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MEMORANDUM

TO: Mayor Devine, Common Council Members

FROM: Peter Daniels, P.E., City Engineer

DATE: March 15, 2022

SUBJECT: Request for Reclassification of Engineering Technician IT Systems position to Civil Engineer position

Mayor and Council Members:

This communication is a request for your approval of the reclassification of the Engineering Technician – IT Systems position to a Civil Engineer position, and for your approval to fill the reclassified position. Our current Engineering Technician – IT Systems, Robert Strysick, has announced he will retire from his position as of April 1, 2022 after 31 years with the City.

In evaluating the current needs of the Engineering Department, we would suggest filling this position as a Civil Engineer instead of as an Engineering Technician. The filling of this vacant position at the Civil Engineer level would give us much more versatility in assigning tasks and allow the City to take on more engineering specialties in house such as green infrastructure design and traffic engineering design for which we currently have a lack of expertise in the Department.

The City of West Allis has come of age and so over the last decade we have been rapidly accelerating the pace of replacing all our sewers and water main for the first time in our 100 year history. This has led to a fourfold increase in the design work for our department already. But we are not able to keep up with the current needs and the City is falling behind in the rate of replacement for streets and sewers and water main as a result. The City is not replacing our infrastructure at a sustainable rate. The City will also need to make a major effort in the next 3 years to more aggressively replace all 7,000 lead water services still in use throughout the City in addition to our initiative to replace all the antiquated street lighting throughout the City.

The City of West Allis also has one of the smallest numbers of engineers on staff among all the comparably sized cities in Wisconsin. We currently have 6.5 engineers on staff (Leo Kos, our City Surveyor spends half the year inside as an Engineer and half the year outside as our City Surveyor). Comparable cities in Wisconsin like Kenosha, Janesville and Menomonee Falls all employ 7 engineers; Appleton employs 8, La Crosse employees 9 and Waukesha employees 10 engineers.



The fiscal impact of this reclassification is a net salary reduction of \$14,165 per year in the first year. The Civil Engineer salary of \$30.47 per hour falls well below the current salary level for the Engineering Technician - IT Systems at \$37.28 per hour. And in fact, even after five years, the salary of the Civil Engineer position would still be below the current budgeted \$37.28 per hour level since the Civil Engineer pay range goes from \$30.47 per hour at step 1 to \$34.83 at the control point.

Your favorable consideration of this request is appreciated given the timing and impact of the vacancy relating to the continuity of operations of the department.