



City of Grand Island

Tuesday, February 23, 2010

Council Session

Item G2

**#2010-50 - Approving FTE Amendment - System Technician to
Power Plant Maintenance Mechanic**

Staff Contact: Gary R. Mader

Council Agenda Memo

From: Gary R. Mader, Utility Director

Meeting: February 23, 2010

Subject: FTE Amendment

Item #'s: G-2

Presenter(s): Gary R. Mader, Utilities Director

Background

In 1995, one of the Power Plant Maintenance Mechanics at the Platte Generating Station was reclassified as a Systems Technician due to changes in his job assignments, which involved using specialized analytical equipment and computer software for monitoring plant equipment and scheduling maintenance activities. Over the last 15 years, the use of this diagnostic equipment has become more routine for the maintenance staff, as advances in the ease of interfacing and interpreting analyzer information has reduced the need for a specialized technician.

Discussion

The use of specialized analytical monitoring equipment allows maintenance staff to identify problems in plant equipment before failure and can often predict remaining time before failure. This monitoring equipment includes infrared thermal imaging and portable and permanently-mounted vibration monitors. All maintenance activities are assigned using computer-based scheduling software, which allows supervisors to more effectively manage maintenance resources of personnel and parts, and provide a history of equipment issues to develop corrective actions. Advances in diagnostic equipment and software now make it easier to be used by maintenance workers without specialized training from suppliers, and without the need for specialized in-house programming. The use of this equipment has become a skill needed by all maintenance personnel to perform their job duties, and the lines between the Power Plant Maintenance Mechanic and Systems Technician are no longer well defined. Therefore, plant management would recommend that a Systems Technician position allocation be reclassified to a Power Plant Maintenance Mechanic position. This recommended change would not change the total personnel allocation for the Department, but would result in an annual payroll reduction since the System Technician position is at a higher pay grade than the Maintenance Mechanic position.

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 revising the personnel allocation for the Utilities Department by reducing the Systems Technician FTE authorization from five to four and increasing the Power Plant Maintenance Mechanic FTE authorization from nine to ten, effective March 15, 2010.

Sample Motion

Move to authorize the Mayor to make the FTE changes as recommended by the Utilities Department as set forth in the proposed resolution.

RESOLUTION 2010-50

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 Utilities Department has recommended a reclassification of positions which would result in the deletion on one FTE Systems Technician position and the addition of one FTE Power Plant Maintenance Mechanic position.

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, to become effective on March 15, 2010.

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Adopted by the City Council of the City of Grand Island, Nebraska, February 23, 2010.

Margaret Hornady, Mayor

Attest:

RaNae Edwards, City Clerk