



Request for City Council Committee Action From the Department of Public Works

Date: January 30, 2007
To: Honorable Sandra Colvin Roy, Chair Transportation & Public Works Committee
Referral to: Honorable Paul Ostrow, Chair Ways & Means/Budget Committee
Honorable Scott Benson, Chair Health, Energy and Environment Committee

Subject: Energy Manager - Step 6 Pay Scale

Recommendation:

- Authorize City Officials to grant step 6 of the salary scale for the Energy Manager position to Mr. Mathew Bye.

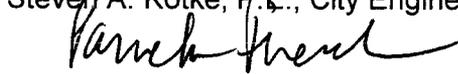
Previous Directives:

Prepared by: Greg Goeke, Acting Director of Property Services 673-2706

Approved by:



Steven A. Kotke, P.E., City Engineer, Director of Public Works



Pamela French, Director of Human Resources

Presenters: Greg Goeke, Acting Director, Property Services

Permanent Review Committee (PRC) Approval _____ Not applicable X

Policy review Group (PRG) Approval _____ Not applicable X

Financial Impact (Check those that apply)

- No financial impact - or - Action is within current department budget (If checked, go directly to Background/Supporting Information)
- Action requires an appropriation increase to the Capital Budget
- Action requires an appropriation increase to the Operating Budget
- Action provides increased revenue for appropriation increase
- Action requires use of contingency or reserves
- Business Plan: Action is within the plan. Action requires a change to plan.
- Other financial impact (Explain):
- Request provided to department's Finance Dept. contact when provided to the Committee Coordinator

Community Impact

Neighborhood Notification: Not Applicable

City Goals:

Comprehensive Plan: Not Applicable

Zoning Code: Not Applicable

Background/Supporting Information

The Public Works has interviewed the candidates for the position of Energy Manager. An external candidate has been selected. The candidate, Matthew Bye, has fourteen years of relevant experience in the energy management profession, most recently working as a Senior Energy Engineer for Trane Global Controls and as an Energy Product Manager for Honeywell International. Mr. Bye is experienced in energy auditing, energy tracking and analysis, supply and demand side energy management, aggregated energy procurement strategies, building automation controls, and energy conservation and emissions reduction strategies.

Mr. Bye has a bachelors degree in Energy Management and is currently working towards a masters degree in Business.

Mr. Bye would realize a substantial reduction in pay and other benefits by accepting this position at less than Step 6.

Cc: Brenda Shepherd, Human Resources Generalist (Public Works)

Approving Starting Salary Beyond Step 1
worksheet

Candidate Name: Matt Bye
 For Position: Energy Manager
 Date: January 20, 2007
 Department: Public works Property Services

Candidate will agree to come to the City at the Step 6 (first 6 month rate). This will be at loss in pay to his current position. As an offset I am asking that the position be granted 21 days vacation to compensate for initial lost wages.

<u>Category Considered</u>	<u>Minimum Qualifications of Vacancy</u>	<u>Candidate Bringing Qualifications</u>
1. Previous recent years of very similar work experience	5 years	14 Years 11y 3 mo.
2. Previous accomplishments in the same areas of responsibilities as the new job		See Attached Resume
3. Recent relevant educational accomplishments exceeding the job requirements		MBA in progress
4. Difficulty in filling the position because of unique skill requirements		Emerging High Demand Field. Many of the candidates were professional engineers or energy consultants.
5. Current salary of candidate, if performing a very similar job		\$77,000 plus 3% 401k contribution, and stock options.
6. Department's capacity to pay for the increased starting salary		Within 2007 Operating Budget.
Result:		OK → valid req. @ step 6 based on exp, educ, relative "new" field of expertise. vac. credit = 11 yrs.