

**CLARK COUNTY WATER RECLAMATION DISTRICT
BOARD OF TRUSTEES
AGENDA ITEM**

Petitioner: Thomas A. Minwegen, General Manager

Recommendation:

Approve and authorize the creation of seven (7) proprietary fund permanent positions for the Clark County Water Reclamation District for fiscal year 2026; or take other action as appropriate. (Sitting as the Clark County Water Reclamation District Board of Trustees) (For possible action)

FISCAL IMPACT:

Fund #:	O&M Funds	Fund Name:	CCWRD General Funds
Fund Center:	CCWRD Funds	Funded PGM/Grant:	N/A
Amount:	\$534,498		
Description:	Supplemental Positions		
Additional Comments:	N/A		

BACKGROUND:

Seven (7) new permanent positions have been identified that are deemed critical to the Clark County Water Reclamation District operations. The positions and classifications are listed as follows:

Engineering Technician II (C25)	1 Permanent
Assistant Engineer (C30)	1 Permanent
GIS Technician II (C26)	1 Permanent
Auto & Equipment Technician II (C26)	1 Permanent
Laboratory Supervisor (C31)	1 Permanent
HVAC Mechanic (C27)	1 Permanent
Mechanical Maintenance Supervisor (C30)	1 Permanent

Engineering Technician II - Expands the ability for the District to perform more surveys in-house to support the various service centers. Currently, the District's lone surveyor is performing all surveying work at the District, including the septic conversion surveys, easement research and legal description preparation, prior rights research, review of District rights within ROW or private parcels, 3D mapping of the various District facilities by use of drone or laser scanner, review of various survey submittals, verification and expansion of District survey control, GPS surveys of assets, and preparation of consolidated CAD files for District owned properties and facilities. This position would be responsible to aid and assist in the above efforts to produce and update mapping for inclusion into GIS, support research efforts, perform field work, including drone, GPS, and laser scanning projects, prepare CAD files, process 3D point cloud files, and prepare CAD files and exhibits. The added position would greatly accelerate the timelines for the District to produce 3D point cloud files for inclusion into GIS, produce updated CAD files of all District facilities, and be able to respond to various service center requests for survey information.

Assistant Engineer Modeling - This position is required to support simulating plant processes, which have their

Cleared for Agenda

09/02/2025

File ID#

25-2811

basis in hydraulics, biology, chemistry and energy. A plant simulation model will be maintained by this position and support multiple functions, which include process shutdown analysis, extreme event forecasts, process change evaluations, and ramp up/ramp down evaluations (among others). This position will provide benefits to plant based capital projects through operational scenario evaluations, as well as benefits to operations and maintenance functions through the development of process optimizations. This position will also support the development of a Digital Twin of the plant through iterative evolution of the simulation model.

GIS Technician II - This position will focus on performing specialized CAD-related tasks that are vital for the integration and maintenance of our GIS database. Key responsibilities include review and incorporation of As-Built/Record Drawings. Monthly and final submittals will be reviewed and, through collaboration with GIS Analysts and the data warehouse, incorporated into the GIS database, ensuring accuracy and up-to-date records. This position will develop and maintain plant utilities, create CAD basemaps that mirror GIS basemaps, - to help facilitate future plant design projects. This position is crucial for enhancing our GIS capabilities, improving data accuracy, and supporting the development of advanced digital tools needed to ensure that our GIS and CAD systems are seamlessly integrated, ultimately leading to more efficient and effective project execution.

Auto & Equipment Technician II CDL – Automotive has over 400 tracked vehicles/units and 52 tracked components. 80 vehicles/units per technician is significantly more than the industry average of 50 per technician. The Fleet shop is organized in a way to maximize efficiency and quality of repairs. As vehicle technology advances, diagnostics and repairs become more complex often requiring more time or specialized training. Fleet currently provides preventative maintenance as well as repairs, and an additional technician would allow Fleet to improve the services it provides. This position will primarily handle the generator responsibilities related to inspections, operations, maintenance and contracted services.

Laboratory Supervisor – This position supports Laboratory initiatives that facilitate research and development of methods for PFAS, illicit Drugs and wastewater pathogens of concern.

HVAC Mechanic - The HVAC shop has a significant backlog of work that is complicated by the increasing size and age of the wastewater facilities. The Facilities group has 3 HVAC mechanics to handle over 2,000 assets across the District's northern service areas. Additional support is needed to properly maintain all this equipment for occupied spaces, as well as the industrial spaces and critical equipment. This position will ensure response times are sufficient and address the impacts associated with the new heat regulations established by OSHA.

Mechanical Maintenance Supervisor - The FWRC Mechanical Maintenance shop has grown to 14 direct reports and one supervisor. This is twice the average size a supervisor is responsible for and makes it difficult to follow through with all the necessary evaluations and quality control measures to ensure a successful outcome. An additional supervisor will allow for a proper realignment of supervisor to staff ratios.

The Board is being asked to authorize the creation of these seven (7) permanent positions. Recruitment for these positions will commence upon Board approval.

This agenda item has been reviewed and approved by the District General Counsel.