

To: Personnel Board  
From: Gail Glasser  
Date: August 19, 2011  
Subject: Study, Traffic Engineer 1, Traffic Engineering Division

The Traffic Engineering Division requested study of the Traffic Engineer 1 position (#3844 in compensation group 18, range 10) held by S. Langer. The incumbent has worked in the position since January 24, 2010, following his work in the division as Engineer 1 and Engineer 2 beginning in January, 2006. After meeting with the supervisor and reviewing the work of the position, I recommend that the incumbent be reclassified as a Traffic Engineer 2, CG18, range 12.

The request details “progressively greater independence and less supervision” in assignments, the elements that distinguish the work of the “2” level from those of the “1” level.

Assignments in the section are usually made within areas of specialization. In the incumbent’s case, however, assignments have been made across all areas of responsibility in response to work needs, and have included supervision of lower-level employees and work coordination, purchasing of services and materials, division financial planning, including applying for and receiving Highway Safety Improvement Grants for a major safety project, representing the department in planning and reviewing of major projects with the City, State and other jurisdiction, meeting with citizen groups in order to develop projects with neighborhood participation, and independent project management.

Higher-level duties have progressed logically from Traffic Engineer 1 assignments, and have increased gradually with assigned work.

We therefore recommend advancement of the incumbent to the higher-level Traffic Engineer 2 classification, and have prepared the necessary Resolution to implement the change.

Fiscal Note:

Rates reflect 8/7/11 5% adjustment for the end of 2011, which will be readjusted to 3% of previous rates in 2012.

Compensation Group/Range	2011 Annual Minimum (Step 1)	2011 Annual Maximum (Step 5)	2011 Annual Maximum (St 5 with Longevity)
18/10	\$59,620	\$71,653	\$80,262
18/12	\$65,176	\$78,685	\$88,140

Copies: David Dryer, City Traffic Engineer and Parking Manager  
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