

TO: Finance Committee
 FROM: Victoria Larson
 DATE: April 1, 2019
 SUBJECT: Principal Engineer 1

City Engineer Rob Phillips is requesting that position #1070 of Engineer 4 be recreated as a Principal Engineer 1 (CG 18, R15) to help support the Transportation unit in Engineering. After review, and for the reasons outlined below, I recommend that the additional Principal Engineer 1 position be created to be filled by an internal promotion process, which will allow current Engineers to compete for this position.

The Transportation unit is responsible for City roadways, right of ways, bridges, bicycle/pedestrian facilities, City and federally funded major construction projects, and private development. In the last 5 years development in these areas have increased dramatically. As a result, the Transportation unit has grown from a unit of nine permanent staff to a unit of twelve permanent staff and three hourly staff. The unit currently consists of one Principal Engineer 2 (CG 18, R16) and one Principal Engineer 1. These Principal Engineers oversee two Development Managers, three Engineer 4s, two Engineer 3s, two Engineer 2s, one Engineer 1, two hourly Engineers, and one hourly administrative support staff. Because the work has increased and six new positions are working in the unit, this has caused the need to assess the effectiveness of the unit's structure.

In order to meet the growing development demands I recommend that an additional Principal Engineer 1 position be created. With this new structure, there would still be a Principal Engineer 2 over the entire unit. However, the second Principal Engineer 1 would free up time for the Principal Engineer 2 to focus on private development needs, as well as major projects. It would also allow for the 2 Principal Engineer 1s to specialize, with the existing position focusing on small streets, resurfacing and right of way management. The new Principal Engineer 1 will assist with major projects and bicycle/pedestrian facilities. This structure will allow the Transportation unit to more efficiently and effectively address the growing development needs of our community. We have prepared the necessary resolution to implement this recommendation.

Editor's Note:

Compensation Group/Range	2019 Annual Minimum (Step 1)	2019 Annual Maximum (Step 5)	2019 Annual Maximum +12% longevity
18/16	91,560.04	110,339.84	123,580.62
18/15	87,358.96	105,182.74	117,804.67
18/12	75840.96	91560.04	102,547.24

cc: Rob Phillips, City Engineer

Kathy Cryan, Deputy Division Manager

Christopher Petykowski, Principal Engineer 2