



City of Grand Island

Tuesday, January 8, 2019

Council Session

Item G-21

#2019-17 - Approving Re-Allocation of FTE - Utilities Civil Engineering Manager to Utilities Civil Engineer I/II/Sr

Staff Contact: Tim Luchsinger, Utilities Director

Council Agenda Memo

From: Timothy Luchsinger, Utilities Director
Aaron Schmid, Human Resources Director

Meeting: January 8, 2019

Subject: Re-allocation of FTE –Civil Engineering Manager -
Utilities to Utilities Civil Engineer I/II/Sr.

Presenter(s): Timothy Luchsinger, Utilities Director

Background

Utilities Department management routinely reviews its internal operations and staffing to improve efficiency, especially at times when there is a change in personnel. The recent retirement of the Civil Engineering Manager-Utilities, prompted one such review of the Utilities Engineering Division organization. Due to other staffing changes in this Division over the last few years, it is recommended that the FTE allocation for this position be reallocated to a Civil Engineer staff position.

Discussion

The recommended reallocation will remove one level of management and increase the staffing level of the Civil Engineer classification, currently at one, to two staff engineers, and overall staffing FTE's for the Utilities Department would not be changed. Current job responsibilities of the Civil Engineering Manager-Utilities would be reassigned to existing staff. The authorized salary range for the Civil Engineer classification is less than the Civil Engineering Manager-Utilities, which will reduce personnel costs while allowing for increased internal engineering resources, and a reduced requirement for external engineering services.

Alternatives

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

Recommendation

City Administration recommends that the Council approve the FTE reallocation from the Civil Engineering Manager-Utilities classification to the Civil Engineer I/II/Sr. classification.

Sample Motion

Move to approve the FTE reallocation from the Civil Engineering Manager-Utilities classification to the Civil Engineer I/II/Sr. classification.

RESOLUTION 2019-17

WHEREAS, the Utilities Department management routinely reviews its internal operations and staffing to improve efficiency, especially at time when there is a change in personnel; and

WHEREAS, the recent retirement of the Civil Engineering Manager-Utilities prompted one such review of the Utilities Engineering Division organization; and

WHEREAS, due to other staffing changes in this Division over the last few years, it is recommended that the FTE allocation for this position be reallocated to a Civil Engineer staff position; and

WHEREAS, the recommended reallocation will remove one level of management and increase the staffing level of the Civil Engineer classification, to two staff engineers and the overall staffing FTE's for the Utilities Department would not change.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the FTE reallocation from the Civil Engineering Manager-Utilities classification to the Civil Engineer I/II/Sr. classification is hereby approved.

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Adopted by the City Council of the City of Grand Island, Nebraska, January 8, 2019.

Roger G. Steele, Mayor

Attest:

RaNae Edwards, City Clerk

Approved as to Form	☐ _____
January 4, 2019	☐ City Attorney