



City of Grand Island

Tuesday, December 21, 2010

Council Session

Item I2

**#2010-371 - Consideration of Approving Appointment of Interim
Public Works Director Gary Mader**

Staff Contact: Mayor Vavricek

Council Agenda Memo

From: Mayor Jay Vavricek

Meeting: December 21, 2010

Subject: Interim Public Works Director Appointment
Recommendation

Item #'s: I-2

Presenter's: Mayor Jay Vavricek

Background

With the impending resignation of Public Works Director Steve Riehle to be effective January 7, 2011, it's important to provide leadership in this department thereafter while Human Resources seeks to identify a capable replacement. Public Works involves many diverse functions and a director of this department needs to have an engineering background, a sense of the functionality of this department within the city and one who understands the expectations of service to rate payers and tax payers. To select someone for interim leadership while shouldering current employment demands it is imperative they be able to balance the workload and priorities of two departments as well as have a sense of management and supervisory capacities. These are the ingredients that would form an interim recommendation as identified by Interim City Administrator Brown, Human Resources Director Sutherland and Mayor Vavricek with the goal of doing right by individuals and the best long term interests of the people of Grand Island.

Discussion

In order to confidently determine a recommendation to serve in the capacity of Interim Public Works Director, the factors described above were best served by one person... a long time member of the City of Grand Island, one who has an engineering background, one who has the understanding of department management with the capacities associated to command a work force and effectively complete specific assignments with a long track record of success as a department director and not deter from his department's future effectiveness. Therefore the recommendation for the best person to fill this role is Utility Department Director Gary Mader. Pending Council approval, Mr. Mader will assume the duties of Interim Public Works Director on January 10, 2011.

Gary Mader attended Colorado State University and received a Bachelor of Science Degree in Mechanical Engineering. He is a 36 year employee of the City of Grand Island. He has served five years as a Mechanical Engineer in the Utilities Department, the Construction Engineer of the Platte Generating Station, and later in charge of the Production Division of the Utilities Department for four years until promoted to Utilities Director in 1986. Mr. Mader has admirably served as director for over 24 years and is no stranger to emergency response. As a wise steward of a department who understands redundancy and has excellent supervisory management skills, he has the ability to not impact the on going's effectiveness of his department while he is asked to shoulder additional responsibilities as Interim Public Works Director.

Mr. Mader is at the top step in his pay scale and therefore to compensate him for the increased responsibility he will take on with a department as large and diverse as Public Works, the compensation should create an incentive for the highest measure of employee performance. As there is not a step in the Public Works Director pay scale to place Mr. Mader in, I am recommending a monthly stipend of \$900 per month. He will wear two hats while serving in this position. He will serve as the Utilities Director and the Interim Public Works Director concurrently.

I am confident he has the skill sets, the knowledge, the intelligence, and the management capacities and as a 36 year member of our community knows the importance of what his performance and service this interim capacity means to the people of our Grand Island.

Alternatives

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

Recommendation

City Administration recommends that the Council Gary Mader be appointed Interim Public Works Director.

Sample Motion

Move to appoint Gary Mader Interim Public Works Director.

RESOLUTION 2010-371

WHEREAS, under City Code, 2 - 41, the office of Public Works Director for the City of Grand Island, Nebraska, is an appointed position; and

WHEREAS, the Mayor, with the approval of the City Council, may appoint the position of Public Works Director; and

WHEREAS, the position will become vacant and an interim appointment may be made; and

WHEREAS, the Mayor has recommended the appointment of Gary Mader as the Interim Public Works Director effective as of January 10, 2010 until such time as a replacement is appointed; and

WHEREAS, Mr. Mader will be compensated at a rate of \$900 per month prorated as appropriate for services tendered.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that Gary Mader is hereby duly appointed the Interim Public Works Director for the City of Grand Island, Nebraska, .

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Adopted by the City Council of the City of Grand Island, Nebraska, December 21, 2010.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk