

Legislation Text

File #: BILL NO. 20-233, **Version:** 1

An Ordinance approving Amendment No. 5 to the Budget for the Fiscal Year ending June 30, 2021, as adopted by Ordinance No. 8905 and Ordinance No. 8906, by amending the authorized amount of full time equivalent positions in the Public Works-Operations Department and the Central Building Services Fund for the City of Lee's Summit, Missouri, and establishing a new pay and classification plan. (F&BC 12-7-20)

Issue/Request:

An Ordinance approving Amendment No. 5 to the Budget for the Fiscal Year ending June 30, 2021, as adopted by Ordinance No. 8905 and Ordinance No. 8906, by amending the authorized amount of full time equivalent positions in the Public Works-Operations Department and the Central Building Services Fund for the City of Lee's Summit, Missouri, and establishing a new pay and classification plan.

Key Issues:

The purpose of this budget amendment is to reclassify one position in the Public Works-Operations Department and one position in the Central Building Services Fund.

Public Works-Operations is asking to reclassify a Streets Operations Supervisor position to a Public Works Operations Supervisor position. The reason for this reclassification is to set a higher standard for our supervisory staff, which will require higher minimum requirements. The culture has changed dramatically over the past year. The Department seeks a candidate that will lead, mentor and grow their crew, and would fit into the succession plan. This is the third instance where Public Works-Operations has reclassified a Street Operations Supervisor to a Public Works Operations Supervisor. It is also important to mention that this is a budget neutral reclassification - both positions already exist on the Pay and Classification Plan and with the pay range overlap there is not a need to incur additional costs. (Please reference Exhibit A for this change on the Budget Summary Report.)

Next, Central Building Services is asking to reclassify a Central Building Services Supervisor position to a Facility Maintenance Superintendent. The reclassification is a change in the position title and is more representative of the type of work being performed. It is important to mention that this is a budget neutral reclassification. (Please reference Exhibit B for this change on the Budget Summary Report.)

It is also important to mention that the Facility Maintenance Superintendent is a new position title for the City of Lee's Summit. As a result, the budget amendment will amend the Pay and Classification Plan to add the position title in the OS5 band. (Please reference Exhibit C for the updated Pay and Classification Plan.)

Proposed City Council Motion:

FIRST MOTION: I move for second reading of an Ordinance approving Amendment No. 5 to the Budget for the Fiscal Year ending June 30, 2021, as adopted by Ordinance No. 8905 and Ordinance No. 8906, by amending the authorized amount of full time equivalent positions in the Public Works-Operations Department and the Central Building Services Fund for the City of Lee's Summit, Missouri, and establishing a new pay and

classification plan.

SECOND MOTION: I move for adoption of an Ordinance approving Amendment No. 5 to the Budget for the Fiscal Year ending June 30, 2021, as adopted by Ordinance No. 8905 and Ordinance No. 8906, by amending the authorized amount of full time equivalent positions in the Public Works-Operations Department and the Central Building Services Fund for the City of Lee's Summit, Missouri, and establishing a new pay and classification plan.

Background:

When the budget is adopted by Council, part of the process includes the approval of positions (i.e. position names and quantity of positions) for each General Fund department and other funds with personnel. If the City wishes to deviate from the approved positions, then the budget needs to be amended and approval must be given by Council.

Impact/Analysis:

There is no financial impact caused by the position reclassifications.

Other Information/Unique Characteristics:

The Crime Scene Technician position (ST1 band) was removed from the Pay and Classification Plan. The position title has not been used since January 6, 2017 and it is not anticipated to be used in the near future.

Chris Clubine, Management Analyst

Staff recommends approval of the budget amendment.