RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes___ No___)

The Public Works Department recommends adoption of the attached reorganization of the Fleet Maintenance Division. This request to reorganize the division is to comply with an arbitrator's ruling to reinstate a previous Equipment Mechanic Supervisor to his former position.

Under the current structure, the job of Equipment Mechanic Supervisor has been expanded to cover supervision of both shops and has given the current supervisor more authority and responsibility. In reorganizing the division, we need to protect the integrity of this position and not undermine the authority of the current supervisor.

The small additional cost for two supervisors will not adversely affect the Fleet budget. The current budget (and the approved preliminary budget for the next year) assumes two supervisor positions.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

On November 10, 1992, the Board of Supervisors adopted Resolution No. 92-598 eliminating an Equipment Mechanic Supervisor position elevating the remaining supervisory position to cover the entire operation. This was consistent with Resolution No. 92-416 adopted August 4, 1992 as a guideline for operating the division.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve the reorganization and have the current supervisor demoted because of the reinstated employee's seniority. This could cause low morale within the division and unjustly penalize another employee.
CURRENT STRUCTURE

Fleet Manager  Parts Clerk


Heavy Equipment  Vehicles  Fire

Equip. Mechanic

Equip. Mechanic

Equip. Mechanic

Equip. Mechanic

Equip. Mechanic

May. 19, 1993