

REPORT TO CITY COUNCIL

DATE: APRIL 26, 2006

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: GREG RAMIREZ, CITY MANAGER

BY: KEN BERKMAN, CITY ENGINEER

SUBJECT: APPROVE RESOLUTION NO. 06-1410; AMENDING THE COMPENSATION PLAN BY ESTABLISHING THE CLASSIFICATION OF SENIOR CIVIL ENGINEER, APPROVING THE CLASSIFICATION SPECIFICATION AND SETTING THE SALARY RANGE FOR THE CLASSIFICATION

The purpose of this report is to seek City Council authorization to establish the classification of Senior Civil Engineer, approve the attached classification specification; and to approve the recommended salary range.

The previous Associate Civil Engineer resigned from the City last September, and the recruitment to fill the position was unsuccessful due to a lack of qualified candidates. It is staff's belief this is due to one primary reason - Professional Engineers are in very short supply and extremely high demand. With the "tech boom" of the 90's, many high school and college students went into the computer-related professions, substantially reducing the pool of engineering graduates. Private engineering firms are competing with the City for talent as well, as land development and construction activity remains high. Coupled with the commencement of experienced "baby boomer" engineers retiring, staff has found successful recruiting for an Associate Civil Engineer to be tenuous at best. However, staff believes a Senior Civil Engineer position will allow the City to attract both experienced professionals who can be productive right away, as well as highly qualified Associate level engineers ready to make the jump to the position's responsibilities.

Moreover, with the loss of Assistant City Manager and former Public Works Director Jim Thorsen, a Senior Civil Engineer will provide the department with needed experience and support in several critical areas. The position is slated to be filled by an individual with three years of professional engineer experience, two of which will be at the Associate Civil Engineer level. This person would be responsible for the Associate classification's duties, and also include increased responsibilities such as supervision of subordinate staff, management of the City's new 5-year capital improvement program, management of the Department's development case load in concert with the Assistant Director of Community Development, and represent the Department in the City Engineer's absence.

Based upon the recent salary survey results and review of surrounding cities' Senior Civil Engineer positions, the recommended salary is Range 1214 - \$6,709 to \$8,175 per month. Benefits will be the same as the current Associate position, and funding for this new position is

incorporated in the proposed 2006/2007 budget. Staff expects the new Senior Civil Engineer to start in July 2006.

RECOMMENDATION

Staff respectfully recommends the following City Council actions:

1. Approve the attached classification specification establishing the position of Senior Civil Engineer; and
2. Adopt Resolution No. 06-1410, approving the Compensation Plan by establishing the Senior Civil Engineer job classification and salary range.

Attachments: Resolution, Job Description