

<b>To:</b>	Warden Halliday and Members of Grey County Council
<b>Committee Date:</b>	April 12, 2018
<b>Subject / Report No:</b>	TR-CW-21-18
<b>Title:</b>	Engineering Technologist Position
<b>Prepared by:</b>	Pat Hoy, Director of Transportation Services
<b>Reviewed by:</b>	Kim Wingrove, CAO
<b>Lower Tier(s) Affected:</b>	
<b>Status:</b>	Recommendation adopted by Committee as presented per Resolution CW101-18;

## Recommendation

1. That Report TR-CW-21-18 regarding the Engineering Technologist position be received and that Grey County proceed with hiring an Engineering Technologist; and
2. That the position be funded from the Transportation General Reserve in 2018 and included in the 2019 budget.

## Executive Summary

The Engineering Technologist position in Transportation Services is currently vacant. That staff member was assigned to the Asset Management/Maintenance Technologist position in October 2017 to meet operational requirements. It was anticipated that the engineering work could be completed with a combination of consulting services and remaining staff resources.

The Engineering Division is proposing to fill the Engineering Technologist position at this time as a more cost effective way of completing the large number of capital projects that are scheduled for 2018-2022 and beyond. The position will be funded from the Transportation General Reserve for the remainder of 2018 and included in the 2019 budget.

## Background and Discussion

Transportation Services would like to fill the Engineering Technologist position with a full time employee (rather than a contract) in 2018 for the following reasons:

- Filling the Engineering Technologist position in 2018 will allow a significant volume of work to be completed in a timely fashion, at a level of quality required by the County and enable the preparation of budgets further in advance of construction.
- Multiple office staff members are within two to five years of potential retirement and having an employee well in advance lessens the impact of retirements.
- Based on the past two years of experience, the Maintenance/Asset Management Technologist position should be retained. Asset management is becoming increasingly important. As well, the position has worked well as a temporary assignment to familiarize engineering staff with maintenance.

Grey County's Engineering Division continues to complete the majority of the road project surveying, tendering and contract administration (bridge projects continue to be completed by consultants). The road construction portion of the capital budget for 2018 is just over \$17 million. Further to the attached organizational chart, at full complement four technologists are responsible for surveying, engineering design and contract drawings, tendering and administering contracts. Technologists employed by Grey County have an internal cost (including benefits) of roughly 40% cheaper than the most recent equivalent consultant technologist charge out rate.

## Legal and Legislated Requirements

None

## Financial and Resource Implications

For 2018, Grey County would fund the Engineering Technologist position at a cost of approximately \$49,100 for the remainder of 2018 from the Transportation General Reserve. The position would be included in the budget for 2019, resulting in a levy increase of \$88,918.

Due to the size of the 2019-2020 capital projects list, Grey County will require a consultant to complete the work if the position is not filled. The estimated cost of a contract engineering technologist for the remainder of 2018 is \$100,000.

## Relevant Consultation

Internal (list)

Committee of the Whole for Grey County by way of this report

External (list)

## Appendices and Attachments

Organization Chart

# Organization Chart

