



CITY OF CONCORD
New Hampshire's Main Street™

REPORT TO MAYOR AND THE CITY COUNCIL

FROM: Earle M. Chesley, P.E., General Services Director
Jennifer Johnston, Director of Human Resources and Labor Relations

DATE: December 18, 2017

SUBJECT: Establish a new position in General Services

Recommendation

Accept this report and set for public hearing next month for consideration by the Mayor and City Council to establish the following new position:

- Fleet Body & Maintenance Technician/Welder (Labor Grade 14)

Background

The Auto-body Technician in the Equipment Service Division is scheduled to retire on January 31, 2018. Due to the changing workload and future demands associated with maintaining the City's vehicle fleet, the General Services Department proposes to establish a new position, entitled the "Fleet Body & Maintenance Technician/Welder" (Labor Grade 14). In creating this new position, we plan to vacate the current Auto-body Technician (Labor Grade 14) position.

Discussion

The Auto-body Technician is currently dedicated to performing auto body repair work on the City's vehicular fleet. However, because the construction of vehicles has significantly changed from steel to lighter weight aluminum, we expect that future auto body repair work will be performed outside of the Department.

Given the Department's current workload and the growing service demands, it is necessary to create a new position which will include welding as a skill. An employee with this skill will assist in improving overall service that we provide on a day-to-day basis.

The General Services Department continues to effectively conduct succession planning to enhance and improve service delivery to the community.

cc: Thomas J. Aspell, Jr., City Manager