



## Legislation Text

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**File #:** 10-0649, **Version:** 1

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Resolution to Approve Employment Agreement with Barry H. Eads for Process and Information Control Management Services at the Wastewater Treatment Plant (\$100,000.00)

Your approval is requested for the attached Employment Agreement with Barry H. Eads to continue his process and information control system (PICS) management services associated with the Residuals Handling Improvements (RHI) Project at the City's Wastewater Treatment Plant (WWTP).

Prior to his retirement on December 9, 2006, Mr. Eads worked at the WWTP for over 25 years as a plant operator, supervisor and Process Control System Specialist (PCSS). As the PCSS, he provided technical support of the WWTP's PICS, which is the computerized system for controlling plant equipment and recording process information. His knowledge of the PICS was obtained through his assignment as system champion during the design, installation and start-up of the system, which enabled him to be promoted from supervisor to PCSS on February 26, 2001.

Subsequent to his retirement, Mr. Eads has provided PICS management services as an employee of Manpower, Inc. His initial assignment at the WWTP was to ensure ongoing system functionality and reliability until his replacement was hired and trained. Following this assignment, Mr. Eads served as the WWTP's PICS technical expert during the design of two major capital improvement projects, one of which is the RHI project. The RHI project is under construction and includes demolition and replacement of existing solids handling equipment and systems with more effective and efficient equipment and systems, and complete demolition of the City's sludge incinerator. Construction of the RHI project is approximately 50% complete and will be done by the end of 2011.

Most recently, Mr. Eads was assigned to the RHI project to integrate existing and new equipment controls into the PICS. The decision to have him perform this work was based on his extensive knowledge of existing WWTP equipment and treatment processes, his expertise with the PICS and the relatively low hourly cost for his services as compared to other consultants. The services included in the attached Employment Agreement include completing this work and other project related services, such as new equipment start-up and training as related to process control systems.

The City ended its contract with Manpower, Inc. and chose to hire temporary employees directly in May 2010. Due to his status as a retired City employee, hiring Mr. Eads as a contract employee is the most cost effective means to have him complete his assignment to the RHI project. The proposed agreement would expire on December 31, 2011, by which the new RHI equipment and systems will be in full operation. Mr. Eads will be compensated for actual hours worked at a rate of \$35.00 per hour with a not to exceed cap of \$100,000.00 based on an estimate of slightly more than 2,850 hours of work. This rate compares favorably to Manpower, Inc.'s hourly rate of \$39.84 and even more so to other consultants' rates that are more than \$100.00 per hour.

The budget for the RHI project was approved by Council during the FY09 budget process and is included in the approved FY08-13 CIP. Bonds were sold in spring 2008 for the RHI and funding is still available for this contract.

Prepared by: Earl J. Kenzie, P.E., Manager, WWT Services  
Reviewed by: Sue F. McCormick, Public Services Administrator  
Approved by: Roger W. Fraser, City Administrator

Whereas, The Residuals Handling Improvements Project (RHI) was undertaken to implement capital improvements for rehabilitation and replacement of biosolids processing equipment and systems at the City's Wastewater Treatment Plant (WWTP);

Whereas, Subsequent to his retirement as Process Control Systems Specialist at the WWTP, Barry H. Eads has provided the plant process and information control system (PICS) management services for the RHI as an employee of Manpower, Inc.;

Whereas, The WWTP needs ongoing PICS management services to complete construction and start-up of the RHI;

Whereas, An Employment Agreement with Barry H. Eads is the most cost effective and efficient means for him to continue to provide PICS management services; and

Whereas, Funding for this Employment Agreement is available in the current authorized project budget;

RESOLVED, That City Council approve the Employment Agreement with Barry H. Eads in an amount not to exceed \$100,000.00;

RESOLVED, That the Mayor and City Clerk be authorized and directed to execute said agreement with Barry H. Eads after approval as to form by the City Attorney and approval as to substance by the City Administrator;

RESOLVED, That the City Administrator be authorized to take the necessary actions to implement this resolution; and

RESOLVED, That the Employment Agreement with Barry H. Eads be funded from the approved Residuals Handling Improvements Project Capital Budget.