



# County of Los Alamos

Los Alamos, NM 87544  
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## Council Meeting Staff Report

January 29, 2019

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**Agenda No.:** F.  
**Indexes (Council Goals):**  
**Presenters:** Denise Cassel  
**Legislative File:** 11585-19

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### **Title**

Amendment to the FY2019 Compensation and Classification Plan including reactivating the Electrical Engineering Manager job description in the Utilities Department.

### **Recommended Action**

**I move that Council approve the Electrical Engineering Manager job description and the Amended FY2019 Compensation and Classification Plan reflecting the title, salary grade and FLSA designation for this position.**

### **County Manager's Recommendation**

The County Manager recommends that Council approve the Amendment to the FY2019 Compensation and Classification Plan and Job Description as requested.

### **Body**

The Utilities Department has requested to reactivate the Electrical Engineering Manager job description in light of a recent vacancy. By making this change the Utilities Department will be able to reconfigure staffing in a way that will be more responsive to the department needs and customer expectations. Further this request does not result in an additional FTE or an increase in budget, since the department will re-purpose the recently vacant FTE to this position and actually will experience some savings because this position is at a lower grade than the vacancy.

The recommended Electrical Engineering Manager job description has been evaluated and has been assigned a grade 213, with a range of \$82,875 to \$122,168, additionally it has been determined that this position is exempt per FLSA.

### **Alternatives**

Council could choose to not approve the amended plan or could provide alternative direction with respect to the proposed position or the amended job description.

### **Fiscal and Staff Impact/Unplanned Item**

The total number of positions in the department remains unchanged. It is anticipated the department will experience some cost savings due to the FTE is being filled at a lower grade.

### **Attachments**

- A - FY19 Salary Plan - Job Class Order
- B - 632 Electrical Engineering Manager Job Description