

**Proposed Reorganization
Position/Compensation Changes**

<u>Previous/Current Title</u>	<u>Interim Title</u>	<u>Proposed Title</u>	<u>Current Annual Salary</u>	<u>New Annual Salary</u>	<u>Salary Increases/ (Decreases)</u>	<u>Benefit Increases/ (Decreases)</u>	<u>Total Salary & Benefit Difference</u>
<u>Operations & Maintenance</u>							
Asst. O&M Supt.	Temp. O&M Supt.		\$100,768	\$100,768	\$0	\$0	\$0
	Temp. O&M Supt.	O&M Supt.	\$100,768	\$109,073	\$8,304	\$622	\$8,926
Operator III (A)	Interim Asst. O&M Supt.		\$66,224	\$78,720	\$12,496	\$936	\$13,432
	Interim Asst. O&M Supt.	O&M Supervisor	\$78,720	\$82,705	\$3,985	\$298	\$4,283
Operator III (A)		<i>Eliminate</i>	\$66,224	\$0	(\$66,224)	(\$4,960)	(\$71,184)
Operator III (B)	N/A	Same	\$66,224	\$67,880	\$1,656	\$124	\$1,780
Water Quality Chemist	Water Quality Chemist OOC		\$67,880	\$77,378	\$9,499	\$711	\$10,210
	Water Quality Chemist OOC	Laboratory Supervisor	\$77,378	\$84,773	\$7,395	\$554	\$7,949
Water Con. Spec.	N/A	Same	\$63,033	\$64,609	\$1,576	\$118	\$1,694
				Subtotal	(\$21,313)	(\$1,597)	(\$22,910)
<u>Engineering</u>							
Capital Proj. Mgr.	N/A	Senior Engineer	\$103,817	\$114,594	\$10,777	\$807	\$11,584
Temporary Asst. Engineer	N/A	Assistant Engineer	\$53,040	\$55,878	\$2,838	\$213	\$3,051
Assoc. Engineer	N/A	Same	\$84,773	\$89,064	\$4,291	\$321	\$4,612
Temp. Capital Proj. Mgr.	N/A	Project Manager	\$103,817	\$103,817	\$0	\$20,520	\$20,520
				Subtotal	\$17,906	\$21,861	\$39,767
<u>Conservation</u>							
Conservation Coordinator	N/A	<i>Leave Vacant</i>			(\$79,123)	(\$26,446)	(\$105,569)
<u>Laboratory</u>							
Water Quality Manager	N/A	<i>Leave Vacant</i>			(\$94,052)	(\$27,564)	(\$121,616)
				Total Cost/(Savings)	(\$176,582)	(\$33,746)	(\$210,328)

Potential costs once requirements are met*

Operator III	Operator III w/new req's	\$67,880	\$69,577	\$1,697	\$127	\$1,824
Operator II (8 @ \$1,538)	Operator II w/new req's.	\$61,496	\$63,033	\$12,304	\$922	\$13,226
Operator I (2 @ \$1,393)	Operator I w/new req's.	\$55,712	\$57,105	\$2,786	\$209	\$2,995
				\$16,787	\$1,258	\$18,045

*each incumbent must obtain required certifications of the classification before merit increase is received.