

**VILLAGE OF COVINGTON, OHIO**

**RESOLUTION R16-22**

**A RESOLUTION AUTHORIZING THE VILLAGE ADMINISTRATOR TO PROMOTE GREG VANDEGRIFT TO UTILITY OPERATOR 2 AND TO HIRE A REPLACEMENT PUBLIC WORKS LABORER**

**WHEREAS**, the Village of Covington, Ohio hired Greg VanDeGrift as Public Works Laborer on September 23, 2019; and

**WHEREAS**, due to the resignation of the Utilities Director, the Village Administrator was tasked with researching the best staffing options for the Village of Covington, including consideration of a direct replacement, or alternative options including promoting from within, modifying the job responsibilities of employees, and other options; and

**WHEREAS**, after detailed review it was determined that the Utilities Director position, with its specific tasks and responsibilities was the highest paid Village employee in 2021 with over \$13,500 paid out as compensatory time and overtime, with a majority of the specific tasks assigned to the position also able to be completed by other employees within the Village; and

**WHEREAS**, after reviewing the financial impact of the position with the Mayor, completing multiple meetings with Village employees within the Utilities and Public Works Departments, and discussing with other local jurisdictions how they staff their Utilities Department, it is the recommendation of the Village Administrator that the position duties of the Utility Director could be completed by existing staff being promoted and without directly replacing the position with no reduction in services provided; and

**WHEREAS**, Greg VanDeGrift has obtained his Class 1 Wastewater Operator License and is working towards his Class 2 License with an estimated completion date in the Fall of 2022. Mr. VanDeGrift has been working as a crossover employee in the Public Works and Utilities Departments for over a year with solid results and effort; and

**WHEREAS**, it is the recommendation of the Village Administrator that Mr. VanDeGrift be promoted to Utility Operator 2 – Step 1 at a rate of pay of \$20.43 per hour from his current position of Public Works Laborer; and

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the Village of Covington, Ohio:


**Section 1.** The Village Council authorizes the promotion of Greg VanDeGrift from Public Works Laborer to Utility Operator 2 – Step 1 at a rate of pay of \$20.43 per hour beginning at the next regular pay period, pay 9, on April 16<sup>th</sup>, 2022.

**Section 2.** The Village Administrator is authorized and requested to replace Mr. VanDeGrift's vacated Public Works Laborer position as soon as is feasible.

**Section 3.** That this resolution shall be in full force and effect immediately upon its adoption.

Passed: April 4, 2022

  
Edward L. McCord, Mayor

  
Jesse Reynolds, President of Council

  
Rhonda Gill, Fiscal Officer