



CITY COUNCIL STAFF REPORT

TO: Honorable Mayor and City Council **DATE:** April 25, 2022

FROM: Matthew Bronson, City Manager

PREPARED BY: Karla Mattocks, Management Analyst-Human Resources

SUBJECT: Resolution Authorizing Conversion of an Engineering Technician Position to Assistant Engineer within the Public Works Department

RECOMMENDATION

Adopt the Resolution authorizing conversion of an Engineering Technician position to Assistant Engineer within the Public Works Department from.

BACKGROUND

The City's previous Engineering Technician retired in January and the City has subsequently conducted a recruitment for the vacant position. This recruitment has proven to be extremely challenging due to the highly competitive job market and limited availability of candidates with a background in engineering. Traditionally, the civil engineering profession included licensed professional engineers who designed projects and engineering technicians who drafted project documents and acted as support staff. The Engineering Technician series does not require a four-year degree and as the civil engineering profession has evolved, the non-degree pathway to the engineering field has been largely replaced by a traditional four-year degree pathway. Recent graduates in the field of civil engineering would meet the qualifications for the position of Assistant Engineer with most public and private organizations. This makes it difficult to attract talent to the classification of Engineering Technician.

The difficulties of recruiting for the position, along with the increased engineering workload in the Public Works Department and a sizable increase in activity requiring engineering review indicates that the needs of the department would be better met by fulfilling the current vacancy at the level of Assistant Engineer. The position of Assistant Engineer is more commensurate with the opportunities and compensation available to new graduates and offers the possibility of future advancement, once requirements are met, to the position of Associate Engineer and eventually Senior Engineer. This addition will provide broader support to the Public Works team of Senior Engineer, Capital Improvements Project Manager, and City Engineer/Public Works Director and is consistent with the structure of other City Departments of similar size. Pending Council action, the City will reopen this recruitment process with this higher level position.

Staff has discussed the proposed allocation change with representatives from Service Employees International Union Local 620 through the 'meet and confer' process and no concerns were raised.

FISCAL IMPACT

The cost of this position conversion at Step E is approximately \$31,041 which includes salary and benefits on an annual basis beginning 7/1/22.

ALTERNATIVES

The City Council has the following alternatives to consider:

1. Adopt the Resolution to convert a position allocation within the Public Works Department from Engineering Technician to Assistant Engineer; or
2. Provide alternate direction to staff.

PUBLIC NOTIFICATION

The agenda was posted in accordance with the Brown Act.

Attachments

1. Resolution to authorizing conversion of a position allocation within the Public Works Department from Engineering Technician to Assistant Engineer.

RESOLUTION NO. 22-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GROVER BEACH, CALIFORNIA, AUTHORIZING CONVERSION OF A POSITION ALLOCATION WITHIN THE PUBLIC WORKS DEPARTMENT FROM ENGINEERING TECHNICIAN TO ASSISTANT ENGINEER

WHEREAS, Resolution No. 21-18 was adopted by the City Council on the 28th of June, 2021, establishing the number of positions in the various departments of the city for the FY 21/22 Budget; and

WHEREAS, the Assistant Engineer will provide broader support to the Public Works team of Senior Engineer, Capital Improvements Project Manager, and City Engineer/Public Works Director and carry out a number of key tasks essential to adequately complete current and future Public Works projects;

NOW, THEREFORE, BE IT RESOLVED that the City Council does hereby amend Resolution No. 21-18 to authorize the conversion of the position allocation of Engineering Technician to that of Assistant Engineer.

On motion by Council Member _____, seconded by Council Member _____, and on the following roll-call vote, to wit:

- AYES: Council Members -
- NOES: Council Members -
- ABSENT: Council Members -
- ABSTAIN: Council Members -

the foregoing Resolution was **PASSED, APPROVED, and ADOPTED** at the Regular meeting of the City Council of the City of Grover Beach, California this 25th day of April, 2022.

****DRAFT****

JEFF LEE, MAYOR

Attest:

WENDI B. SIMS, CITY CLERK