

To: Claudia Hazelhurst, HR Director

From: Laura Conant, HR Supervisor

Re: Industrial Pretreatment Inspector Reclassification

Date: August 29, 2012

Background:

The Industrial Pretreatment Supervisor has requested a reclassification of the Industrial Pretreatment Inspector to Industrial Pretreatment Specialist. This reclassification is based on the incumbent performing the same duties as the higher level Specialist position. During the classification and compensation study the consultant felt that the two positions could be merged into one but this move was put on hold due to financial restrictions and the fact that the change was not essential to implement the new classification structure.


The Supervisor reports that the requirements of the federally-mandated program and the associated workload make two Specialists necessary. She states that the incumbent in the Inspector position has been performing higher level duties since July 2010.

Internal Alignment:

Currently the Inspector position is aligned 15% below the Specialist. When the Inspector was added, it was performing inspection duties and the Specialist would then respond when a violation was suspected to complete the investigation and enforcement function. Over time it appears that the duties have blended and the arguments the Supervisor makes in support of two Specialists would appear to be a more efficient way to handle the workload.

Recommendations:

With the support of the Wastewater Services Manager and the department head, I recommend the reclassification be implemented in 2013. The budget impact will be \$9,840 to fund 902. The Supervisor reports that the reclassification costs will be covered by revenues.

 8-30-12

Shelley Caskey - Fwd: Important issue

From: Greg Trainor
To: Caskey, Shelley; Hazelhurst, Claudia
Date: 1/11/2012 3:41 PM
Subject: Fwd: Important issue
Attachments: Inspector reclass 2012.docx

Shelley, may I stop by on Thursday, late morning to discuss this with you?

Greg Trainor, Utility Manager
 City of Grand Junction, Colorado
 970-244-1564

Drought Response Information Project
www.thedripwebsite.com

>>> Eileen List 12/29/2011 4:15 PM >>>

Hi Greg - I talked to Dan about this, do you know when the Inspector reclassification issue for Stephen Stortz will be addressed?

The IPT Inspector position was the only position at Persigo that didn't receive the 2012 reclassification recommended by the class / comp study results. I'm concerned that treating one position differently than the others that were reclassified at Persigo could result in a serious morale issue.

Stephen consistently works at the Specialist position level - side by side with Jack Beach. He works hard and puts out high quality work results. He needs to be compensated for his required level of job duties and responsibilities at the Specialist level position -- as was clearly recommended in the class / comp study results.

Thanks again for your help. If you have any questions please let me know,
 eileen

>>> Eileen List 12/21/2011 12:22 PM >>>

Greg and Dan,

I would like to request reconsideration of the City's recent decision to deny the reclassification of the Industrial Pretreatment Inspector to the Industrial Pretreatment Specialist job classification.

Briefly, the reasons to reconsider the decision are:

1. The reclassification of the Inspector position should be based on funding recommendations for the Wastewater enterprise fund, not based on the City overall 2012 budget.
2. Revenues generated by the City Pretreatment program offset the small budgetary increase resulting from the reclassification. The Inspector position operates at the level of Specialist. In 2011 the Specialist position(s) generated over \$22,000 in Pretreatment program revenue increases. This far exceeds the \$8316 annual costs of the Inspector reclassification.
3. The 2010 classification and compensation study results clearly support the need to reclassify the Inspector

position.

4. The reclassification of the Inspector to the Specialist position is critical to the success of the City's federally-mandated Pretreatment program.

The reasons to reconsider the decision are detailed in the attached memo.

I greatly appreciate your reconsideration of this issue. Please let me know if you would like to meet for further discussion.

thanks,
/eileen

Eileen List
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