



CITY OF WAUKESHA

Administration

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Committee: Human Resources	Date: 4/15/2016
Common Council Item Number: Click here to enter text.	Date: 5/3/2016
Submitted By: Fred Abadi, Ph.D., P.E.- Public Works	City Administrator Approval: Kevin Lahner, City Administrator Click here to enter text.
Finance Department Review: Rich Abbott, Finance Director Click here to enter text.	City Attorney's Office Review: Brian Running, City Attorney Click here to enter text.
Subject: Request From Department of Public Works- Un-fund a Tech II Position & Fund a Tech IV Position and Revise B-16 Staffing Resolution to reflect the Change.	

Details:
 The Department of Public Works requests an Engineering Division, Tech II position to be unfunded to fund a Tech IV position to manage the citywide sidewalk inspection & repair program and permit for work in public right-of-way (ROW) program.

Currently the sidewalk inspection & repair program and permit for work in public ROW process is managed by a Tech V with assistance from a Tech II. Reassigning these programs to a Tech IV would free up the Tech V to manage major roadway, storm sewer and sanitary sewer construction projects without adding any new staff.

The Tech II pay range I \$45,788-\$61,813, while Tech IV position pay range is \$52,913-\$71,433. Promoting a Tech II to a Tech IV will result in a 5-10% salary increase (\$2,565-\$5,130).

Options & Alternatives:
 There are two options/alternatives: (1) Assign the work to Tech II and pay out of Class pay, (2) Continue assigning the work to Tech V & increase staffing level by an Engineer II or Tech V during the 2017 budget process.

Financial Remarks:
 City Engineer & Tech V positions will be come vacant by June 9, 2016. Both these positions will be filled at a lower salary rates than currently paid for these two positions, resulting in sufficient savings to offset the increase for promoting a Tech II to Tech IV.

Executive Recommendation:
 Recommend approval.

