Staff Memorandum

DATE: September 7, 2021

TO: Mayor Chip Wilson, City Council Members

THROUGH: Bryant Powell, City Manager

FROM: Elizabeth Riley, Human Resources Director
Larry Kirch, Director of Development Services

SUBJECT: **Resolution No. 21-38 amending the City of Apache Junction Classification Plan 2021-2022 to amend the Principal Engineer Salary Group**

The Development Services Department would like to amend the Principal Engineer position in the most recently adopted Classification Plan. The position was created in January as a result of the recent auction of 2,780 acres of Arizona State Land Department property and the imminent development that is forthcoming. A classification audit was conducted for the proposed position, the title is recommended as Principal Engineer with a salary assignment to group 32. However, the city has conducted three recruitment efforts with no applicants on the 1st attempt, one on the 2nd attempt and two on the 3rd attempt. Based on a discussion with the two most recent applicants and an employment offer, the salary was not competitive in a group 32.

Pursuant to Personal Rule 6, Classification, Section 4, Creation, Abolishment and Reclassification of Positions the city staff is requesting an amendment to the classification plan approved in the FY 21/22 budget. The amendment authorizes the Principal Engineer position be amended in the Classification Plan with a salary assignment of group 34. This position reports to the Planning Manager and work within a team environment for this large scale development managed by a Principal Planner. This position would manage other project engineers and additional staff or engineering consultants to meet the demands, workload and schedule of the successful bidder of approximately 2,800 acres of state trust land.

Thank you and please let me know if you have any questions.

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