

**PW Reorganization Plan October  
2016**

<b>PW Division</b>	<b>Current Position</b>	<b>Current Status</b>	<b>Director's Recommendation</b>	<b>Justification</b>	<b>Fiscal Impact</b>
Administration	Senior Clerk	Funded and Filled	Reclassify current position to a Senior Account Clerk	Currently there are three Senior Clerks in PW. Two of them are focused on payroll and general administrative responsibilities and the third one is focused on fiscal administration. Reclassification of the current position provides for the alignment of responsibilities and job title.	9,248
Administration	Typist Clerk II	Funded and Vacant	Unfund and eliminate current position	There were two Typist Clerk II positions in PW. One Typist Clerk II is sufficient.	(76,824)
Administration	Student Intern III	Unfunded	Fund and hire	Currently, there is one Student Intern III in PW that is focused on administrative items. The position is part time and the department will benefit from having year round support from another inters who is capable of performing a variety of high level assignments. It is anticipate that a significant portion of the associated salary would be covered by grant funds.	18,018
Engineering	Water Quality Administrator	Funded and Vacant	Unfund and eliminate current position	There are several sustainability issues (air, water, stormwater, energy, etc.) that need to be effectively handled by PW, but the responsibilities associated with the current position are too narrowly focused and as such, do not benefit the City.	(137,578)
Engineering	Senior Engineering Technician	Funded and Filled	Reallocate funds and replace current position with a Civil Engineering Assistant	Currently there are two Engineering Technicians (one Senior and one Regular). Both handle permit issuances and provide counter support. Over the course of the year, it became apparent that one Engineering Technician would be sufficient for the Department and that there is a definite need for more broad engineering and environmental (specifically water / stormwater) compliance.	11,812
Engineering	Associate Civil Engineer	Unfunded	Fund and hire	Based on the needs of the department and the CIP Program, this position will primarily provide support for Sustainability Projects (Environmental and Energy) and secondarily provide support to all other Engineering activities. This will allow the Civil Engineering Assistants to perform within their classifications.	153,165
Engineering	Senior Civil Engineer	Funded and Vacant	Downgrade current position, fund and hire an Associate Civil Engineer	PW currently has one principal, one senior and one associate engineer. A second Senior Civil Engineering position is not warranted, but an additional Associate Civil Engineer is needed so that we can reduce our reliance on third party staff augmentation.	(15,279)

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Engineering	Senior Construction Inspector	Funded and Vacant	Downgrade current position, fund and hire a Construction Inspector	PW currently has three filled positions - one supervisor, one senior and one regular construction inspector. The current vacant Senior position is not warranted, but an additional regular Construction Inspector would be beneficial in terms of effectively managing assignments and coverage.	(25,974)
Operations	Equipment Mechanic II	Funded and Filled	Reallocate funds and replace current position with a Senior Equipment Mechanic	Fleet is handled by one Equipment Operator who is currently the acting Senior Equipment Mechanic. One year ago there were 2 Equipment Mechanics and one Senior Equipment Mechanic in this shop. This change will eliminate the acting position and align responsibilities with the title. In addition to continuing to recommend, perform and/or oversee the service of non-leased vehicles/equipment, this position will be responsible for a part time Equipment Service Worker (requested).	29,522
Operations	Equipment Mechanic II	Funded and Vacant	Downgrade current position, fund and hire an Equipment Service Worker (part-time position)	In order to more safely and effectively handle the service of non-leased vehicles and equipment, this requested position would assist the Senior Equipment Mechanic (requested) as needed i.e. picking up parts, helping with transport, etc.	(65,545)
					<b>(99,435)</b>