

RESOLUTION 25-263

A RESOLUTION TO ADOPT A REVISED SCHEDULE OF AUTHORIZED POSITIONS IN THE PUBLIC WORKS DEPARTMENT FOR FISCAL YEAR 2026

WHEREAS, the City of Spring Hill Public Works Department is committed to providing quality assurance and accountability on City-developed projects; and

WHEREAS, the Public Works Department does not have a dedicated construction crew to carry out city priorities; and

WHEREAS, the Public Works Department requests to establish an in-house construction crew to assist with site work associated with approved City Capital Improvement Projects identified by the Board of Mayor and Aldermen; and

WHEREAS, an in-house construction crew will allow projects to be prioritized and scheduled based on city needs, utilizing employees who are familiar with local infrastructure, city standards and known problem areas, and reduce construction costs on rentals/leases of equipment from private contractors; and

WHEREAS, staff has estimated initial costs will include one-time equipment purchases and recurring personnel and operating expenses; and

WHEREAS, these costs are to be funded through the General Fund and the Stormwater Fund.

NOW, THEREFORE BE IT RESOLVED, the City of Spring Hill Board of Mayor and Aldermen approve the establishment of an in-house construction crew in the Public Works Department.

Passed and Adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee on the 17th day of November 2025.



Matt Fitterer, Mayor

ATTEST:



April Goad, City Recorder

LEGAL FORM APPROVED:



Patrick Carter, City Attorney

STAFF MEMORANDUM

TO: Board of Mayor and Aldermen

FROM: Chris Clausi, Assistant City Administrator/Human Resources Director
Tyler Scroggins, Public Works Director

DATE: 11/10/2025

SUBJECT: Resolution 25-263- To adopt a revised schedule of authorized positions in the Public Works Department for FY 26

RECOMMENDATION:

To approve Resolution 25-263 to adopt a revised schedule of authorized positions for FY 26 to establish a new division within the Public Works Department for an in-house construction crew

BACKGROUND:

The City does not have a dedicated in-house construction crew and currently relies on leased/rented equipment and operators as needed for city projects. The estimated annual cost for this expense is \$1,300,000.

To reduce overall project costs, staff recommends establishing an in-house construction crew that can be utilized on approved capital improvement projects. Hiring an in-house crew will also save expenses by eliminating markup and profit margins that private contractors charge. Projects can be scheduled based on the approved 10-year CIP plan and savings can be recognized by ordering materials in larger bulk quantities.

Additionally, direct oversight by the Public Works Director would ensure consistent workmanship, adherence to city standards, and strong safety practices. The in-house crew would also develop familiarity with local infrastructure, city specifications, and known problem areas—leading to more efficient maintenance and construction operations over time.

FINANCIAL IMPACT:

The proposed funding includes one-time equipment purchases (\$3,453,000) along with recurring costs for personnel and miscellaneous operating expenses (\$1,640,522.92). There will be replacement (depreciation) costs that will be determined after the equipment is purchased and will be based off the actual purchase price.



Because much of the proposed work involves stormwater infrastructure installation, staff recommends the expenses be paid from both the **General Fund (\$2,713,575.28)** and the **Stormwater Fund (\$2,379,947.64)**.

Further savings would be achieved with the elimination of annual leases/rentals of approximately \$1,300,000 which would help offset the recurring costs.

Expenses will be included in FY 26 Budget Amendment No. 2.

SUPPORTING DOCUMENTS:

None



City of Spring Hill | Communications
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