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SUPPLEMENTAL BUDGET RESOLUTION #2011-05
BURLINGTON TELECOM REORGANIZATION,
PERSONNEL CLASSIFICATION AND COMPENSATION

In the year Two Thousand Ten.....
Resolved by the City Council of the City of Burlington, as follows:

That WHEREAS, the consulting firm of Dorman and Fawcett has recommended a reorganization of Burlington Telecom (BT) and the Chief Administrative Officer has requested the implementation of this recommendation; and

WHEREAS, the proposed reorganization includes elimination of the position of Division Manager of the BT Business Office which will be made possible through a combination of automation and reassignment of job functions to other positions; and

WHEREAS, the Chief Administrative Officer has requested the reclassification and title change of a Senior Accountant position to Assistant Chief Accountant based on the increased responsibilities of the position and that the Assistant Chief Accountant position shall be reclassified from an exempt Grade 18 to an exempt Grade 20 according to the Willis Compensation plan; and

WHEREAS, the job descriptions and pay scales for BT Manager of Government & Regulatory Affairs; and BT Division Manager of Facility Engineering, Construction & Operations were established as part of a July 2009 reorganization but these changes were not implemented at that time, although the Institutions and Human Resources Policy Committee approved the implementation of the title changes on March 9, 2010 without the corresponding increase in pay; and

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39

40 WHEREAS, the Chief Administrative Officer has requested the establishment of pay
41 scales for these two positions to reflect the title change and increased responsibilities at \$67,217
42 to \$81,087 for the BT Division Manager of Government and Regulatory Affairs and at \$80,800
43 to \$99,525 for the BT Division Manager of Facility Engineering, Construction and Operations;
44 and

45 WHEREAS, the Chief Administrative Officer and the Human Resources Director have
46 requested that these pay levels be established effective March 9, 2010; and

47 WHEREAS, the requests described above result in an ongoing net base salary savings of
48 \$40,426.92; and

49 WHEREAS, the requests described above have been reviewed and approved by the
50 Human Resources Director and Finance Board; and

51 WHEREAS, the Mayor hereby proposes, with the unanimous concurrence of the Board
52 of Finance, to amend the personnel schedule of the fiscal year 2011 budget in accordance with
53 the above personnel/position changes;

54 NOW, THEREFORE, BE IT RESOLVED that the City Council hereby approves the
55 proposed reorganization, classification and compensation changes described above