



## 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) vacant Engineering Technician position; Adopt new classification of Senior Engineering Technician; Reclassify one (1) incumbent Engineering Technician to the new Senior Engineering Technician classification; use salary savings from the deallocation of the Engineering Technician, as well as redistribution of funds currently budgeted for temp employee wages, to fund a new Regular Part-Time (RPT) Special Project Manager position.

### **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. Staff has attempted to recruit for various Engineering positions (7) seven times in the 2023 calendar year. Several of these attempts have been unsuccessful. Additionally, (6) six full-time positions in the Engineering division have been vacated in the last (5) five months.

In order to adequately staff projects and overcome recruitment and retention challenges, staff proposes changes to the division:

1. De-allocate one vacant Engineering Technician position and establish the new classification of Senior Engineering Technician to provide opportunities for career advancement within the division.

2. Reclassify one incumbent Engineering Technician to the new Senior Engineering Technician classification.
  
3. Use the salary savings from the deallocation of the Engineering Technician position, as well as the redistribution of funds currently budgeted for temporary employee wages, to fund a new Regular Part-Time (RPT) Special Project Manager position within the Engineering Division.

These changes align with the City Council's objectives to enhance the efficiency and effectiveness of the Public Works Department while maintaining fiscal responsibility. The net fiscal impact of these changes is expected to be neutral.

Changes are detailed in the graph below:

Position	FTE	Change	Revised FTE
City Engineer	1		1
Special Projects Manager	2	<1>	1
Special Projects Manager RPT	0	1	1
Engineering Technician	5	<1>	4
Project Manager	2		2
Senior Engineering Technician	0	1	1
Associate Civil Engineer	1		1
Assistant Engineer I/II	1		1
Administrative Technician	1		1
GIS Coordinator	1		1
Total	14	1	14

It is recommended that the Senior Engineering Technician be placed at the Salary Range of GC102 to maintain internal pay equity:

GC102	Annual	51,630	54,211	56,921	59,767	62,756
GC102	Monthly	4,302	4,518	4,743	4,981	5,230
GC102	Semi-monthly	2,151.24	2,258.79	2,371.72	2,490.28	2,614.82
GC102	Hourly	24.822	26.063	27.366	28.734	30.171

**Attachments:**

**Class Spec – Senior Engineering Technician**

**REVIEWED AND APPROVED BY:**

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