



City of Grand Island

Tuesday, February 28, 2012

Council Session

Item I2

#2012-53 - Consideration of FTE Amendment for the Wastewater Treatment Plant

This item relates to the aforementioned Ordinance item F-4.

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: February 28, 2012

Subject: FTE Amendment

Item #'s: I-2 & F-4

Presenter(s): Brenda Sutherland, Human Resources Director

Background

An FTE (full time equivalent) schedule is presented each year during the budget preparation presentations. An FTE schedule was approved by the City Council as part of the 2011/2012 budget and is printed in the budget book. Currently the City has an approved FTE schedule of 546.1384. A full time equivalent equals a forty hour per week employee or two thousand, eighty hours per year. The actual number of employees the City has is greater than the FTE count as there can be several part-time employees to cover the forty hour work week. The best example of this would be at the water park where we might hire more than one hundred people to fill eighteen FTEs.

Discussion

A lengthy process to review and evaluate the operations at the City's Wastewater Treatment Plant resulted in a decision by the Council to handle plant upgrades with internal staff as opposed to contracting with an outside vendor for the daily management of the plant. The Council approved Resolution 2012-41 (B) at the February 14, 2012 Council meeting. That Resolution approved the addition of two new positions at the City Wastewater Treat Plant. The two positions approved were the Wastewater Plant Engineer and The Wastewater Operations Engineer. Also approved was the funding for the positions as well as recommended operational upgrades. The proposed salary range for the Wastewater Plant Engineer is \$65,248.56 - \$93,650.70 and for the Wastewater Operations Engineer is \$62,816.00 - \$88,400.00.

An FTE Amendment is needed to approve the changes in the 2011/2012 budget FTE schedule and also to put into motion the Council directive in Resolution 2012-41 (B).

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

Recommend amending the City's current FTE schedule to reflect the addition of the Wastewater Plant Engineer and the Wastewater Operations Engineer.

Sample Motion

Move to approve amending the City's current FTE schedule to include the positions of Wastewater Plant Engineer and Wastewater Operations Engineer.

RESOLUTION 2012-53

WHEREAS, the City Council approved the addition of two FTEs in Resolution 2012-41 (B) and additional funding to support these FTEs; and

WHEREAS, the two FTEs approved by the City Council are the Wastewater Plant Engineer and the Wastewater Operations Engineer; and

WHEREAS, the annual salary range for the Wastewater Plant Engineer is \$65,248.56 - \$93,650.70 and the annual salary range for the Wastewater Operations Engineer is \$62,816.00 - \$88,400.00 and these ranges shall move in accordance with salary range changes approved by the City Council; and

WHEREAS, the City Council approves amending the current FTE schedule that was approved as part of the 2011/2012 budget to include the two aforementioned positions.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, the City's FTE schedule is amended to include the addition of the Wastewater Plant Engineer and the Wastewater Operations Engineer.

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Adopted by the City Council of the City of Grand Island, Nebraska, February 28, 2012.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk