



APPROVED
BY THE CITY COUNCIL

SEP 21 1999

OFFICE OF THE
CITY CLERK

1.3

DEPARTMENT OF
PUBLIC WORKS

CITY OF SACRAMENTO
CALIFORNIA

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SACRAMENTO, CA
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TECHNICAL SERVICES
DIVISION

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September 7, 1999

City Council
Sacramento, California

**SUBJECT: RECLASSIFICATION OF FOUR ENGINEERING POSITIONS TO EXEMPT
MANAGEMENT POSITIONS**

LOCATION AND COUNCIL DISTRICT:

Citywide

RECOMMENDATION:

Staff recommends that the City Council adopt the attached resolution amending the 1999/00 Public Works Department Operating Budget by reclassifying 4.0 FTE's engineering positions to exempt management positions.

CONTACT PERSON: Duane Wray, Technical Services Manager, 264-8279

FOR COUNCIL MEETING OF: September 21, 1999

SUMMARY:

Due to recruitment and retention problems for licensed engineers with expertise in transportation and/or private development, this report recommends reclassifying four vacant engineering positions from Associate Civil/Electrical/Mechanical Engineer to Senior Engineer exempt management positions.

Department of
PUBLICWORKS
CITY OF
SACRAMENTO

COMMITTEE/COMMISSION ACTION:

None

BACKGROUND INFORMATION:

Today's market for licensed engineers with extensive experience in transportation and/or private development is strong and extremely competitive due to the current economy and the limited resource pool of experienced licensed applicants. We are losing experienced talented engineers to private industry because our salary and benefit package is no longer competitive. Aggressive recruitment efforts during the last several months produced a limited number of qualified applicants.

Reclassifying four of our engineering positions to Senior Engineer and appointing licensed engineers with exceptionally strong technical skills and experience will provide professional civil, electrical, traffic, and mechanical engineering staff to oversee complex transportation, private development, and capital improvement projects. Further, this action will provide an opportunity to retain and hire qualified licensed engineers who are compensated with salary/benefit packages comparable to packages offered by other agencies and private businesses.

FINANCIAL CONSIDERATIONS

There is no net General Fund impact associated with this recommendation. Additional costs (approximately \$65,000 per year) will be offset with labor reimbursements from Capital Improvement Projects, private development projects, and reimbursable projects.

ENVIRONMENTAL CONSIDERATIONS:

Ongoing administrative and maintenance activities, which are not made for purposes of a public works construction project, do not constitute a "project" and are exempt from the California Environmental Quality Act (CEQA). CEQA guidelines, Sections 15061(b)(1), 15378(b)(3).

POLICY CONSIDERATIONS:

The City Council, through broadbanding, has authorized the City Manager to create management positions as necessary to implement the City's policies and procedures. When the creation of such positions requires the addition of funding to the management salary budget, City Council approval is needed to transfer the funding. In this case, we are recommending four Associate Engineer positions be reallocated to Senior Engineer to allow the creation of highly technical super-journey assignments to oversee complex transportation, private development, and capital improvement projects for Public Works.

City Council
Reclassifying Positions in Public Works
September 7, 1999

ESBD CONSIDERATIONS:

City Council adoption of the attached resolution is not affected by City policy related to the ESBD Program.

Respectively submitted,


Duane Wray
Technical Services Manager


Dee Contreras
Director of Labor Relations

Approved by:


Michael Kashiwagi
Director of Public Works


for Ken Nishimoto
Director of Administrative Services

RECOMMENDATION APPROVED:


ROBERT P. THOMAS
City Manager
P/Misc Proj/Reclassified Eng Positions/Council Management Positions Staff Report

RESOLUTION NO: 99-522

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

A RESOLUTION AMENDING THE 1999/00 DEPARTMENT OF PUBLIC WORKS OPERATING BUDGET BY RECLASSIFYING FOUR FULL TIME EQUIVALENT ENGINEERING POSITIONS (FTEs) TO EXEMPT MANAGEMENT POSITIONS

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT:

1. Two (2) vacant Associate Civil Engineer positions, one (1) vacant Associate Electrical Engineer position, and one (1) vacant Associate Mechanical Engineer position in the Technical Services Division of the Department of Public Works be reclassified to Senior Engineer.
2. The 1990/00 Operating Budget for the Technical Services Division in the Department of Public Works be amended as follows:

101-310-3131-4101	Regular Hours	\$	24,737
101-310-3131-4122	FICA		1,894
101-310-3131-4123	Insurance Contribution		34,172
101-310-3131-4125	SUI		73
101-310-3131-4126	Workers Compensation		897
101-310-3131-4144	Paid Employee's PERS	<	7,447 >
101-310-3131-4276	Auto/Allowance		9,840
101-310-3131-4710	CIP Labor Reimbursement	<	32,083 >
101-310-3131-4711	Indirect Reimbursement	<	32,083 >

MAYOR

ATTEST:

CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____