

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: October 17, 2008

TO: Personnel Board

FROM: Sherry Severson, Human Resources

SUBJECT: Maintenance Worker & Maintenance Mechanic 1, Water Utility

At the request of the Water Utility, I have reviewed the position (#1770) of Maintenance Worker occupied by P. Paul in Compensation Group 16, Range 11 along with the position (#1807) of Maintenance Mechanic 1 occupied by T. Sullivan in Compensation Group 16, Range 13. These positions are part of the Water Utility's Operations section which is responsible for the installation, maintenance, and repair of water utility equipment and facilities necessary to supply potable water for the City of Madison. This includes municipal water pumping equipment, reservoirs, standpipes, pumphouse wells, and related facilities and equipment.

The classes of Maintenance Worker (16/11) and Maintenance Mechanic 1 (16/13) are distinguished from the higher-level class of Maintenance Mechanic 2 (16/15) in degree of independence, initiative, and judgment in determining the nature of maintenance and repairs. A Maintenance Mechanic 2 is skilled in the maintenance and repair of the following: Gas and electric motors, high and low pressure steam systems, electrical and plumbing fixtures, compressors, welding equipment, deep-well and auxiliary pumps, chlorinators, fluoridators, furnaces, meters, electric generators, refrigeration, water softening equipment and other mechanical structures and equipment. Over time the abilities and skills of the incumbents in these positions have increased and because of demands placed on the unit, assignments at the higher level have been necessary in order to ensure the proper maintenance of the water supply system.

In context, I find that the work being performed by the Maintenance Worker and the Maintenance Mechanic 1 to be consistent with that at the Maintenance Mechanic 2 level in terms of both the scope and depth of responsibility currently assigned. Further, since the employees have assumed said responsibility incrementally, I recommend reallocation to the higher level.

The necessary resolution has been prepared to implement this recommendation.

cc: Thomas Heikkinen, Water Utility Manager
Mike Dieters, Labor Relations

Editor's Note:

Compensation Group/Range	2008 Annual Minimum (Step 1)	2008 Annual Maximum (Step 5)	2008 Annual Maximum w/Longevity
16/11	\$41,373	\$46,137	\$51,662
16/13	\$43,695	\$48,695	\$54,548
16/15	\$45,959	\$52,001	\$58,240