To: Personnel Board
From: Sherry Severson, Human Resources
Subject: Engineer 2 – Traffic Engineering
Date: December 15, 2009

At the request of the City Traffic Engineer, I have reviewed the position of Engineer 2 (Compensation Group 18, Range 8) occupied by S. Langer in the Traffic Engineering Division. Work associated with this classification involves intermediate -level professional engineering activities related to the design and construction of public works projects. Assignments are received from higher level engineers who define the scope of the work, review the work in progress and upon completion, and certify the results.

Within the Traffic Engineering Division, typical assignments for an Engineer 2 include smaller reconstruction projects involving design and traffic control while under a greater level of oversight by higher-level Traffic Engineers. The complexity of projects are expanded and become more independent as the employee demonstrates increased employee expertise and responsibility, independence of action, and knowledge of City systems and processes.

Over time this position has assumed more responsibility and is currently performing intermediate-level professional traffic engineering and project leadership work in connection with complex projects. Most notable is the Hoepker Road project involving joint effort and coordination with several other jurisdictions including the City of Sun Prairie and Dane County, as well as businesses such as American Family Insurance. Because this is a developing area, the project requires projection of traffic patterns, consideration of transportation planning, zoning, and land use, all examples of duties found at the Traffic Engineer 1 level.

This position also serves as a representative on state projects, participates in public presentations relative to traffic engineering projects, and represents the Transportation Division on the School Traffic Safety Committee. Further, the incumbent now supervises the work of others (3 Engineering Technicians and an Engineering Program Specialist 2) as he oversees the Traffic Engineering Street Occupancy Permit program.

The class of "Engineer 2" (18/08) is distinguished from the higher-level class of "Traffic Engineer 1" (18/10) in that the latter places emphasis the exercise of independent technical and professional judgment. The class of Traffic Engineer 1 also requires knowledge of fundamental traffic engineering principles and practices along with working knowledge of civil engineering survey, design, and construction practices as applied to the construction of transportation and traffic control facilities, the operation of traffic signal controllers and traffic signal networks.

I find that the work being performed to be consistent with that at the "Traffic Engineer 1" level in terms of both the scope and depth of responsibility currently assigned. As indicated in the class specification for Traffic Engineer 1:

> Movement to this level will be from the Engineer 2 classification and will be based on demonstrated performance at the higher level and completion of the required years of experience.

Since the employee has assumed said responsibility incrementally, I recommend reallocation to the Traffic Engineer 1 level.

We have prepared the necessary resolution to implement this recommendation.

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
18/12	$62, 073	$74,939	$83,928

*The 2009 salaries are listed. The salary schedule for 2010 is not approved but salaries will be adjusted to reflect any change at that time.

Cc: David Dryer, City Traffic Engineer and Parking Manager
Dan McCormick, Assistant City Traffic Engineer