



AGENDA SUMMARY EUREKA CITY COUNCIL

TITLE: Engineering Reorganization

DEPARTMENT: Human Resources

PREPARED BY: Will Folger, Director of Human Resources

PRESENTED FOR: Action Information only Discussion

RECOMMENDATION

De-allocate one (1) Deputy City Engineer and allocate one (1) additional Special Projects Manager; Allocate one (1) additional Project Manager; Reclassify Infiltration and Inflow Manager to Associate Civil Engineer.

FISCAL IMPACT

No Fiscal Impact Included in Budget Additional Appropriation

COUNCIL GOALS/STRATEGIC VISION

DISCUSSION

The Engineering Division of the Public Works Department develops and executes critical planning and capital projects necessary to further the City's goals and maintain its infrastructure. Including the additional Engineering Technician allocated by Council on 12/06/2022 with the adoption of the revised Private Sewer Lateral Ordinance, the division is allocated a total of 14 positions. Since the resignation of the previous Deputy City Engineer (DCE), staff has attempted to recruit for the position three times, all of them unsuccessfully.

In order to adequately staff projects and overcome recruitment challenges, staff proposes several changes to the division. First, the DCE position will be deallocated and allocated instead as an additional Special Projects Manager, which shares the same salary grade code. This will allow greater high-level project oversight, while not requiring the professional engineer license of DCE. Second, the incumbent Inflow and Infiltration Manager, who holds an engineering license, will be reclassified to Associate Engineer, which will provide greater focus on technical engineering work without the experience requirement of DCE. Lastly, as forecasted by staff previously, an additional Project Manager position will be allocated to focus on sewer projects, a change necessitated by the consent decree negotiated with the Ecological Rights Foundation. In addition to these allocation changes, the reporting structure within the division will be altered to allow for better oversight, mentoring, and supervision.

Changes are detailed in the graph below:

Position	FTE	Change	Revised FTE
City Engineer	1		1
Deputy City Engineer	1	(1)	0
Special Projects Manager	1	1	2
Engineering Technician	6		6
Project Manager	1	1	2
Inflow and Infiltration Manager	1	(1)	0
Associate Civil Engineer	0	1	1
Assistant Engineer I/II	1		1
Administrative Technician	1		1
GIS Coordinator	1		1
Total	14	1	15

It is recommended that the Associate Engineer position be placed at the Salary Range of GC169 to maintain internal pay equity:

GC169	Annual	72,116	75,722	79,508	83,483	87,657
GC169	Monthly	6,010	6,310	6,626	6,957	7,305
GC169	Semi-monthly	3,004.82	3,155.10	3,312.83	3,478.45	3,652.39
GC169	Hourly	34.671	36.405	38.225	40.136	42.143

The additional budgetary appropriation required to implement these changes is \$110,000 annually.

Attachments:

Class Spec – Associate Civil Engineer

REVIEWED AND APPROVED BY:

- City Attorney
- City Clerk/Information Technology
- Community Services
- Development Services
- Finance
- Fire
- Human Resources
- Police
- Public Works