



CITY COUNCIL MEETING STAFF REPORT

MEETING DATE

October 10, 2023

PREPARED BY

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Treasurer

ITEM TYPE

Administrative

ATTACHMENTS

NA

PRIOR DISCUSSION DATES

NA

AGENDA ITEM

#10 Public Works Staffing

PURPOSE

Decide on wage increases for current and future public works employees

RECOMMENDATION

The Parks and Admin/Finance committees recommend utilizing some of the new sales tax money received from Senate Bill 75 to increase wages for the current public works employees based on position as shown in the table below, as well as an increase in the starting wage for a new employee and consideration of a bump upon completion of the 6-month probationary period.

Manager – increase of \$5/hour (3 positions)

Lead – increase of \$4/hour (2 positions)

Vacant Technician Positions – increase starting wage \$3/hour to \$20/hour (3 vacant)

BACKGROUND

Staff has identified and defined two problems within the Public Works department.

1. The turnover rate in the public works department has increased over the past year, and we need to change our focus to taking care of our current employees and improving culture and morale. Part of that includes increasing the wages of current staff to be more competitive with other nearby cities, as well as showing appreciation for the hard work these employees put in each day. The other part is creating 2 new Parks technician positions to help spread the workload more evenly throughout the department and allow employees within the enterprise funds to focus more on their duties, providing a better service to citizens.
2. The job market has increased in competitiveness, and for South Weber to be a contender and attract quality entry level employees for our 3 open positions, we need to increase our starting wage.

ANALYSIS

Analysis was performed taking the budgeted amount for current employees, and identifying how much each fund would be affected by the proposed change.

- General fund (parks/streets) – Starting July 2023 and every July hereafter, we will receive additional sales tax money from SB75. SB75 was just passed in 2023 State legislative session and it redistributes sales tax to cities that are hosts to gravel pits. The money received 2023 frees up \$233,000 in the General Fund and can be applied

to employee wages. This allows us to create 2 new parks technician positions, starting at \$20 an hour, and give a raise to the current employees in the general fund as described above.

Current employees in the general fund included in the adjustment are 1 lead, 1 technician position and 2 newly created technician positions. The impact of the proposed increase in wages would be fully covered by SB75 money, with the assumption vacant positions take full family plan benefits.

- The below funds may require an amount taken from fund balance. That figure is shown below
 - Water –1 manager and 1 vacant technician position \$20,713
 - The recommendation for increase of wages assumes the vacant technician position takes full family benefits upon hire
 - Sewer – 1 manager position \$14,418
 - Storm – 1 lead position \$11,534