CLARK COUNTY WATER RECLAMATION DISTRICT
BOARD OF TRUSTEES
AGENDA ITEM

Issue: CIP Staffing Plan Amendment

Petitioner: Thomas A. Minwegen, General Manager, Clark County Water Reclamation District

Recommendation:

That the Clark County Water Reclamation District Board of Trustees approve and adopt amendments to the 2012 Capital Improvement Program Staffing Plan; or take other action as appropriate. (For possible action)

FISCAL IMPACT:

Fund #: N/A
Fund Center: N/A
Description: CIP Staffing Plan Amendments

Fund Name: N/A
Funded Pgm/Grant: N/A
Amount: N/A

BACKGROUND:

On May 15, 2012, the Board approved a staffing plan to support the projected work load during a six year span (FY 12/13 to FY 17/18) for the Capital Improvement Program (CIP) valued at $668 million. The staffing plan authorized ten permanent employee positions, ten limited-term positions with terms to be no longer than four and a half years, and 11 consultant positions. Nearly three years into the plan, 30% of the positions remain vacant despite significant recruiting efforts. Staff retirements have left vacancies, and a tightening local labor market and non-competitive salaries have been the primary reasons prospective applicants continue to accept other positions throughout the community.

Three of the ten eligible limited term positions are currently unfilled. It is a constant struggle to retain the permanent and limited-term engineering personnel in this improving market. The District continues to compete indirectly with itself as it outsources all of its CIP work to the engineering consulting firms in the same marketplace. The CIP will continue to be refined, planned and scheduled in five-year, 15-year and 30-year horizons, with an objective to stabilize the District’s financial programming requirements as evenly as possible throughout those planning timelines, with CIP workloads being managed through attrition and unfilled positions.

The need for strong engineering talent to best manage and administer the CIP program will continue, and retaining quality employees will be paramount to its success. Board authorization is being requested to convert three limited term positions to permanent positions. These three permanent positions will not increase the District’s overall head count as the amended staffing plan will reduce the number of limited term employees to seven.

This agenda item has been reviewed and approved by the District Attorney’s Office.

Respectfully submitted,

Thomas A. Minwegen, General Manager