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CLARK COUNTY STAFF REPORT

DEPARTMENT: Public Works / Transportation

DATE: June 11, 2013

REQUEST: Approve the deletion of one (1) Operations Superintendent position and the addition of one (1) Engineering Services Manager III position; the deletion of one (1) Traffic Engineer position and one (1) Engineer III position, and the addition of a new classification and position of Traffic Signal Engineering & Operations Lead at range EN.216, effective June 17, 2013.

CHECK ONE: X Consent CAO

PUBLIC WORKS GOALS:

- Provide safe and efficient transportation systems within Clark County
- Continue responsible stewardship of public funds
- Promote family-wage job creation and economic development to support a thriving community
- Maintain a desirable quality of life
- Improve environmental stewardship and protection of natural resources
- Increase partnerships and foster an engaged, informed community
- Make Public Works a great place to work

BACKGROUND

In support of workforce management and attrition planning efforts, this request will reorganize the County's traffic and signal engineering/operations staff in Public Works.

With the May 2013 retirement of an Operations Superintendent that oversees traffic and signal field operations at the 78th Street and 149th Street locations; there is an opportunity to consolidate both the field operations team and the office engineering staff to provide for more efficient and integrated traffic and signal programs reporting to the Transportation & Asset Division Manager.

This request includes the deletion of the Operations Superintendent position replacing it with an Engineering Services Manager III position to oversee both the traffic engineering office staff and the traffic services field crew, and the establishment of a Traffic Signal Engineering & Operations Lead to oversee the signal engineering office staff and signal operations field staff.

As a result of this plan, there will be a net decrease of one position and the department will be poised to adapt and respond to future traffic and signal engineering services and demands through better timing of improvements and more cohesive coordination of priorities. Professional and Technical Engineers Union Local 17 is in agreement with this reorganization.

PW13-051



COMMUNITY OUTREACH

There were no community outreach efforts specific to this request.

BUDGET AND POLICY IMPLICATIONS

The deletion of one (1) Operations Superintendent position and addition of one (1) Engineering Services Manager III position; the deletion of one (1) Traffic Engineer position and one (1) Engineer III position, and the addition of a new classification and position of Traffic Signal Engineering & Operations Lead at range EN.216, effective June 17, 2013, will result in a savings of \$176,725 for the 2013/2014 biennium and \$235,633 for the 2015/2016 biennium.

FISCAL IMPACTS

Yes (see attached form) No

ACTION REQUESTED

Approve the deletion of one (1) Operations Superintendent position and the addition of one (1) Engineering Services Manager III position; the deletion of one (1) Traffic Engineer position and one (1) Engineer III position; and the addition of a new classification and position of Traffic Signal Engineering & Operations Lead at range EN.216, effective June 17, 2013.

DISTRIBUTION

Please forward a copy of the approved staff report to Public Works Administration, attention Anita Johnson.

Steven C. Schulte
Steven C. Schulte, PE
Transportation Program
Manager

Approved: 
CLARK COUNTY, WASHINGTON
BOARD OF COMMISSIONERS



Peter Capell
Peter Capell, PE
Public Works Director/
County Engineer

June 4, 2013
SR 105-13

FISCAL IMPACT ATTACHMENT

Part I: Narrative Explanation

I.A - Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information.

In support of workforce management and attrition planning efforts, the request will reorganize the County's traffic and signal engineering/operations staff in Public Works. This request is to approve the deletion of the following positions, Operations Superintendent (ROP0062), Traffic Engineer (RDS0019), and an Engineer III (RDS0067). This request is also asking for approval to add the following positions, Engineering Services Manager III and a Traffic Signal Engineering/Operations Lead. This has an estimated savings to Road Fund of \$176,725 for the current biennium and a savings of \$235,633 for the next biennium.

This does not have any effect on the General Fund.

Part II: Estimated Revenues

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	RF	Total	RF	Total	RF	Total
1012/Road Fund	-\$176,725	-\$176,725	-\$235,633	-\$235,633	-\$235,633	-\$235,633
Total:	-\$176,725	-\$176,725	-\$235,633	-\$235,633	-\$235,633	-\$235,633

II.A - Describe the type of revenue (grant, fees, etc.)

N/A

Part III: Estimated Expenditures SAVINGS

III.A - Expenditures summed up

Fund #/Title	FTE's	Current Biennium		Next Biennium		Second Biennium	
		RF	Total	RF	Total	RF	Total
1012/Road Fund		-\$176,725	-\$176,725	-\$235,633	-\$235,633	-\$235,633	-\$235,633
Total:		-\$176,725	-\$176,725	-\$235,633	-\$235,633	-\$235,633	-\$235,633

III.B = Expenditure by object category

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	RF	Total	RF	Total	RF	Total
Salary/Benefits	-\$176,725	-\$176,725	-\$235,633	-\$235,633	-\$235,633	-\$235,633
Contractual						
Supplies						
Travel						
Other controllables						
Capital Outlays						
Inter-fund Transfers						
Debt Service						
Total:	-\$176,725	-\$176,725	-\$235,633	-\$235,633	-\$235,633	-\$235,633

SP

TRAFFIC SIGNAL & ENGINEERING OPERATIONS LEAD

This position is responsible for both engineering design and traffic signal technician supervision to ensure the effective functioning of the county's traffic signals and their coordination with traffic signals operated by regional partners. Primary responsibilities will include technical and supervisory oversight of engineering design and technical operations staff who engineer, install, troubleshoot, repair, upgrade, and replace traffic signals. The incumbent performs work with considerable independence, contributes to annual and long-range planning, staffing, and in decision making in the coordination of projects, provides input in establishing department base line budget, and participates in the work of the unit.

