

Report TR-TAPS-14-15

To: Chair Barfoot and Members of the Transportation and Public Safety Committee
From: M.J. Kelly, Director of Transportation Services
Meeting Date: July 24, 2014
Subject: Transportation Services Department- Engineering Technologist Position
Status: Recommendation adopted by Committee as presented per Resolution TAPS35-15; Endorsed by County Council March 3, 2015 per Resolution CC42-15;

Recommendation(s)

WHEREAS Report TR-TAPS-55-14 approved the hiring of a Technologist in the Transportation Services Department Engineering section on a three year contract;

AND WHEREAS the response to a position posting did not attract qualified candidates that currently have the skills to fill the Technologist position;

AND WHEREAS the posting of a permanent position would encourage candidates that have the qualifications and experiences required to apply for the Technologist position;

NOW THEREFORE BE IT RESOLVED THAT Report TR-TAPS-14-15 regarding the Transportation Services Engineering Technologist position be received;

AND THAT the position be modified from a three year contract to a permanent position.

Background

As per Report TR-TAPS-55-14, the Transportation Services Department was provided approval to hire a contract Engineering Technologist for a three year period.

In October 2014, Transportation Services received 16 applications for the posted position of Contract Technologist. Although some of the applicants had the ability to

grow into the position, it was determined that none of the applicants currently had the appropriate skills and experience to make the immediate impact required.

In discussions with the industry, feedback was provided that potential candidates were hesitant to leave a full time position at another employer to apply for a contract position due to stability concerns.

The Transportation Services Department recommended a contract position to provide flexibility in three years; however, considering the potential retirement profile of staff in the department there appears there may be an opportunity to make further adjustments in the next several years, if required.

As per Report TR-TAPS-55-15, retaining an Engineering Technologist will be maintaining the staffing complement and reducing the need to retain consultants.

The proposed modifications to the Engineering Section will result in a more efficient and cost effective unit.

Financial / Staffing / Legal / Information Technology

Considerations

This modification will have no effect on the cost or staffing level.

Link to Strategic Goals / Priorities

Strategic Goal 6: Achieving Excellence in Governance and Service

Respectfully submitted by,

M.J. Kelly
Director of Transportation Services