

City of Auburn FY2027 Employee Changes

Plain-Language Summary

Source	City of Auburn FY2027 Mayor & Council Budget Presentation Binder
Source pages	Binder pages 99-100 / Employee Changes
Binder inspected	August 31, 2026
Status	Recommended / proposed employee changes

This independent companion summarizes the original City record for readability. It is not an official City of Auburn document and does not replace the photographed source pages.

What this section is

Binder pages 99-100 summarize the employee-related changes the presentation identifies for FY2027: a 3% cost-of-living adjustment, the proposed retirement change covered elsewhere in the binder, and a restructuring of selected Public Works positions and salaries.

Citywide employee items

- A 3% cost-of-living adjustment (COLA) is recommended for all full-time and part-time City employees.
- A proposed retirement-plan change is recommended for consideration; the detailed retirement section is separate and should be used for the pension figures.
- The employee-changes cover page says the listed items are the employee-related changes included in the upcoming budget presentation.

Public Works restructuring

Role	Current / former salary	Proposed salary	Change / status
Stormwater / Public Works Superintendent	\$68,432.00	\$88,187.59	+\$19,755.59 (+28.9%); absorbs eliminated Public Works Superintendent role and part of former Director duties.
Water Supervisor	\$51,563.20	\$60,000.00	+\$8,436.80 (+16.4%); lead-role promotion and added former Director responsibilities.
Public Works Operations Supervisor	New role	\$68,000.00	Full new salary; created for building/public works operations after leadership consolidation.
Former Public Works Superintendent	\$88,187.59	\$0	Position eliminated; responsibilities reassigned.
Former Public Works Director	\$83,596.45	\$0	Position eliminated; responsibilities split across new structure.

Payroll effect

Measure	Amount
Eliminated salaries	\$171,784.04
Stormwater increase	\$19,755.59
Water Supervisor increase	\$8,436.80
New Public Works Operations Supervisor	\$68,000.00
Total proposed added cost	\$96,192.39
Estimated net annual savings	\$75,591.65
Share of eliminated pay reused / saved	56.0% / 44.0%

Water lead salary options

Option	Salary	Increase vs current	Presentation note
Conservative	\$57,500	11.5%	Use if scope is lead coordination only; 22.9% above department average.
Recommended	\$60,000	16.4%	If role owns scheduling, accountability, Director-level delegated duties; 28.3% above department average.
Aggressive	\$62,500	21.2%	If role has formal supervisory authority or after-hours accountability; 33.6% above department average.

What the binder establishes

- The structure proposed in these pages eliminates two former Public Works leadership salaries, adds one new operations-supervisor role, and raises two remaining positions.
- Using the figures printed on the page, the presentation calculates about \$75,591.65 in net annual salary savings before considering other payroll or benefit effects not shown here.
- The \$60,000 Water Supervisor figure is presented as the recommended option among three alternatives.

What it does not establish

- That every proposed salary, position elimination, or new role was finally approved or implemented.
- The full loaded cost including benefits, payroll taxes, retirement, insurance, overtime, or future vacancy effects.
- The names of individual employees affected or whether any current employee accepted a new role.
- The final retirement-plan action; that is only referenced here and is documented separately in the retirement section.