



City of Grand Island

Tuesday, May 8, 2012

Council Session

Item I3

#2012-125 - Consideration of Approving FTE Amendment

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

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director
Meeting: May 8, 2012
Subject: Consideration of FTE Amendment
Item #'s: I-3
Presenter(s): Brenda Sutherland, Human Resources Director

Background

The City Council approves a FTE schedule annually as part of the City Budget process. This schedule specifies the number and titles of positions that are approved to be filled during the budget year. A Salary Ordinance is then brought forward for Council approval to specify the wages that will be paid for the positions that have been approved.

Discussion

The Public Works Department has recently requested a change be made to a position that is currently vacant due to a retirement earlier this year. Public Works is requesting that the Engineering Division's FTE schedule be amended to reduce the number of Engineering Technicians it has by one and add a CADD Operator. Public Works has been focused on reorganizing the Engineering Division to design projects. The Division has several missing skill sets (CAD Operations, Surveying, and GIS are the most needed) needed to effectively perform the desired tasks. Most staff can perform these tasks to some extent, but not as effectively nor as efficiently as should be expected of an engineering group.

The proposed change to the FTE Schedule will have a zero net effect as the wage scale is the same as the current Engineering Technician scale.

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 the Council approve the FTE amendment to reduce one Engineering Technician and add one CADD Operator in the Engineering Division of Public Works.

Sample Motion

Move to approve the FTE proposed amendment.

RESOLUTION 2012-125

WHEREAS, the City Council approves a schedule of full time equivalent positions as part of the City's annual budget process; and

WHEREAS, the Public Works Department has requested a title change to more accurately identify the characteristics of a position in the engineering division; and

WHEREAS, the Public Works Department will reduce its current FTE schedule by one Engineering Technician and add one CADD Operator with a salary range of \$19.6892 - \$27.7684.

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 aforementioned changes to the City FTE Schedule.

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Adopted by the City Council of the City of Grand Island, Nebraska, May 8, 2012.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk

Approved as to Form	☒ _____
May 4, 2012	☒ City Attorney