

Resolution approving a reorganization to the table of positions and classifications for the Engineering Department.

RESOLUTION

WHEREAS, City department heads may request reorganizations of their departmental staffing and position reclassifications for their personnel, and

WHEREAS, a pay and class study has been adopted by the City to ensure proper pay classifications, and

WHEREAS, the Engineering Department has determined a need for a reorganization and to more properly reflect the job duties of a position within its department.

NOW THEREFORE BE IT RESOLVED that the change in position classifications, job titles and compensation listed below is hereby approved as follows:

- Delete one (1) vacant exempt position of Assistant City Engineer – Utilities/Facilities, grade 15.
- Add one (1) exempt position of Civil Engineer 1, at grade 10 (to be filled at an hourly range of \$26.42 to \$30.26).
- Add one (1) non-exempt (37.5 hours weekly) position of Engineering Technician 1, at grade 6 (to be filled at an hourly range of \$20.15 to \$23.08).
- Retitle the incumbent Assistant City Engineer – Transportation to Deputy Director of Engineering and Public Works.
- Retitle the incumbent Land Surveyor Construction Engineer to Lead Surveyor. Reclassify the incumbent's position from a pay grade 11, step 11, hourly rate of \$37.08 to a pay grade 12, step 9, hourly rate of \$37.59. This results in an annual salary change from \$77,126.40 to \$78,187.29.
- Retitle the incumbent Engineering Program Assistant, to Administrative Assistant – Engineering. Reclassify the incumbent's position from a pay grade 4, step 11, hourly rate \$23.09 to a pay grade 5, step 9, hourly rate of \$23.40. This results in an annual salary change from \$45,025.50 to \$45,630.00.
- Retitle the incumbent CAD Specialist to CAD/GIS Specialist. Reclassify the incumbent's position from a pay grade 9, step 10, hourly rate of \$31.52 to a pay grade 10, step 8, hourly rate of \$31.95. This results in an annual salary change from \$61,464.00 to \$62,302.50.

BE IT FURTHER RESOLVED that the resulting pay and title reclassifications dollar costs shall be absorbed within the Engineering Department 2018 and 2019 operating budgets.

BE IT FURTHER RESOLVED that the position titles, classifications, and salaries identified herein are hereby approved, effective as of November 9, 2018, and the Director of Finance and Human Resources and the Director of Engineering and Public Works are hereby authorized and directed to take all necessary steps to implement this resolution.