City of Needles, California
Request for City Council Action

☒ CITY COUNCIL ☐ NPUA ☐ SARDA ☒ Regular ☐ Special

Meeting Date: August 13, 2019

Title: Maintenance & Construction Worker I position

Background: For the FY 20 budget, Council approved part-time MCW I positions in both the Parks, Building & Grounds and Cemetery departments. It has been an ongoing difficulty to retain part-time MCW I employees. These positions are physically demanding and pay $13/hour. After discussion with the Parks Superintendent, it was suggested that these two positions be combined into one full-time position. Doing this would greatly increase the retention of an employee in this capacity, and the duties could be allocated equally between the two departments. There would be increased annual costs for PERS of approximately $1,850, and healthcare for approximately $8,000-$23,000 depending on the tier selected by the new employee.

Fiscal Impact: Increase in General Fund costs of approximately $9,800-$24,000 to be taken from reserves

Recommendation: **Approve the combination of two part-time MCW I positions into one full-time MCW I position, to be allocated 50/50 between Parks & Cemetery**

Submitted By: Sylvia Miledi, Director of Finance

City Management Review: Rick **Date:** 8/8/19

Approved: ☐ Not Approved: ☐ Tabled: ☐ Other: ☐

Agenda Item: 19