

TO: Personnel Board

FROM: Sarah Olson, Human Resources

DATE: April 17, 2014

SUBJECT: Engineer 2 – Traffic Engineering

City Traffic Engineer & Parking Manager David Dryer and Assistant City Traffic Engineer Scott Langer have requested a study of the Engineer 2 position #1213, in CG18, Range 8, currently occupied by Thomas Mohr. Mr. Mohr has been in this classification since October 2, 2011. He began as an Engineer 1 when he joined the Traffic Engineering Division on May 19, 2008, and was reclassified to an Engineer 2 on October 2, 2011. Since late 2012, the responsibilities of the position have grown to include elements of Traffic Engineer 1 work duties and responsibility as outlined in this memo. Based on the position description (attached) that was submitted and interviews with Assistant City Traffic Engineer Scott Langer and the incumbent, I recommend a reclassification of the incumbent from an Engineer 2 to a Traffic Engineer 1 in CG18, Range10.

The Engineer 2 class specification (attached) identifies

... intermediate-level professional engineering work performed in the office and/or field in connection with the design and construction of public works projects. Assignments are received from higher-level engineers or supervisors who define the scope of the work, review the work in progress and upon completion, and certify the results. The work is characterized by the application of expanded professional expertise encompassing both theoretical concepts and operational considerations gained through experience.

The Traffic Engineer 1 class specification (attached) identifies

...journey-level, professional traffic engineering work involving independent responsibility for major traffic engineering projects in an area of specialization. The work involves independent development and application of engineering methods and the production of traffic, traffic signal control, and/or electrical engineering designs for assigned projects and studies. The work involves the independent application of professional judgment to broad projects and problem solution. Assignments are received from higher level staff and limited supervision is required.

Mr. Mohr's duties have expanded to include the design of major construction projects including high visibility projects such as the outer loop and King Street and Main Street construction. Design duties include developing new geometric layouts for the roadway and design of traffic control and construction staging to facilitate the project with minor oversight from higher level Engineers.

Mr. Mohr is the Traffic Engineering representative on the School Traffic Safety committee. This committee is tasked to provide safer routes for kids to and from school. He works with the general public, school principals, crossing guards, parking enforcement, etc. Recommendations for new signage and marking may be suggested and Mr. Mohr must justify, explain and support what signage and marking is and is not a viable solution.

A daily responsibility involves monitoring the daily traffic signal operations and adjusting timing as needed based on traffic flow. He prepares and designs the signing and marking needed for Streets constructed during the year which involves coordinating the installation, inspection and monitoring of project signing and marking plans, specification and schedule. Mr. Mohr must review work as it is performed to determine if additional signing and marking is needed.

In addition, he is functioning at a higher level representing the Traffic Engineering Division on the City’s Street Use Committee and developing traffic plans to accommodate the City’s many events. His current project is working with Police on developing a traffic plan for the new location of Rhythm and Booms. This involves deciding which streets to close and where barricades and Police will be needed. It also involves working with different jurisdictions depending on events. Mr. Mohr also oversees the technical staff as it relates to street permits and reviews all of the permits as they relate to use, occupancy, excavation, parade and other special permits.

The duties and responsibilities listed above are journey-level, professional traffic engineering work involving independent responsibility. His representation on the Street Use committee and the School Traffic Safety committee requires independent professional judgment with limited supervision. He prepares, coordinates and participates in the preparation of designs, plans and specifications for a wide variety of major Public Works and private projects, and works directly with consultants and other City agencies. He regularly leads lower level professional staff in the oversight of the Street Use Permits. All of these duties are consistent with the Traffic Engineer 1 classification.

We have prepared the necessary Resolution to implement this recommendation.

Editor’s Note:

Compensation Group/Range	2014 Annual Minimum (Step 1)	2014 Annual Maximum (Step 5)	2014 Annual Maximum +12% longevity
18/08	\$55,560	\$65,931	\$73,840
18/10	\$60,311	\$72,482	\$81,172

cc: David Dyer-City Traffic Engineer & Parking Manager
 Scott Langer-Assistant City Traffic Engineer
 Mike Lipski-HR Services Manager