

RESOLUTION NO. R2022-18

A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF BURNET, TEXAS AUTHORIZING ADOPTION OF A REVISED PAY SCALE FOR WATER/WASTEWATER SERVICES PERSONNEL; AND AUTHORIZE THE CITY MANAGER TO ADOPT RULES AND REGULATIONS FOR THE EFFICIENT IMPLEMENTATION OF THE SCALES.

**Whereas**, due to the COVID-19 pandemic, and other factors inflation is at a nearly 40 year high; and

**Whereas**, such factors have caused volatility in the labor market and made it difficult to recruit and retain water/wastewater personnel; and

**Whereas**, at the January 25, 2022, regular session City Council approved the implementation of a new pay scale for the Police and Fire Departments; and

**Whereas**, at that meeting City Council charged the City Manager to provide a new pay scale for water/wastewater services employees to address these recruitment and retention concerns; as well as pay equity concerns.

**NOW, THEREFORE, BE IT RESOLVED BY CITY COUNCIL OF THE CITY OF BURNET, TEXAS, THAT:**

**Section one. Findings.** The recitals to this Resolution are incorporated herein for all purposes.

**Section two. Adoption.** The pay scales attached hereto is hereby adopted and shall become effective on February 12, 2022; and shall apply to water/wastewater services personnel.


**Section three. Authorization.** The City Manager is hereby authorized to develop rules and regulations for the fair and equitable implementation of the pay scales.

**Section three. Open Meetings.** It is hereby officially found and determined that the meeting at which this resolution was passed was open to the public and that public notice of the time, place and purpose of said meeting was given as required by the Open Meetings Act.

**Section four. Effective date.** This resolution shall take effect immediately upon its passage, and approval as prescribed by law.

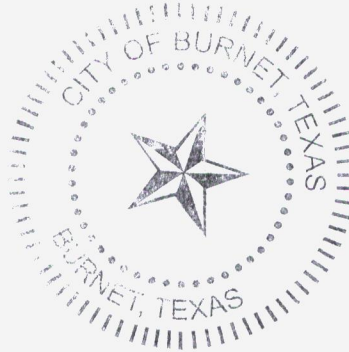
PASSED AND APPROVED this the 8<sup>th</sup> day of February 2022.

**CITY OF BURNET, TEXAS**

  
Crista Goble Bromley, Mayor

**ATTEST:**

  
Kelly Dix, City Secretary



## Water-Wastewater Proposed Pay Scale

City Council Meeting February 8, 2022

### Water-Wastewater Field Operations

Pay Group	Pay Basis	Range			Job Titles
		Minimum	Midpoint	Maximum	
#	Hourly	20.00	24.00	28.00	Field Technician
	Bi-Weekly	1,600.00	1,920.00	2,240.00	
	Annually	41,600.00	49,920.00	58,240.00	
#	Hourly	25.00	30.00	35.00	Crew Leader (Equip Op, CDL, Double C Required)
	Bi-Weekly	2,000.00	2,400.00	2,800.00	
	Annually	52,000.00	62,400.00	72,800.00	
#	Hourly	27.00	32.40	37.80	Field Supervisor (Equip Op, CDL, Double C Required)
	Bi-Weekly	2,160.00	2,592.00	3,024.00	
	Annually	56,160.00	67,392.00	78,624.00	

### Water-Wastewater Plant Operations

Pay Group	Pay Basis	Range			Job Titles
		Minimum	Midpoint	Maximum	
#	Hourly	20.00	24.00	28.00	W/WW Plant Operator
	Bi-Weekly	1,600.00	1,920.00	2,240.00	
	Annually	41,600.00	49,920.00	58,240.00	
#	Hourly	28.00	33.60	39.20	W/WW Senior Plant Operator (Double B and C Groundwater)
	Bi-Weekly	2,240.00	2,688.00	3,136.00	
	Annually	58,240.00	69,888.00	81,536.00	
#	Hourly	34.26	41.11	47.96	W/WW Treatment Supervisor (Double B and C Groundwater Required)
	Bi-Weekly	2,740.80	3,288.96	3,837.12	
	Annually	71,260.80	85,512.96	99,765.12	

The City Manager may authorize additional compensation for licensing and other qualifications, within the adopted budget. Below is an example

<b>W/WW Licensure I, D</b>	<b>\$ - *</b>
Basic Water Operations Class D, Wastewater Class D, WW Collections Class I	
<b>W/WW Licensure II, C</b>	<b>\$ 1.00 *</b>
Class C Distribution, Class C Groundwater, Class C Surface Water Wastewater Plant Treatment C, WW Collections Class II	
<b>W/WW Licensure III, B</b>	<b>\$ 2.00 *</b>
Class B Distribution, Class B Groundwater, Class B Surface Water Wastewater Plant Treatment B, WW Collections Class III	
<b>W/WW Licensure A</b>	<b>\$2.00 *</b>
Class A Water, Wastewater Plant Treatment A	
<b>Commercial Drivers License (CDL)</b>	<b>\$1.00</b>
<b>Equipment Operator</b>	<b>\$1.00</b>

\* Licensure requirements are outlined in job description, prerequisites for licensure in positions are not eligible for increases above

Pay Group # will be assigned upon completion of the City Wide Pay Scale

Any COLA approved by the City Council will adjust the base pay and the scale will move accordingly.

The City Manager may authorize pay higher than the minimums provided for herein for merit or other public purposes when it is deemed to be in the best interest of the City.

Pay Scale is subject to annual appropriations by the City Council.

Licenses that are pyramidal in nature shall not be compensated. For example, an employee being compensated for a Class C water/wastewater treatment license will not receive additional compensation for collection/distribution.