

CITY OF MADISON  
**INTER-DEPARTMENTAL**  
CORRESPONDENCE

DATE: March 19, 2009

TO: Personnel Board

FROM: Michael Lipski, Human Resources

SUBJECT: Traffic Count Worker-Traffic Engineering

The Traffic Engineering Department has a vacant Traffic Count Worker position. There is only one budgeted position within the classification. Upon seeking to fill the position, Traffic Operations Manager, Lynn Christoph pointed out that there is significant overlap between the Traffic Count Worker classification and another existing classification, Traffic Signal Maintenance Worker, both within Compensation Group 16, range 11. After reviewing the position description for the Traffic Count Worker, I determined that 60% of the position is doing work encompassed within the Traffic Signal Maintenance Worker classification. In fact the Traffic Signal Maintenance Worker class spec also included responsibility for backing up the Traffic Count Worker and other duties and responsibilities were identical. Ms. Christoph explained that the work of performing traffic counts is seasonal and during the rest of the year, the Traffic Count Worker performs Traffic Signal Maintenance Worker work, which is why there is a high degree of overlap.

Because of the high degree of overlap in the duties and responsibilities of the Traffic Count Worker and the Traffic Signal Maintenance Worker, I recommend deletion of the Traffic Count Worker classification and that an additional position of Traffic Signal Maintenance Worker be created. I believe there needs to be at least a 50% difference in the duties and responsibilities of positions to warrant separate classifications. Since that does not exist here, the position being studied should be classified within the classification that encompasses the majority of the duties and responsibilities, or the Traffic Signal Maintenance Worker. The fact that one Traffic Signal Maintenance Worker may have greater responsibility for traffic counts should then be spelled out in position descriptions. The class spec for the Traffic Signal Maintenance Worker has been updated to reflect the fact that traffic counts is now a permanent part of this classification (see attached).

We have prepared the necessary Resolution to implement this recommendation.

Editor's Note:

Compensation Group/Range	2009 Annual Minimum (Step 1)	2009 Annual Maximum (Step 5)	2009 Annual Maximum +12% longevity
16/11	\$42,200	\$47,060	\$52,702

cc: David Dryer-City Traffic Engineer and Parking Manager  
Lynn Christoph-Traffic Operations Manager