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COUNTY OF ERIE

MARK C. POLONCARZ
COUNTY EXECUTIVE

September 12, 2015

Erie County Legislature
92 Franklin Street, Fourth Floor
Buffalo, New York 14202

Re: Highway Traffic Safety Engineer Position – Variable Minimum

Dear Honorable Members:

The Erie County Department of Public Works is requesting authorization to establish a variable minimum to hire for the position of Traffic Safety Engineer in the Highway Division.

This authorization is necessary to fill the position, as soon as possible, with an experienced traffic engineer, in order to expedite highway projects.

If your Honorable Body requires further information or has any questions, please contact Commissioner of Public Works John Loffredo. Thank you for your consideration.

Sincerely,

Mark C. Poloncarz, Esq.
Erie County Executive

MCP
Enclosure

cc: John Loffredo, Commissioner of Public Works

MEMORANDUM

To: Honorable Members of the Erie County Legislature
From: Department of Public Works
Re: Highway Traffic Safety Engineer Position – Variable Minimum
Date: September 12, 2015

SUMMARY

The Erie County Department of Public Works (DPW) is requesting authorization to establish a variable minimum hiring level for the position of Traffic Safety Engineer position in the Highway Division. This position is critical to progressing current and future highway projects. In order to expedite highway projects, this position must be filled as soon as possible with an experienced traffic engineer. A candidate has been found who will accept the position if a variable minimum hiring level is established.

FISCAL IMPLICATIONS

The variable minimum level will be at Job Group 14, Step 3 which is below the budgeted salary and step of the previous occupant (which was Step B). The savings to the County would be $10,820 (salary) on an annualized basis.

REASONS FOR RECOMMENDATION

The previous Traffic Safety Engineer resigned his position two months ago. The Division of Highways has been recruiting since that time for this position. There is now a backlog of traffic safety projects. In order to address this situation, this position must be filled with a qualified candidate as soon as possible.

CONSEQUENCES OF NEGATIVE ACTION

Since this region's construction season is relatively short; any delay in design will result in fewer highway projects being completed and ready to bid.

STEPS FOLLOWING APPROVAL

A qualified candidate will be hired, and highway projects will be expedited.

A RESOLUTION SUBMITTED BY
DEPARTMENT OF PUBLIC WORKS

RE: Highway Traffic Safety Engineer Position – Variable Minimum

WHEREAS, the Division of Highways has a vacant Traffic Safety Engineering position which has resulted in a backlog of traffic safety projects, and

WHEREAS, the current vacant engineering position results in fewer highway projects being completed in a timely manner, and

WHEREAS, the availability of qualified traffic safety engineers locally is very competitive and as a result, a competitive salary commensurate with the responsibilities of the position and in line with community norms is necessary to recruit and hire.

NOW, THEREFORE, BE IT

RESOLVED, that the Erie County Legislature hereby authorizes the establishment of a variable minimum, Job Group 14, Step 3 hiring level for the position of Traffic Safety Engineer for the Department of Public Works, Division of Highways; and be it further

RESOLVED, that the Division of Budget and Management is hereby authorized to adjust the Adopted 2015 Budget of the Division of Highways as necessary; and be it further

RESOLVED, that certified copies of this resolution will be forwarded to the County Executive, the Office of the Comptroller, the Department of Personnel, the Division of Budget and Management, and the Department of Public Works.