



**CITY OF LODI**  
**COUNCIL COMMUNICATION**

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**AGENDA TITLE:** Adopt Resolution Approving Salary Adjustment for Certain Classifications in the Public Works – Water Services Division

**MEETING DATE:** May 7, 2008

**PREPARED BY:** City Manager's Office

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**RECOMMENDED ACTION:** Adopt Resolution approving salary adjustment for certain classifications in the Public Works – Water Services Division.

**BACKGROUND INFORMATION:** Over the past 18 months, it has become increasingly difficult to recruit and maintain staffing levels for certain positions in the Public Works Department – Water Services Division for these reasons:

- First, the need for candidates to possess certain certifications reduces the pool of applicants.
- Second, the technological complexity of a Wastewater facility has made passing probation more of a challenge for personnel.
- Third, based on the need for experienced staff, surrounding agencies specifically recruit personnel from other agencies. As they typically offer a better retirement package and pay, several of our more seasoned personnel have accepted positions with these agencies.

Pursuant to direction from City Council in closed session on April 16, 2008, the labor union has accepted the following salary adjustments be made effective April 11, 2008:

- |                                   |   |
|-----------------------------------|---|
| • Wastewater Plant Operator I     | 10% (new salary range: \$3493.73 - \$4246.65) |
| • Wastewater Plant Operator II    | 10% (new salary range: \$3843.20 - \$4671.44) |
| • Wastewater Plant Operator III   | 10% (new salary range: \$4227.53 - \$5138.58) |
| • Laboratory Services Supervisor  | 5% (new salary range: \$4863.55 - \$5911.68)  |
| • Chief Wastewater Plant Operator | 5% (new salary range: \$4863.55 - \$5911.68)  |

**FISCAL IMPACT:** Current fiscal year cost for these salary adjustments from the Wastewater budget is approximately \$8600.

**FUNDING AVAILABLE:** There are sufficient funds available in the Public Works Department budget to accommodate these adjustments in the current fiscal year.

Approved:

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 Jim Krueger, Deputy City Manager

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APPROVED:

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 Blair King, City Manager

RESOLUTION NO. 2008-\_\_\_\_\_

A RESOLUTION OF THE LODI CITY COUNCIL  
APPROVING SALARY ADJUSTMENTS FOR CERTAIN  
CLASSIFICATIONS IN THE PUBLIC WORKS – WATER  
SERVICES DIVISION

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NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby approve the salary adjustments for the following positions in the Public Works – Water Services Division:

- Wastewater Plant Operator I:  
10% increase (new salary range: \$3,493.73 - \$4,246.65)
- Wastewater Plant Operator II:  
10% increase (new salary range: \$3,843.20 - \$4,671.44)
- Wastewater Plant Operator III:  
10% increase (new salary range: \$4,227.53 - \$5,138.58)
- Laboratory Services Supervisor:  
5% increase (new salary range: \$4,863.55 - \$5,911.68)
- Chief Wastewater Plant Operator:  
5% increase (new salary range: \$4,863.55 - \$5,911.68)

Dated: May 7, 2008

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I hereby certify that Resolution No. 2008-\_\_\_\_\_ was passed and adopted by the Lodi City Council in a regular meeting held May 7, 2008, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL  
City Clerk