



City of Waukesha
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Committee: Human Resources	Date: 3/16/2022
Common Council Item Number: ID#	Date: 4/19/2022
Submitted By: Kevin Lahner, City Administrator	City Administrator Approval: KML
Finance Department Review: Click here to enter text.	City Attorney's Office Review: Click here to enter text.
Subject: Authorize an organizational study of the Public Works Department to determine if the Clean Water Plant Division should combine with the Waukesha Water Utility.	

Details:
Prior to proceeding with a search for a new Public Works Director, City Administration would like to review the organizational make-up of the Public Works Division. Specifically, in light of the Lake Michigan Water project, we would like to review if the Clean Water Plant Division should be combined with the Waukesha Water Utility.

Currently Waukesha Water does billing for the Sewer Utility and closely coordinates water and sewer infrastructure projects. Additionally, as you are aware, all water from Lake Michigan must be returned to the Lake Michigan basin via the Root River after treatment. This ties the permitting for the two entities together. Currently, the Clean Water Plant is responsible for water quality of the water discharged to the Fox River and the Root River and the Water Utility is responsible for the volume returned to the Great Lakes and the quality of the water within the Root River. Having these responsibilities under one entity may be more efficient operationally.

There are several aspects that must be explored, including financial aspect to both governmental units, governance, employee benefit differences, accounting functions and rate setting authority. The goal of the study would be to determine if a new organizational structure would result in increased efficiency and effectiveness for the City as a whole.

Options & Alternatives:
If we proceed, several alternatives will be explored. We could implement all, none, or some of the recommendations that are a result of the study. Alternatively, we could keep the status quo and current organizational structure.

Financial Remarks:
We are considering hiring a consultant to assist with the study. If we proceed with a consultant, there will be a cost to complete the review. We could also proceed with an internal review and produce the study ourselves. We are considering both options, and if a consultant is chosen a contract will be considered by the Finance Committee and Common Council.

Executive Recommendation:

Authorize an organizational study of the Public Works Department to determine if the Clean Water Plant Division should combine with the Waukesha Water Utility.