

Water Pumping & Production Staffing



- Needs of the Northwest Water Facility (NWWF)
 - More assets
 - Newer, more complex technology; Digitalization
 - More data to collect and analyze
 - Greater competency needed
 - Setting up to last for the next 100 years
- Retirement, Recruitment, Retention
 - Not positioned well for knowledge transfer, cross-training, or staff redundancy



Options considered



- + 10 new positions
- Rely on contractors to fill staffing/skill shortages
- ✓ Comprehensive reorganization:
 - Align classifications with functional needs of NWWF
 - Career paths to advancement and pay increases based on competency levels achieved
 - Training program to help staff level up
 - Integrated succession planning
 - 3 new positions
 - Rate neutral



Position Classification and Salary Ordinance Revision



- Revisions will allow employees to move up in ranges based on Competency levels achieved
- Pay based on competency levels will increase ability to recruit and retain employees.
- Revisions will allow for recruitment to begin in 2022
- Proposing to SEIU to make a Memorandum of Understanding to the SEIU contract.





Example pay scale



| Competency Level | Classification | Step | | | | | | | Continued below |
|------------------|----------------|---------|---------|---------|---------|---------|---------|---------|-----------------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 1 | 2671 | 17.8504 | 18.2967 | 18.7541 | 19.2230 | 19.7035 | 20.1961 | 20.7010 | |
| 2 | 2672 | 19.6354 | 20.1263 | 20.6295 | 21.1452 | 21.6739 | | | |
| 3 | 2673 | 21.5990 | 22.1390 | 22.6924 | 23.2597 | 23.8412 | | | |
| 4 | 2674 | 23.7589 | 24.3529 | 24.9617 | 25.5857 | 26.2254 | | | |
| 5 | 2675 | 26.1348 | 26.7881 | 27.4578 | 28.1443 | 28.8479 | | | |
| 6 | 2676 | 28.7482 | 29.4670 | 30.2036 | 30.9587 | 31.7327 | | | |
| 7 | 2677 | 31.6231 | 32.4136 | 33.2240 | 34.0546 | 34.9060 | | | |
| 8 | 2678 | 34.7854 | 35.6550 | 36.5464 | 37.4600 | 38.3966 | | | |

| | Classification | Step | | | | | | | |
|----------|----------------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | 2671 | 21.2185 | 21.7490 | 22.2927 | 22.8500 | 23.4213 | 24.0068 | 24.6070 | 25.2222 |

