

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: August 27, 2010

TO: Personnel Board

FROM: Sylvia Moss

SUBJECT: **Engineer 2, Water Utility**

The Water Utility/Engineering Section has requested a study of an Engineer 2 position, Compensation group 18, Range 8, which is currently occupied by Adam Wiederhoeft. The Engineer 2 position is classified within a class series of professional engineering positions ranging from Engineer 1-4. This class series describes professional engineering work performed in association with the design and construction of public works projects and/or other activities requiring professional engineering expertise.

The Engineer 2 classification is at the intermediate-level of professional engineering work. Mr. Wiederhoeft's work is performed in the office and or field in connection with the design and construction of public works projects for the Madison Water Utility. Regular work assignments are received from a higher-level Water Utility Engineer 4 and special project assignments are usually received from the Principal Engineer of the Water Utility Engineering Section.

After reviewing the position description (see attached) and meeting with the first-line supervisor, the Manger/Engineering Section and the incumbent, I concluded that the position should be an Engineer 3 and the incumbent reallocated.

The incumbent is currently working within an established professional engineering career ladder. He has worked at the level of Engineer 1 and Engineer 2 for the past four years. He has received assignments and performed work at the Engineer 3 level for approximately one year. To meet the need to continually upgrade technologically and maintain water industry requirements, the Engineer 3 position provides journey-level professional engineering work in connection with design, management and construction of a wide variety of public works projects. "The work is characterized by the excise for technical and professional judgment, the broader application of professional engineering expertise, and proficiency in the operational and procedural aspects of the work."

Upon my review of this position I found that the incumbent has had several major project assignments. One of his current major projects involves a three mile long (water) pipeline named "Cannon Ball Pipeline." This project has a phase one and phase two construction design. The construction of this pipeline is designed to improve fire protection. Mr. Wiederhoeft's responsibility for this assignment is Project Manager. Under phase one construction he independently wrote the contract, worked on the design (selection of pipe, pipe route, etc.) and coordinated the work between all entities (DNR, other cities, City agencies, etc.). Phase two construction contract was also written by Mr. Wiederhoeft. His responsibility remains as Project Manager and he will work on this project through final construction.

Another major project assignment was the Sherman Terrace Condominiums. The incumbent wrote the contract, worked with the design and took it through final construction. Mr. Wiederhoeft's received a

four-month special project assignment with the City Engineering Division. This assignment was to develop teaching materials for technicians to inspect sewer pipes. This required the incumbent to independently research, analyze and develop the written criteria. In addition, we conducted the training for the City Engineering staff.

The incumbent is presently engaged in the early planning stage of the “2011 Williamson Street Reconstruction Water Main Design Project.” Another water only public works project is the “Droster Street Project.”

It is obvious from the review of the position description, discussion with the supervisors regarding project assignments, professional judgment, independent work and proficiency in the operational and procedural aspects of Mr. Wiederhoeft’s work that I recommend he be reallocated to Engineer 3 classification Compensation Group 18 Range 10. Mr. Weiderhoft has possession of a valid Engineer in Training Certificate which is a requirement at the Engineer 3 position level.

We have prepared the necessary resolution to implement this recommendation.

Editor’s Note:

Compensation Group/Range	2010 Annual Minimum (Step 1)	2010 Annual Maximum (Step 5)	2010 Annual Maximum +12% Longevity
18/08	\$52,309	\$62,073	\$69,524
18/10	\$56,781	\$68,241	\$76,440

cc: Alan Larson, Principal Engineer/Water Utility
Dennis Cawley, Engineer 4/Water Utility
Adam Wiederhoeft, Engineer 2/Water Utility

Attachment