

May 12, 2011

Memo

To – Mayor and City Council

From – John McClintock, Public Works Director

Re: Merit Pay

This memo is a request for the city council to consider a merit pay raise for Wastewater Treatment Plant Operator Dave Buckwald. This request is outside any labor negotiations or contracts in place at this time.

Simply put, Dave is the best employee I have had the opportunity to work with as well as supervise in my 33 plus years in the public works sector. The council has heard me on a number of occasions talk about Dave's outstanding achievements not only as an operator, but as a member of the public works staff.

Another good example of Dave's value to the city is the "Biosolids Management Plan" that he put together and submitted to the Department of Environmental Quality. This is a required document per our NPDES wastewater permit. If we had shopped this out to a consultant, we would have probably spent in excess of \$10,000.00. Dave accomplished this during working hours with limited assistance from me. He was able to do this and not neglect any of his other duties.

I have always been a firm believer that outstanding employees that go above and beyond the norm should be compensated. Dave is such an employee.

After conferring with the City Recorder I am asking that the city council consider a 2.5 percent merit pay raise to bring Dave up to the pay scale that I believe he deserves.

Thank you for your consideration.



John McClintock, PWD