CLASSIFICATION DISTINCTIONS

This classification is the lead worker for engineering design and traffic signal staff. The incumbent exercises independent judgment and demonstrates an advanced level of technical expertise

KEY OR TYPICAL TASKS AND RESPONSIBILITIES:

- Prioritizes, assigns, coordinates, monitors, and evaluates work; resolves work and personnel conflicts; ensures ongoing adherence to safety practices in performance of work activities; provides input to management staff regarding performance evaluations, discipline, training, major job reassignments, and recruitment selection.
- Coordinates and communicates with outside agencies; provides technical assistance to internal and external stakeholders; responds to requests for information; acts as expert witness regarding traffic signal operation.
- Determines general and specific traffic signal equipment to be installed and operated; establishes equipment setting documentation procedures and changes.
- Establishes testing regimens to ensure safe and efficient operation of traffic signals; prioritizes and schedules signal and intersection upgrades; tests and inspects signal control equipment for installation.
- Designs new and/or upgrades traffic signals; reviews and approves traffic signal designs Serves as Engineer in charge of signal and intersection designs.
- Provides coordination for field adjustment of traffic signals.
- Develops and maintains Ethernet communication links (fiber, radio, wire).

- Prepares and/or supports grant applications.
- Assists with budget development and monitoring.
- Identifies and ensures that staffing levels and needs, equipment and necessary supplies are met; monitors activity/project progress ensuring timely completion of work; Completes various reports and records regarding equipment used and work accomplished.
- Evaluates new technology to be incorporated in traffic signal systems to provide improved traffic safety and operations.
- Attends program-related meetings and conferences, serves as department representative for engineering design and traffic issues and needs. May be designated to attend and/or serve on various committees or meetings on behalf of the Division or the Public Works Director.
- Performs other related duties as assigned.

QUALIFICATIONS

Education and Experience:

- Bachelor's degree in traffic engineering, civil engineering, electrical engineering or a closely related field – and – four (4) years of experience as a Traffic Engineer or equivalent position.
- Directly related experience in traffic signal engineering and operations.
- IMSA Level II certification for traffic signals.
- Registration as a professional civil engineer.
- Possession of a valid driver's license upon date of hire.
- Lead or Supervisory experience desirable.

Knowledge of . . . design and operation of traffic signal systems; Naztec Apogee traffic signal controllers in NEMA electrical environments; occupational hazards and safety precautions applicable to the work; computer networking including Ethernet communication, fiber optic interconnect and Ethernet radio; traffic engineering principles, including traffic signal design, roadway design, electrical theory, development of plans, specifications and estimates; processes used by local agencies in determining prioritization of capital projects; local, state and Federal laws, best practices for traffic operations, and application of the Manual of Uniform Traffic Control Devices (MUTCD) in the urban and rural environment; Ethernet communications systems, including selection and programming of Ethernet edge and hub switches, fiber optic interconnect design, Ethernet radio design and implementation; project management principles including engineering, administration and management principles/practices; application and interpretation of County regulatory codes, state regulatory and legislative requirements; work standards and codes applicable to the job.

Ability to . . . coordinate traffic signal plans and needs with transportation planning efforts; resolve traffic signal operational problems in the field; communicate highly complex technical information to those contacted in the course of work who do not have the technical background in traffic signal systems; champion innovation with new technologies, and continuous improvement processes; prepare written reports, and maintain logs and records of statistical data; identify and design traffic signal systems necessary to meet legal requirements, control traffic, and meet safety requirements; monitor and maintain equipment, supplies and budget; follow written and oral instructions and express ideas effectively orally and in writing; to establish and maintain effective relationships with internal and external stakeholders; obtain a valid drivers license at time of hire.

WORK ENVIRONMENT AND PHYSICAL DEMANDS

Employees in this classification work in all types of climates, both indoors and outdoors. Work may be performed in adverse weather and environmental conditions. Indoor work entails an office setting which includes work on personal computers and related software. Occasionally required to use County or personal vehicle to conduct field work or travel to conferences, meetings and seminars. Employees may work alone and be required to perform on-call duties including nights, weekends and holidays. Regular face to face contact is required.

Physical demands include but are not limited to standing, crouching, climbing stairs and ladders, reaching, twisting, repetitive motion and lifting.

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