

DEPARTMENT: Public Works

By: Marty Allan

Phone: 966-5356

Fleet Maintenance Manager

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes \_\_\_ No X)

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.

COSTS: (X) Not Applicable

A. Budgeted current FY \$ \_\_\_\_\_

B. Total anticipated costs \$ \_\_\_\_\_

C. Required additional funding \$ \_\_\_\_\_

D. Internal transfers \$ \_\_\_\_\_

SOURCE: (X) 4/5th Vote Required

A. Unanticipated revenues \$ \_\_\_\_\_

B. Reserve for contingencies \$ \_\_\_\_\_

C. Source description: \_\_\_\_\_

Balance in Reserve Contingencies, \_\_\_\_\_

SPECIAL INSTRUCTIONS:

List the attachments and number the pages consecutively:

1. Current and Proposed Organizational Structures

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

CLERK'S USE ONLY

Res. No.: 93-320 Ord. No. \_\_\_\_\_

Vote - Ayes: 4 Noes: \_\_\_\_\_

Absent: 1 Abstained: \_\_\_\_\_

Approved: [Signature] ( ) Denied

( ) Minute Order Attached ( ) No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date: \_\_\_\_\_

ATTEST: MARGIE WILLIAMS, Clerk of the Board  
County of Mariposa, State of California

By: \_\_\_\_\_  
Deputy

ADMINISTRATIVE OFFICER'S RECOMMENDATION:

This item on agenda as:

Recommended

Not Recommended

For Policy Determination

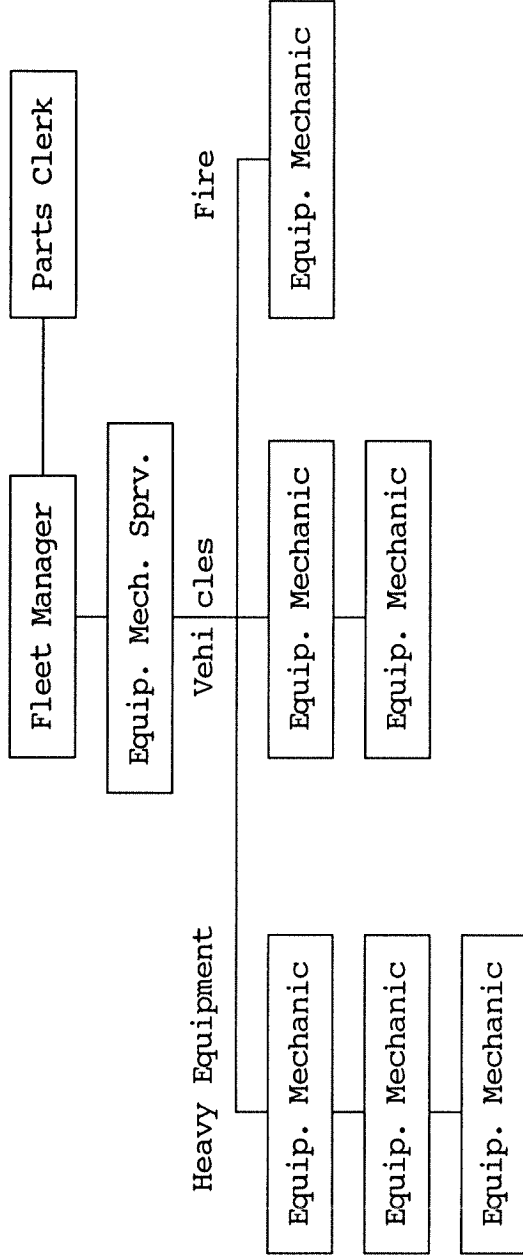
Submitted with Comment

Returned for Further Action

Comment: \_\_\_\_\_

A.O. Initials: [Signature]

CURRENT STRUCTURE



PROPOSED STRUCTURE

