

BUDGET, FISCAL, LEGISLATIVE STANDING COMMITTEE

July 29, 2026

FY 2026-27 CLASS AND COMP AMENDMENTS



Recommended FY 2026-27 Class and Comp Amendments

Staff requests the Budget & Fiscal Legislative Standing Committee recommend City Council approval of a resolution to:

1. **Reclassify** one vacant **Senior Civil Engineer** position and an **Establish Engineering Services Manager Classification**
2. **Authorize Full-Time Four-Year Limited-Term Maintenance Worker I/II Position**
Funded through the U.S. Environmental Protection Agency SP-STORM (0908)
Grant, through June 30, 2030

Establish Engineering Services Manager Class

Purpose:

Align the Public Works Department's organizational structure with current operational needs by establishing the Engineering Services Manager classification and reclassifying one vacant Senior Civil Engineer position.

Key Benefits:

Provides dedicated management and oversight of engineering functions, including:

- Capital improvement projects
- Engineering review
- Infrastructure planning
- Development coordination
- Technical services

Provides flexibility in Public Works leadership structure by allowing executive management and technical engineering functions to be structured separately.

Employee Group:

Division Manager (Non-Represented)

Engineering Services Manager

Compensation & Organizational Alignment

The proposed monthly salary range for the **Engineering Services Manager** classification is: **Step A - \$14,400.25; Step B - \$15,120.26; Step C - \$15,876.27; Step D - \$16,670.09; and Step E - \$17,503.59.**

The proposed salary range is comparable to other Public Works management classifications and reflects the transition from a senior-level technical classification to a management-level classification.

The proposed range recognizes the increased scope of responsibility, including:

- Supervisory oversight
- Departmental coordination
- Administrative functions
- Engineering leadership and technical management responsibilities

Limited-Term Maintenance Worker I/II

Grant-Funded Position Authorization:

One full-time, four-year limited-term Maintenance Worker I/II position

Funding Source

U.S. Environmental Protection Agency

SP-STORM (0908) Grant

Purpose

Support:

- Stormwater maintenance activities
- Grant-funded projects
- Infrastructure maintenance
- Stormwater compliance requirements

Fiscal, Labor & Policy Considerations

Engineering Services Manager

Salary and benefit impacts will be absorbed through the vacancy salary savings generated from the adopted FY 2026-27 budget

Maintenance Worker I/II

Funded through EPA SP-STORM (0908) Grant, no General Fund impact

Labor Relations

Notice provided to OE3; no response or request to meet and confer received to date.

Council Priority Alignment

Supports FY 2025-27 Council Priority Workplan:

Identifying and Implementing Long-Term Environmental Stewardship Goals and
Continue Being an Employer of Choice through Exceptional Community Services

BFLSC Recommendation

Recommend that the BFLSC approve this item to be considered by the City Council, authorizing the City Manager and or designee to amend the FY 2026/27 Class and Comp Plan to:

- Establish the **Engineering Services Manager** classification and reclassify one vacant Senior Civil Engineer position; and
- Authorize one full-time, four-year limited-term **Maintenance Worker I/II** position funded through the U.S. Environmental Protection Agency SP-STORM (0908) Grant through June 30,2030.



Questions