AGENDA ITEM HISTORY SHEET

ITEM TITLE	AGENDA NO. 10
Approval to Reclassify UW 1 to UW II - Water	AGENDA DATE: 10/29/2024

FUNDING CERTIFICATION (Finance Director) (Signature, if applicable)

no budget impact per HR, PW, PKS

MANAGEMENT STAFF REVIEW (Signature)

MAYOR (Signature)

ITEM HISTORY (Previous Council reviews, action related to this item, and other pertinent history)

ITEM COMMENTARY (Background discussion, key points, recommendations, etc.) Please identify any or all impacts this proposed action would have on the City budget, personnel resources, and/or residents.

Reclassifying a Utility Worker 1 position to Utility Worker 2, will create a clear pathway for internal advancement and address the skill gap between Utility Worker 1 and Equipment Operator. This reclassification encourages professional development and career growth for existing Utility Workers. Improves employee morale and retention by providing advancement opportunities. Reclassifying a Utility Worker 1 position to Utility Worker 2 aligns with Public Works goals of enhancing employee satisfaction and operational efficiency. Public Works believes this change will foster a more skilled workforce and improve the overall effectiveness of the Water Department.
The reclassification will not impact the overall budget, as it involves adjusting one position without adding new costs.

(This section to be completed by the Mayor)

ACTION PROPOSED (Motion for Consideration)

Motion to approve.

RESOLUTION NO. 2024 - _____

RESOLUTION REGARDING A RECLASSIFIED POSITION DESCRIPTION AND COMPENSATION PLAN FOR A PUBLIC WORKS UTILITY WORKER II

WHEREAS, The City Council of the City of Bryant desires to adopt the position description and compensation plan for said position;

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BRYANT, ARKANSAS THAT:

Section 1. The City Council of the City of Bryant hereby adopts the attached position description to reclassify a current Utility Worker I to a Utility Worker II.

Section 2. The salary range for the Public Works Utility Worker II position shall fall within the range suggested by the most recently adopted JESAP study. The current JESAP study suggests the following updated salary range for the position:

Minimum	Midpoint	Maximum
$35,148	$49,935	$52,722

PASSED AND APPROVED this _____day of _____, 2024.

APPROVED:

_____
Chris Treat, Mayor

ATTEST:

_____
Mark Smith, City Clerk