

**City of Garden Grove**  
**INTER-DEPARTMENT MEMORANDUM**

<b>To:</b>	Matthew J. Fertal	<b>From:</b>	John D.R. Clark
<b>Dept:</b>	City Manager	<b>Dept:</b>	Human Resources
<b>Subj:</b>	AUTHORIZE COMPENSATION FOR PUBLIC WORKS SUPERVISOR	<b>Date:</b>	March 12, 2013

OBJECTIVE

To secure City Council approval of a compensation override for Mr. Zachary Barrett, Public Works Supervisor.

DISCUSSION

The Public Works Director envisions a temporary reorganization of duties within the Water Division such that the Water Production Supervisor (Mr. Barrett) also supervises the Water Distribution Bureau. It is anticipated that the necessary organizational changes, coinciding with many capital improvement projects, will require this arrangement to last no longer than 24 months. In normal practice, such temporary assignment of additional duties merits a 5% increase in pay.

Language of the Middle Management Resolution and the Municipal Code do not allow for administratively-authorized multiple pay differentials. However, Section 2.44.310 of the Municipal Code does provide for a pay override if approved by the City Council:

**SECTION 2.44.310: Additional Compensation**

Notwithstanding anything in this Chapter to the contrary, when in the judgment of the City Council it becomes necessary or desirable to utilize the service of City employees in capacities other than those for which they are regularly employed, the City Council may, by Minute Order, so authorize and fix an additional rate of compensation for such employees, and they shall be paid in accordance with the provisions of this Chapter.

Because Mr. Barrett will continue executing his duties in water quality as well as assuming these additional duties on a temporary basis, the recommended action is to provide for a 5% pay override.

FISCAL IMPACT

The cost of this differential is approximately \$4,627.80 annually and will be absorbed by the Water Fund.

RECOMMENDED ACTION

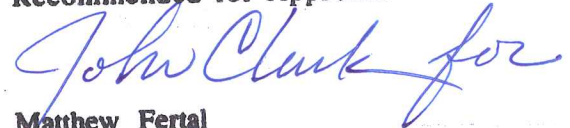
It is recommended that the City Council:

- Authorize additional pay of 5% of base pay (presently \$385.65 per month) to be paid to Zachary Barrett, Public Works Supervisor, effective the next full pay period and terminating of its own accord after 24 months; and
- Direct the Human Resources Director to rescind such additional pay before the expiration of 24 months should Mr. Barrett no longer be called upon to perform the additional duty of supervising the Water Distribution Bureau.



JOHN D.R. CLARK  
Human Resources Director/City Treasurer

**Recommended for Approval**



**Matthew Feral  
City Manager**