

City of Auburn FY2027 Employee Changes

Independent Research Notes

Primary source	City of Auburn FY2027 Mayor & Council Budget Presentation Binder
Source pages	Binder pages 99-100 / Employee Changes
Binder inspected	August 31, 2026
Status	Independent companion notes based on recommended / proposed employee changes

These notes identify what the employee-changes section supports, where the presentation is useful, and where the available material leaves questions unanswered. Salary lines, total compensation, recommendations, adopted positions, and individual personnel actions are treated as different things.

What the binder documents clearly

- The presentation recommends a 3% COLA for all full-time and part-time City employees.
- The Public Works restructuring removes the former Public Works Superintendent and Public Works Director salary lines shown on the page.
- The proposal increases the Stormwater/Public Works Superintendent to \$88,187.59, recommends \$60,000 for the Water Supervisor, and creates a \$68,000 Public Works Operations Supervisor role.
- The page calculates \$171,784.04 in eliminated salaries, \$96,192.39 in added salary cost, and \$75,591.65 in estimated annual salary savings.
- The Water Supervisor salary table gives three explicit options and conditions for each rather than presenting every option as a recommendation.

Main gaps and weak points

- Salary-only savings: The stated \$75,591.65 savings appears to compare salary lines. The page does not show the full employer cost of benefits, retirement contributions, payroll taxes, insurance, overtime, or other compensation.
- Implementation status: The pages are recommendations. They do not include personnel actions, revised job descriptions, appointment letters, or a final adopted position schedule.
- Duty allocation: The narrative says former leadership responsibilities are absorbed or split across remaining/new roles, but the binder does not include the detailed before-and-after job descriptions needed to verify workload and authority.
- COLA cost: The page recommends a 3% COLA but does not provide a single Citywide payroll-impact total for that adjustment in this section.
- Retirement interaction: The cover page references the proposed retirement change, but the employee-changes pages do not quantify how the new pension proposal would affect the cost of the revised salary structure.
- Vacancy / transition effects: The page does not show whether eliminated positions were vacant, occupied, or subject to severance, leave payout, or transition costs.

What should not be concluded

- The \$75,591.65 figure should not be described as total budget savings without confirming benefit and payroll effects.
- An eliminated salary line should not be treated as proof that an employee was terminated; it describes a proposed position structure, not an individual personnel action.
- The \$60,000 Water Supervisor amount should not be described as the only figure considered because the page explicitly shows conservative, recommended, and aggressive options.
- The proposed retirement change should not be described as adopted based on this cover page.

Records most likely to resolve the open questions

- Final adopted FY2027 position and salary schedule.
- Revised organizational chart and job descriptions for Public Works, Stormwater, and Water leadership positions.
- Council minutes or personnel actions approving the restructuring and salaries.
- Employer-cost worksheet showing benefits, FICA, retirement, insurance, and other loaded payroll costs.
- Citywide calculation of the 3% COLA impact.

- Any transition, leave-payout, severance, or vacancy-cost records associated with eliminated positions.
- Final retirement-plan amendment or Council action to determine whether the pension proposal changed employer costs for these positions.

Working assessment

The Employee Changes section is unusually specific about the salary arithmetic behind the proposed Public Works restructuring. That makes the salary-line comparison easy to reproduce: \$171,784.04 removed, \$96,192.39 added, and \$75,591.65 left as stated salary savings.

The main limitation is scope. Salary arithmetic is not the same as total compensation or total budget impact. A final evaluation needs the adopted staffing structure and the employer-side benefit and payroll costs that are not shown on these two pages.