

TO: Personnel Board

FROM: Emaan Abdel-Halim, Human Resources

DATE: 11 August 2017

SUBJECT: Water Resources Specialist 3 (P. Gaebler) – Engineering Division

The City Engineer, Mr. Rob Phillips; and Deputy City Engineer, Mr. Greg Fries; have submitted a request for a position study of the Water Resources Specialist 3 position (#3926, CG 18, R10); currently occupied by Mr. Phil Gaebler. Upon review of the updated position description, I recommend the following for the reasons outlined in this memo.

- Recreate position #3926 from an Water Resources Specialist 3 in CG18, Range 10 into an Engineer 3, in the same CG and Range, in the Engineering Division operating budget;
- Reallocate the incumbent, P. Gaebler, into the new position.

Mr. Gaebler began working for the City in January 2015 as Water Resources Specialist 2, and advanced to the 3 level through the career ladder in early 2017. His primary responsibility is to oversee and lead the development of the City's WinSLAMM (Source Loading and Management Model for Windows) to evaluate compliance and water quality modeling associated with the City's stormwater discharge permits issued by the Wisconsin DNR and EPA. Mr. Gaebler leads a team of an Engineer 2 (CG18, R8) and Engineer 1 (CG18, R6) to complete the WinSLAMM modeling for the entire City of Madison. Additionally, Mr. Gaebler's position has evolved over the last year and a half with more design, construction and project management duties related to water quality projects and plan sets such as specialized treatment structures, stormwater ponds and bio-basins. The highly technical nature of this engineering design work fit well with the Mr. Gaebler's prior work experience and education. Finally, these design projects require a professional engineer stamp for issuance, which Mr. Gaebler currently possesses. While the PE stamp is not a requirement for an Engineer 3, this does indicate the highly technical nature of the work the incumbent is doing which is more accurately reflected in the Engineer 3 class spec.

Given the review of the position description, I've concluded that the nature and level of work Mr. Gaebler is performing is more consistent with the classification of Engineer 3. Therefore, I recommend recreation of the Water Resources Specialist 3 position #3926 in CG18, R10, to an Engineer 3 in the same CG and Range, within the Engineering operating budget; and reallocate the incumbent, Mr. Gaebler, to the new position.

The necessary resolution to implement these recommendations has been drafted.

Editor's Note:

Compensation Group/Range	2017 Annual Minimum (Step 1)	2017 Annual Maximum (Step 5)	2017 Annual Maximum +12% longevity
18/10	\$66,526	\$79,953	\$89,547

cc: Rob Phillips – City Engineer
 Greg Fries – Deputy City Engineer, Design & Construction
 Mike Lipski – HR Services Manager