

ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: August 22, 2022
Item No.: 10.e

Department Approval


City Manager Approval


Item Description: Consider Approval of Limited Term Positions for Metro-INET

BACKGROUND

At the December 7, 2020 meeting, Council approved a Joint Powers Agreement that transformed the Metro-INET from a Roseville enterprise operation to a joint powers authority model. The Metro-INET Board has hired an Executive Director and has been working on a transition for all of their employees. As part of setting up their organizational structure, they have conducted a classification and compensation study in order to develop a compensation structure for employees beginning January 1, 2023. Currently, the IT staff of Metro-INET are considered City of Roseville employees. These employees will transition to the new joint powers authority structure on January 1, 2023 and will be placed in the appropriate level based on the Metro-INET compensation structure.

Metro-INET is seeking to fill positions during this interim transition period to address staffing shortages. Based on the classification study, some of the job descriptions that will be utilized with the new structure do not fit into the current job descriptions of the IT Roseville positions. Given the short time before the full transition on January 1, and the short term need for these positions under the City of Roseville structure, staff recommends creating three Limited Term, full-time positions to address the staffing shortage.

By creating these positions as Limited Term, it would allow Metro-INET to recruit the positions in accordance with the new classification structure and titles, while not requiring the city to add new permanent positions. If approved, this request will be paid for from Metro-INET funds, with no additional to cost to Roseville. These positions will transfer to Metro-INET employees in January 2023.

Position #1 (New Position)

Server Infrastructure Engineer

\$40.23 -\$56.27 per hour. Anticipated hiring range is \$40.23-\$52.23

Under the general direction of the IT Manager, the Server Infrastructure Engineer researches, designs, implements, and maintains the performance of physical and virtual servers across multiple datacenters. This position installs, configures, maintains, monitors, and troubleshoots the physical and virtual infrastructure and related technology.

Position #2 (Current vacancy – Title & Classification change)

Server Application Engineer

\$40.23 -\$56.27 per hour. Anticipated hiring range is \$40.23-\$52.23

Under the general direction of the IT Manager, the Server Application Engineer is responsible for system design, planning, implementation monitoring and maintaining critical enterprise systems.

38 This position must be able to plan, create and maintain servers, information systems, and advanced
39 applications for clients. Perform systems integration for enterprise applications, cloud infrastructure,
40 and SaaS solutions.

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42 **Position #3 (Current Vacancy – Title and Classification change)**

43 Computer Support Analyst

44 \$33.46-\$46.80 per hour. Anticipated hiring range is \$33.46-43.44

45 Under the direction of the IT Service Desk Manager, this position provides technical support,
46 training and guidance for the use, maintenance, and repair of a wide variety of computer hardware,
47 software and network connectivity technology (installation, configuration, testing and problem
48 resolution), for member organizations including police departments, city halls, public works and fire
49 departments.

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51 **POLICY OBJECTIVE**

52 The City Council approves the creation of new positions. Based on the upcoming transition of Metro-
53 INET to a Joint Powers Authority, and employees making the transition to a new employer, these
54 positions would be a limited term position. Creating these positions now allows Metro-INET to
55 address staffing shortages during the transition period.

56 **BUDGET IMPLICATIONS**

57 If approved, this request will be paid for from Metro-INET funds, with no additional to cost to
58 Roseville. These positions will transfer to Metro-INET employees in January 2023.

59 **STAFF RECOMMENDATION**

60 By motion, authorize the creation of a Service Infrastructure Engineer Limited Term position, a
61 Server Application Engineer Limited Term position, and a Computer Support Analyst position.

62 **REQUESTED COUNCIL ACTION**

63 By motion, authorize the creation of a Service Infrastructure Engineer Limited Term position, a
64 Server Application Engineer Limited Term position, and a Computer Support Analyst position. .

Prepared by: Rebecca Olson, Assistant City Manager
Attachments: None