



CITY OF CONCORD

Report to Council

FROM: Jennifer Johnston, Director of Human Resources and Labor Relations

DATE: February 19, 2020

SUBJECT: Engineering Position Class Specification Title Change

Recommendation

Accept this report regarding a position title change for Concord Engineering Services Division to modify the class specification in Schedule D from a Traffic Engineer to Transportation Engineer. This title change will have no effect on labor grade or salary range.

Background

The current Traffic Engineer was hired in December 2019 after the previous Traffic Engineer retired following 12 years in that position. This presented an opportunity to update the position description in order to better meet the evolving needs of the Engineering Services Division. During this update, it became apparent that the broad range of transportation engineering duties already included in the position description are more fitting of a Transportation Engineer than that of a Traffic Engineer. Traffic engineering is actually a subset of the field of transportation engineering and is focused more towards traffic behavior and controls. By updating the position's title from Traffic Engineer to Transportation Engineer, it more accurately describes the day-to-day job functions performed by this position.

Discussion

The City's Traffic Engineer position description includes much more than traffic engineering tasks, which as described above is a subset of transportation engineering, and includes the following: supervising and administering the City's traffic and transportation program projects and activities, as well as initiation, planning, organizing, design, construction, American Disabilities Act (ADA) improvements, supervising the transportation-related technical review of proposed development plan designs and concepts for traffic impacts, compliance with street standards, adherence to codes, consistency with major street plans, multi-modal access, neighborhood traffic management, traffic safety and other transportation related design elements.

With this title modification from Traffic Engineer to Transportation Engineer, the title becomes more closely aligned with the position's broad spectrum of transportation-related essential job functions. This change to modify the position title will have no impact to the salary range.

cc: City Manager