

TO: Personnel Board

FROM: Sarah Olson, Human Resources

DATE: September 6, 2013

SUBJECT: Traffic Signal Electrician Series

At the request of the City Traffic Engineer, David Dryer, and Traffic Operations Manager, Lynn Christoph, I have studied the Traffic Signal Electrician related classifications currently housed within the electrical section of the Traffic Engineering Division. Presently, the Traffic Engineering Division has the following Signal Electrician related classifications:

- Traffic Signal Electrician 1: CG 16/R14
- Traffic Signal Electrician 2: CG 16/R17

These positions are supervised by the Electrical Operations Leadworker (CG16-R20). However, after discussions with Lynn Christoph, I recommend creation of a new classification of Traffic Signal Electrician 3, in CG16, Range 18, creating a series similar to the Communications Technician 1-3, also found in Traffic Engineering. Updated class specs are attached.

The electrical section of the Traffic Engineering division coordinates and oversees the installation and repair of basic to complex electrical, electronic and computer equipment associated with traffic signal, street lighting, data communication and emergency alarm systems and other City maintained electrical/electronic equipment and systems.

The Traffic Operations Manager oversees the electrical section within Traffic Engineering, assisted by the Electrical Operations Leadworker (CG16-R20) who reports directly to the Manager. The electrical section has 3 Traffic Signal Electrician 1, 5 Traffic Signal Electrician 2 and 1 Leadworker. In response to changing technology (signal, street lighting systems, surveillance cameras, digital speed boards, etc.), the increased responsibility of an additional 57 miles of fiber optic cable systems, increased liaison support needed to City IT department, training and oversight of lower level Electrical Section employees, and assistance needed to the Electrical Operations Leadworker, Traffic Engineering has proposed the creation of a Traffic Signal Electrician 3 classification (CG16/R18).

The Traffic Signal Electrician 3 will research, design, install, inspect and repair fiber optic network systems throughout the City. They will provide technical support to the City IT department and respond to, diagnose and repair equipment damaged in accidents and/or by contractors. The City was recently given an additional 57 miles of fiber optic cable due to the MUFN (Metropolitan Unified Fiber Network) project. In addition, this person will install, modify, maintain and repair traffic signals and lighting systems for which the technology continues to evolve. The Traffic Signal Electrician 3 will train and oversee lower level Electrical Section employees in conjunction with the Electrical Operations Leadworker and will act as Assistant to the Operations Leadworker.

The series will reflect a similar series of the Communication Technicians also in the Traffic Engineering Division. The Traffic Signal Electrician 3 compares to the Communications Technician 3 (CG16/18) in its leadership responsibilities over the section, and the fact that they are the first point of contact if employees in the field encounter problems and must have the ability to perform all the different work performed by the lower level staff so that the employee can be a resource when trouble arises. However, both classifications have specialized knowledge for systems in the section at a higher level than the 1 and 2s.

Based on my review of the submitted materials, the interview I conducted, and evaluation against other positions/classifications in the City, I recommend the creation of the classification of Traffic Signal Electrician 3 in CG16/R18.

We have prepared the necessary Ordinance and Resolution to implement this recommendation.

Attachments

Compensation Group/Range	2013 Annual Minimum (Step 1)	2013 Annual Maximum (Step 5)	2013 Annual Maximum +12% longevity
16/14	\$48,080	\$54,120	\$60,606
16/17	\$51,987	\$59,988	\$67,184
16/18	\$53,917	\$62,357	\$69,836

cc: David Dryer—City Traffic Engineer
 Lynn Christoph—Traffic Operations Manager
 Greg Leifer/Erin Stenson—Labor Relations