



City of Grand Island

Tuesday, October 13, 2020

Council Session

Item G-19

#2020-257 - Approving Re-Allocation of FTE - Civil Engineer I/II/Sr. to Utilities Power Dispatcher I/II/Sr.

Staff Contact: Timothy Luchsinger, Aaron Schmid

Council Agenda Memo

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

Meeting: October 13, 2020

Subject: Re-allocation of FTE – Civil Engineer I/II/Sr. to Power Dispatcher I/II/Sr.

Presenter(s): Timothy Luchsinger, Utilities Director

Background

Utilities Department management routinely reviews its internal operations and staffing to improve efficiency. With increased activity and involvement with the Southwest Power Pool market as well as increasing federal compliance requirements, some adjustments to our current structure will improve efficiency and better utilize employee strengths.

Discussion

The recommended reallocation will eliminate one vacant Civil Engineer position and add a new Power Dispatcher position. The job description for Senior Power Dispatcher has been modified to create two location assignments. One will be focused on detailed market analysis and strategies, the other will be focused on federal compliance. The authorized salary range for the Senior Power Dispatcher classification is less than the Senior Civil Engineer, which will reduce personnel costs while allowing for improved market strategies and a better focus on federal compliance.

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 Engineer I/II/Sr. classification to the Power Dispatcher I/II/Sr. classification.

Sample Motion

Move to approve the FTE reallocation from the Civil Engineer I/II/Sr. classification to the Power Dispatcher I/II/Sr. classification.

RESOLUTION 2020-257

WHEREAS, the Utilities Department management team routinely reviews its internal operations and staffing to improve efficiency; and

WHEREAS, with increased activity and involvement with the Southwest Power Pool market as well as increasing federal compliance requirements, some adjustments to the current structure will improve efficiency and better utilize employee strengths; and

WHEREAS, the recommended reallocation will eliminate one Civil Engineer position and add a Power Dispatcher position; and

WHEREAS, the job description for Senior Power Dispatcher has been modified to create two location assignments; one focusing on detailed market analysis and strategies, the other to be focused on federal compliance; and

WHEREAS, the authorized salary range for the Senior Power Dispatcher classification is less than the Senior Civil Engineer, reducing personnel costs while allowing for improved market strategies and a better focus on federal compliance.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the FTE reallocation of one Civil Engineer classification to a Power Dispatcher classification is hereby approved.

- - -

Adopted by the City Council of the City of Grand Island, Nebraska, October 13, 2020.

Roger G. Steele, Mayor

Attest:

RaNae Edwards, City Clerk

Approved as to Form	☐ _____
October 23, 2020	☐ City Attorney