
HALDIMAND COUNTY

Report ECW-13-2019 Corporate Reorganization – Engineering Services Final Organizational Structure Costing Impacts

For Consideration by Council in Committee on June 18, 2019



OBJECTIVE:

To obtain Council approval for the budget funding adjustments required for the Engineering Services conversion of the GIS/CAD Technologist position to an Engineering Technologist position.

RECOMMENDATIONS:

1. THAT Report ECW-13-2019 Corporate Reorganization – Engineering Services Final Organizational Structure Costing Impacts be received;
2. AND THAT the revised operating budget as outlined in Report ECW-13-2019 be included in the base budget of the 2020 Draft Tax Supported Operating Budget
3. AND THAT the capital and operating costs of the new cellphone and upgrade to a mobile workstation as outlined in Report ECW-13-2019 be authorized for the Engineering Technologist position.

Respectfully submitted: Tyson Haedrich, M. Eng., P. Eng., General Manager of Engineering & Capital Works

Approved: Donald G. Boyle, Chief Administrative Officer

EXECUTIVE SUMMARY:

Report CAO-03-2018 Proposed Organizational Structure provides staff the authority to proceed with the conversion of the GIS/CAD Technologist position to an Engineering Technologist position however the cost impacts of the change were not included in the report. This report outlines the estimated operating and capital cost impacts of the change.

BACKGROUND:

Report CAO-03-2018 Proposed Organizational Structure, considered in closed session, included the following clause:

(g) eliminate the GIS/CAD Technologist (Engineering) position and replace with a Drains Technologist position;

The rationale for the change is that during the planning of the corporate reorganization Engineering Services identified an opportunity to use existing staff with the required skills to provide additional field presence to more effectively manage construction projects. The original intent was to provide full-time support to the municipal drains program, however the position will now provide contract management support and field inspections to all projects hence the new title of Engineering Technologist.

ANALYSIS:

Report CAO-03-2018 Proposed Organizational Structure provides staff the authority to proceed with the conversion of the GIS/CAD Technologist position to an Engineering Technologist position however at the time the County GIS needs and best fit within the organization were still under review and the budget impacts of the position realignment were not included in the corporate reorganization report.

FINANCIAL/LEGAL IMPLICATIONS:

Report CAO-03-2018 Proposed Organizational Structure identified the total net annualized compensation costs of the reorganization based on certain assumptions for job rates, benefits coverage, etc. Subsequent to this, staff completed a comprehensive review of staff time spent on the water and wastewater systems during preparation of the 2019 Rate Supported Operating Budget. Assumptions were again reviewed for preparation of the 2019 Tax Supported Operating Budget.

The net impact of the two operating budgets was identified as \$74,000 or an estimated savings of \$41,000 from the original estimate of \$115,000 outlined in the corporate reorganization report. The change to this position was not included in the estimate for the corporate reorganization report, nor the budget.

Given the start rate of the new position and the proposed start date in July 2019, it is anticipated that the conversion of the GIS/CAD Technologist position to an Engineering Technologist position will have a minimal cost impact of approximately \$1,400 on 2019 operations. This cost will form part of the overall 2019 tax supported operating variance.

In order to fund the ongoing costs of the Engineering Technologist position, staff will include the annualized cost impacts, based on job rate, in the base budget of the Draft 2020 Tax Supported Operating Budget, resulting in a levy increase as follows:

	GIS/CAD Technologist (Grade 7)	Engineering Technologist (Estimated Grade 9 Job Rate)	2020 Tax Supported Levy Impact
Salaries	\$60,720	\$73,470	\$12,750
Benefits	\$17,280	\$19,550	\$2,270
Cellular Telephone Charges	\$0	\$360	\$360
Contribution to CRR- Information Technology Reserve	\$0	\$50	\$50
Total	\$78,000	\$93,430	\$15,430

The Engineering Technologist position will have the same equipment requirements as the Municipal Technologist position and the capital and operating costs related to equipment are as follows. This will result in an amendment to the capital budget, with offsetting funding from the Capital Replacement Reserve – Information Technology:

	Current Approved Budget	Change	Proposed Revised Budget
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Cell Phone	\$0	\$350	\$350
Upgrade to Mobile Workstation	\$0	\$1,250	\$1,250
Total Capital Expenditures	\$0	\$1,600	\$1,600
CRR- Information Technology	\$0	\$1,600	\$1,600
Total Financing	\$0	\$1,600	\$1,600

STAKEHOLDER IMPACTS:

Not applicable.

REPORT IMPACTS:

Agreement: No

By-law: No

Budget Amendment: Yes

Policy: No

ATTACHMENTS:

1. None.