

PUBLIC WORKS
OPERATIONS
REORGANIZATION
MAY 9, 2023

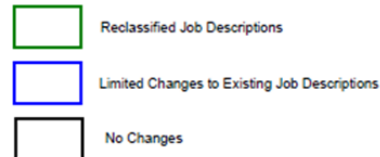
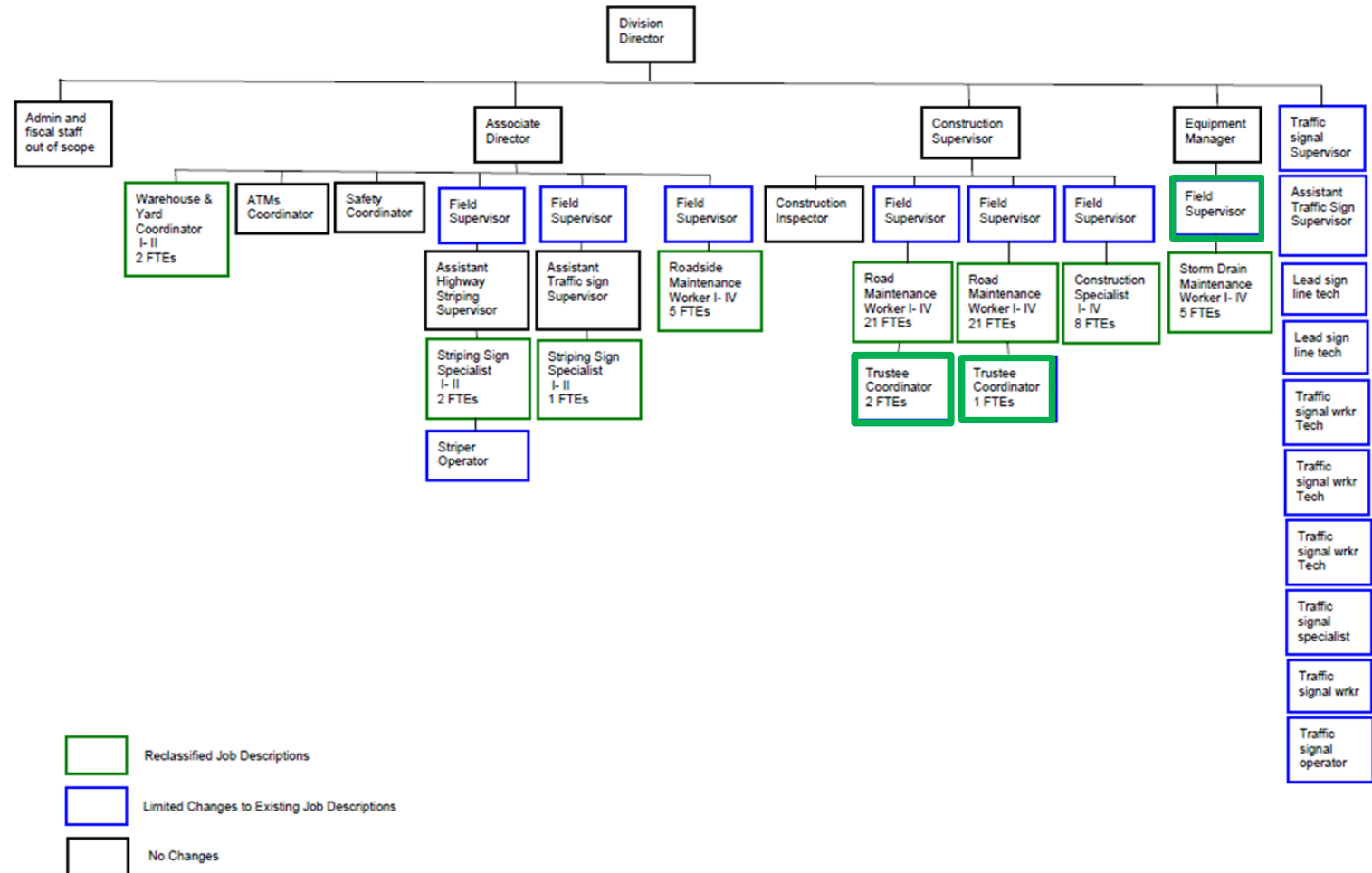
- Reclassifying Positions
- Salary Comparison

WHY

- Meet Contractual Requirements
- Provide Excellent Service to the Community
- Need to Retain Talent
- Create Culture of Accountability

RECLASSIFYING JOB DESCRIPTIONS

- 66 Positions Reclassified
- 17 Positions Modifying Job Descriptions



RECLASSIFYING JOB DESCRIPTIONS

- Advancement based on completing certifications and meeting performance requirements
- PWOps Lead Differential will be given to Crew Lead

Road Maintenance Worker I



Road Maintenance Worker II



Road Maintenance Worker III



Road Maintenance Worker IV

RECLASSIFYING JOB DESCRIPTIONS

- Skills Based Advancement
- Provides Career Ladder
- Help with Retention of Skilled Employees
- Incentivizes Learning
- Better able to service our communities

Road Maintenance IV

Same as Level III plus:

- Tankers Class A Utah Certification
- Computer skills – Microsoft Word, Excel, Outlook, Saba
- Communication – Excellent ability to communicate complex ideas and proposals effectively so others will understand. Excellent ability to listen and understand information and ideas presented verbally and in writing.
- Time Management – Ability to plan and organize daily work routine. Establishes priorities for the completion of work in accordance with sound time-management methodology.
- Ability to complete work load at a high level of efficiency than a road maintenance worker III
- Intermediate Concrete, Forming, Pouring, Finishing, Bull floating, joiner, use of hand concrete finishing tools, broom. (PW Operations Certification)
- Assist Water Truck (PW Operations Certification) (Level II)
- Skid Steer with attachment (PW Operations Certification) (Level II)
- Track Hoe – (PW Operations Certification) (Level II)
- Paver (PW Operations Certification) (Level II)
- Milling (PW Operations Certification) (Level II)
- Grader (PW Operations Certification) (Level II)
- Backhoe (PW Operations Certification) (Level III)
- Track Hoe (PW Operations Certification) (Level II)
- Loader (PW Operations Certification) (Level III)
- Tar Pot (PW Operations Certification) (Level III)
- Crack Sealer (PW Operations Certification) (Level III)
- Asphalt Roller (PW Operations Certification) (Level III)
- Tack Truck (PW Operations Certification) (Level III)
- Load equipment on Transport – (PW Operations Certification) (Level I)
- LTAP traffic control supervisor must pass written test.

RECLASSIFYING JOB DESCRIPTIONS



Salt Lake County Operations

Vector Certification

Employee _____ Date _____

All Levels of Certification need to be signed off by a Manager, Supervisor and Field Foreman

LEVEL I CERTIFICATION

Must be able to complete these operations/scenarios:

- ☐ Must complete the Pre Job/ Daily check list for vector truck and explain each portion that applies.
- ☐ Must be able to identify all grease points on the lubrication check list
- ☐ Hydro-excavate a hole with minimal disturbance around hole or pipe/object
- ☐ Hydro-excavate while throwing minimal debris on surrounding objects
- ☐ Clean pipe to 95-100% clean (pipes with bellies in them are impossible to get 100%)
- ☐ Clean catch basin with vacuum tube, and hand sprayer
- ☐ Change a leader hose
- ☐ Crimp a new hose end on Piranha hose after hose is damaged
- ☐ Replace piranha hose unsupervised after usable life is gone

SALARY COMPARISON

- Average of 3% of the total increase to the contracts is due to the proposed salary increases

