



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of January 27, 2026

TO: Mayor and Members of the City Council

VIA: Dante Hall, City Manager

SUBMITTED BY: Glenn Dombeck, Public Works Director/City Engineer
Kristi Carter, Human Resources Manager

SUBJECT: Addition of a Sewer and Stormwater Supervisor Job Description to the City's Classification Plan

RECOMMENDED ACTION:

Adopt a resolution approving the addition of a Sewer and Stormwater Supervisor job description to the City's Classification Plan and approving an amended Fiscal Year 2025-2026 Master Salary Schedule pursuant to California Public Employees Retirement System ("CalPERS") effective July 6, 2025 (last updated on January 8, 2026).

BACKGROUND:

The Maintenance and Operations Division of the Public Works Department is responsible for the operation, maintenance, and regulatory compliance of the City's stormwater drainage system and sanitary sewer collection system. These systems are critical to public health, environmental protection, flood prevention, and regulatory compliance with federal and state requirements, including National Pollutant Discharge Elimination System ("NPDES") permits.

Over time, the scope and complexity of sewer and stormwater responsibilities have increased significantly. Regulatory requirements have expanded, infrastructure has aged, and coordination with contractors, developers, and regulatory agencies has become more intensive. In addition, the City's stormwater program now requires more proactive planning, inspection, documentation, and reporting to maintain compliance and reduce the risk of violations and enforcement actions.

Currently, supervisory and program oversight duties related to sewer and stormwater operations are distributed among management staff and field personnel, limiting the ability to consistently oversee day-to-day operations, contractor performance, emergency response, and regulatory compliance activities. Establishing a dedicated Sewer and

Stormwater Supervisor position will provide focused, first-level supervision and technical oversight for these critical systems.

ANALYSIS:

The City currently has an established Public Works Supervisor classification, which serves as a working supervisory role responsible for overseeing a broad range of public works maintenance activities across multiple functional areas. The proposed Sewer and Stormwater Supervisor classification is intended to complement the existing Public Works Supervisor position by providing a clearly defined supervisory structure within the Maintenance series and ensuring adequate oversight, accountability, and subject-matter expertise in the sewer and stormwater functions.

The proposed Sewer and Stormwater Supervisor classification is designed as the first full supervisory level within the Maintenance class series, with a more focused scope of responsibility specific to the City's sewer collection and stormwater systems. While the Public Works Supervisor position provides general, cross-functional supervision and performs hands on maintenance work, the proposed classification establishes a dedicated supervisory role to support the City's increasing regulatory, operational, and compliance demands related to sewer and stormwater infrastructure.

As outlined in the attached job description, the position will be responsible for planning, assigning, reviewing, and supervising the work of City staff and contractors performing stormwater and wastewater collection system maintenance and operations. The position will also provide technical and administrative support to management in areas such as permit compliance, infrastructure inspection, emergency response, and capital project coordination.

Key responsibilities of the Sewer and Stormwater Supervisor will include oversight of the City's stormwater management program and wastewater collection system, monitoring compliance with applicable NPDES permits, coordinating maintenance and repair activities, and responding to emergencies such as blockages, overflows, or flooding events. The position will also play an important role in coordinating with engineering staff on capital improvement projects, reviewing plans and specifications, and ensuring new infrastructure meets City standards.

Creating this classification will improve operational efficiency by consolidating supervisory and technical responsibilities under a single position with the appropriate authority and expertise. It will enhance regulatory compliance, improve response times to service requests and emergencies, and allow management staff to focus more effectively on strategic planning, budgeting, and policy matters.

The Sewer and Stormwater Supervisor will be a full-time, non-exempt position represented by Teamsters Local 315 and assigned to Pay Grade 147, consistent with the level of responsibility, supervisory duties, and technical expertise required. The pay grade is aligned with the existing Public Works Supervisor position. The Sewer and Stormwater Supervisor position has been included in the attached revised Fiscal Year 2025-2026 Master Salary Schedule.

FISCAL IMPACT:

The estimated annual cost for the Sewer and Stormwater Supervisor position (assuming full family-level health insurance benefits are elected) would be \$163,000 at mid-step.

The position will be funded from the Sewer Fund. The labor costs for this position were included in the 2025 sewer rate increase evaluation and therefore the costs for this position are fully funded.

ATTACHMENTS:

1. Resolution
2. Landscaping and Lighting Program Coordinator Job Description
3. Amended Fiscal Year 2025-2026 Master Salary Schedule effective July 6, 2025 (last updated on January 8, 2026)