

Formal adoption of all City Salary Tables is in accordance with the guidelines provided by the California Public Employee Retirement System (CalPERS).

**FISCAL IMPACT:**

There is no fiscal impact associated with the adoption of the new Director of Public Works/City Engineer classification for the current fiscal year due to the timing of this action and the ability to recruit and hire an individual by June 30, 2022.

The estimated increase for the approval of the updated Budget Manager classification for fiscal year 2021-22 is \$2,630.

The net fiscal impact from the approval of both positions results in savings of \$6,300 for Fiscal Year 2022-23.

**MOTION:**

Approve staff recommendation.