

Job Evaluation Report

City Service Commission Meeting: October 27, 2020

Department of Public Works-Water Works

Current	Recommended
Electrical Engineer III PR 2IN (\$58,462 - \$81,844) FN: Recruitment Rate of \$66,324 (One Position)	Civil Engineer III PR 2IN (\$58,462 - \$81,844) FN: Recruitment Rate of \$66,324 and up to \$74,620 with the approval of DER and the Chair of Finance and Personnel (One Position)

Note: Residents receive rates that are 3% higher

The Department of Employee Relations (DER) received a request from the Department of Public Works – Water Works to change the classification of one position of Electrical Engineer III in the Engineering Design Section to Civil Engineer III. Job descriptions and further information was provided by Patrick Pauly, Water Works Administration Manager.

The Milwaukee Water Works (MWW) currently has seven positions of Civil Engineer III and three positions of Electrical Engineer III. Two of the Civil Engineer III positions and all three Electrical Engineer III positions are located in the Plants Unit. One new position of Electrical Engineer III was added in the 2019 budget to perform design work for capital improvement projects, conduct energy use analysis and provide support for operations and maintenance projects.

The Department indicated that with changing needs and a change in focus for the Plants Unit it would be helpful to reclassify one vacant position of Electrical Engineer III in Pay Range 2IN (\$58,462 - \$81,844) with a recruitment rate of \$66,324 to Civil Engineer III in Pay Range 2IN (\$58,462 - \$81,844) with a recruitment rate of \$66,324 and up to \$74,620 with the approval of DER and Chair of Finance and Personnel. The Department also indicated that a majority of the capital projects involve more civil engineering work rather than electrical engineering work. Also, this position as a Civil Engineer III could assist the Mains Unit with water main replacement projects. The Public Service Commission Order directs the replacement of 20 miles of water mains per year.

The basic function of the position would be to design and prepare construction plans and technical specifications for various MWW Capital Improvement Program projects such as water main replacement and extension, water plant and pumping station infrastructure repair or replacement, and new infrastructure; the research and analysis of the water treatment process and distribution system; the research and recommendation of water main and infrastructure construction materials; the use and development of the hydraulic model; the estimation of project costs; and conducting material and installation inspection of construction projects.

This request is for a title change only. The pay range would stay the same, however, there would be additional recruitment flexibility that would allow recruitment up to \$74,620 with the approval of DER and the Chair of Finance and Personnel.

Based upon the above review we recommend one position of Electrical Engineer III in Pay Range 2IN (\$58,462 - \$81,844) with a recruitment rate of \$66,324 be reclassified to Civil Engineer III in Pay Range 2IN (\$58,462 - \$81,844) with a recruitment rate of \$66,324 and up to \$74,620 with the approval of DER and the Chair of Finance and Personnel.

Action Required – Effective Pay Period 23, 2020 (November 1, 2020)

2020 Positions Ordinance

Under the Department of Public Works-Water Works, Engineering Organization, Engineering Design,

Delete one position of “Electrical Engineer III (X)”

Add one position of “Civil Engineer III (X)”

2021 Positions Ordinance

Under the Department of Public Works-Water Works, Engineering Organization, Engineering Design,

Delete one position of “Electrical Engineer III (X)”

Add one position of “Civil Engineer III (X)”

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Sarah Trotter, Human Resources Representative

Prepared by: Andrea Knickerbocker

Andrea Knickerbocker, Human Resources Manager