



SOUTH FEATHER WATER & POWER AGENCY

TO: Board of Directors

FROM: Michael Glaze, General Manager

DATE: September 12, 2006

RE: Position Name Change – Water Resources Engineer
Agenda Item for 9/26/06 Board of Directors Meeting

We are presently recruiting a replacement for Chris Crown. Chris has been managing our global information system (GIS) for the last six years and is in the Assistant Engineer position within the Clerical and Support Employees Unit. That unit also has a Senior Engineer position (higher compensation range and professional training/experience requirements) that hasn't been occupied since George Barber was working for Mike Messina (1998).

The strategy for replacing Chris has been to advertise the vacancy without emphasizing GIS singularly. Rather, the ads encourage applicants who are water resources engineers with GIS experience and skills. Hopefully, we will find someone who can both manage the GIS system as well as provide professional engineering assistance to the Water Division in the areas of water-system modeling, facilities planning and design, construction management, and environmental analysis and CEQA processing. The compensation range advertised included both that of the Assistant Engineer and the Senior Engineer position to permit placing the person hired in the position that best matches their qualifications.

While there is no need to change anything about the descriptions, responsibilities, or compensation ranges for the two positions, I am requesting that the Senior Engineer position be renamed "Water Resources Engineer." The reason for this is two-fold: (1) Matt Colwell is the Water Division's senior engineer, and having a subordinate position named Senior Engineer is confusing; and, (2) Water Resources Engineer is now a more industry-accepted title for a professional engineer working for an agency like SFWPA or DWR.

The action requested is:

"I move that the Senior Engineer position be renamed Water Resources Engineer."