



# City of Grand Island

Tuesday, February 24, 2015

Council Session

## Item I-6

**#2015-61 - Consideration of Approving FTE Title Changes from Public Works Project Manager and Wastewater Project Manager to Engineer I for the Engineering Division of the Public Works Department**

*This item relates to the aforementioned Ordinance item F-1.*

Staff Contact: John Collins, P.E. - Public Works Director

# Council Agenda Memo

**From:** Terry Brown PE, Assistant Public Works Director

**Meeting:** February 24, 2015

**Subject:** Approving FTE Title Changes from Public Works Project Manager and Wastewater Project Manager to Engineer I for the Engineering Division of the Public Works Department

**Item #'s:** F-1 & I-6

**Presenter(s):** John Collins PE, Public Works Director

## Background

The Public Works Department is experiencing difficulty hiring some positions within the Engineering Division. The Wastewater Plant Project Manager and the Public Works Project Manager vacancies have been challenging to fill. Similar technical positions on the private and public sector have been very competitive and very much in demand.

## Discussion

Discussions between Public Works and Human Resources indicate that a title change may attract more qualified applicants. While still in common use; the Project Manager title is not well defined. Qualifications range from virtually none to an experienced licensed engineer with project manager certification. It is likely that the title may be discouraging recent graduates who see the position as a higher end project manager, and the salary discourages experienced project managers who typically make much more. Altering the title to a better defined one commonly used may yield a candidate faster. The following title series is frequently used both in government and in the private sector, and the breakpoints are defined in statute:

1. Engineer 1 – BS in engineering from an accredited university. This provides the proper background for learning the type of project management needed by the City. This is a training level position and will require substantial support and supervision from more experienced Public Works staff.
2. Engineer 2 - Licensed Professional Engineer. A graduate with a BS in engineering is eligible to test for a professional engineering license after 4 years

post-graduation engineering experience. At this level the incumbent could legally perform all project management duties, and should have the capability to handle most, but would still require regular support from more experienced engineers.

3. Senior Engineer - Licensed Professional Engineer with 5 years of experience in infrastructure design and/or construction. At this point the incumbent would typically have 5 years of education and 10 years of experience; and should be able to independently deliver the types of projects usually constructed by the City, and be able to manage consultants effectively. Support from more experienced engineers would be needed for some complex issues.

The current Project Manager position description minimum requirements describe the Engineer 1 and express a preference for the Engineer 2. An examination of the salary range found that it is within the range normally offered to new graduates (ie. Engineer 1). There may be geographic or other personal preferences reducing the number of potential candidates, but the City should be able to attract a recent graduate to train.

With construction season looming it is critical that we fill this position as soon as possible. We would like to change the title of the Public Works Project Manager and Wastewater Plant Project Manager positions to Engineer 1, with the intent of bringing a title series at budget time when presumably the City has a new Human Resources Director.

### **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 title changes from Public Works Project Manager and Wastewater Plant Project Manager to Engineer I and Engineer I for the Engineering Division of the Public Works Department.

### **Sample Motion**

Move to approve the resolution.

RESOLUTION 2015-61

WHEREAS, the City approves the FTE's for each department as part of the budget process; and

WHEREAS, an amendment is required to allow changes to be made to the FTE schedule; and

WHEREAS, the Public Works Department has requested a reclassification of two (2) positions which will result in the deletion of one (1) FTE Public Works Project Manager and one (1) FTE Wastewater Plant Project Manager and the addition of two (2) FTE Engineer I.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the Mayor is hereby authorized to execute the FTE Amendment.

- - -

Adopted by the City Council of the City of Grand Island, Nebraska, February 24, 2015.

\_\_\_\_\_  
Jeremy L. Jensen, Mayor

Attest:

\_\_\_\_\_  
RaNae Edwards, City Clerk

Approved as to Form	☒ _____
February 20, 2015	☒ City Attorney