



Lexington-Fayette Urban County Government
DIVISION OF HUMAN RESOURCES

Jim Gray
Mayor

Janet Graham
Commissioner

M E M O R A N D U M

TO: Jim Gray, Mayor
Richard Moloney, Chief Administrative Officer
Council Members

FROM: _____
John Maxwell, Director
Division of Human Resources

DATE: September 19, 2012

SUBJECT: Abolish/Create positions – Division of Waste Management

The attached action amends Section 21-5 of the Code of Ordinances, abolishing two (2) positions of Equipment Operator Sr. (Grade 109N) and creating one (1) position of Program Manager Sr. (Grade 120E) in the Division of Waste Management, effective upon passage by Council.

This position would be responsible for overseeing operational support including the enforcement and education efforts related to waste management for the entire community, in addition to the container management program (over 200,000 containers), the Division's safety program, special events, litter management, and construction support services.

With the development of the OEB routing and customer service initiatives over the last 12 months, the level of management required on the part of the collection services management team has increased dramatically. This includes the development of a centralized dispatch system and daily task completion verification, using a variety of technology tools. These systems (and this level of management) did not previously exist at DWM. This position will allow us to better balance the work load and provide more focused education and efforts that are needed to make the new initiatives more effective to handle the myriad of duties required for the routing implementation in the Division.

The fiscal impact for FY2013 (16 pay periods) will be a savings of \$11,537.34 to fund 1115. All costs include benefits. This amount does not include lapse which has been included in the attached Budget Amendment.

Name	Position Title	Annual Salary Before	Annual Salary After	Annual Increase/Decrease
Vacant	Program Manager Sr.	\$0	\$67,085.72	\$67,085.72
Vacant	Equipment Operator Sr. (actual budget)	\$37,919.18	\$0	\$(37,919.18)
Vacant	Equipment Operator Sr. (actual budget)	\$38,755.34	\$0	\$(38,755.34)

**Total Annual Impact/
Salary and Benefits
\$(18,748.18)**

If you have questions or need additional information, please contact Daniel H. Fischer at 258-3030.

Attachment

cc: Richard Moloney, Acting Commissioner - Department of Environmental Quality and Public Works
Steve Feese, Director – Division of Waste Management

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