
INTEROFFICE MEMORANDUM

TO: GENERAL PUBLIC
FROM: CHARLES H. ODGERS, CITY ATTORNEY
SUBJECT: REORGANIZATION OF THE STREET DEPARTMENT BY
CONSOLIDATING WITH THE WATER/SEWER DEPARTMENT
DATE: MARCH 23, 2019

We recently learned that the Street fund is approximately \$50,000.00 expensed above what was budgeted for the current fiscal year. If we do nothing to stem this expense, the difference must come from the General Fund.

These are bargaining Unit Employees. Pursuant to Article 15, the City is entitled, without negotiation, to the sole right and authority to operate and direct the affairs of the City in all its various aspects pursuant to NRS 288.150 (5), which states:

The provisions of this chapter, including without limitation the provisions of this section, recognize and declare the ultimate right and responsibility of the local government employer to manage its operation **in the most efficient manner consistent with the best interests of all its citizens, its taxpayers and its employees.**

If approved, I am required to notify the employees and the Union, in writing of these changes. My recommendation is to reorganize the employees as follows:

1. Two crews consisting of a Water Distribution II Certified employee as the “senior” employee of each crew; one equipment operator on each crew and one Service Worker for each crew.

2. That starting with the first full pay period in April until the end of the first full pay period in October of each year, that the employees in this combined department be placed on a four day a week, ten (10) hour shift schedule, with one crew working Monday through Thursday, 7 am to 5:30 pm, with a one half hour unpaid lunch and the other crew working Thursday through Sunday, 7 am to 5:30 pm with a one half hour unpaid lunch. Crews and schedules will be determined based upon seniority as identified in Article 27 of the Collective Bargaining Agreement.

3. During the winter months, that the employees be assigned to work a 7 am to 3:30 pm shift, again with two crews, one working Monday through Friday and the other working Wednesday through Sunday.

4. By moving to two, three member crews and the modified work schedule in paragraphs 2 and 3 above, there will be a reduction in overtime.