

# City of Venice

## Analysis for Utilities Additional Staff

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# Hiring a Staff Engineer

- The Utilities Department has a 5-year Capital Improvement Program (CIP) that requires professional engineering services.
- Following council direction, we explored the possibility of adding engineers to our Utilities staff to perform these services.

# Analysis

- These professional engineering services include:
  - Planning services
  - Design services
  - Permitting assistance
  - Bid and Proposal development services
  - Construction services
  - And others...

[illegible]

# Analysis continued...

- Currently this work is all accomplished through work assignments that are awarded to engineering firms.
- These professional engineering firms employ a variety of staff. They also have diverse resources that enable their staff to perform a variety of specialized services.

# Analysis continued...

- Currently, we distribute work assignments to the qualified firms in our professional services library according to their different areas of expertise and our experiences with their staff.
- The spreadsheet illustrates the wide variety of engineering disciplines on our projects.

# Analysis continued...

- If we hired one or two full time staff engineers instead of utilizing work assignments, our expertise on projects would be greatly restricted.
- We prefer to hire a full service firm that includes a diverse team of professionals.
- However we have identified an area where we can improve our services in a cost effective way.

# Recommendations

- We recommend to continue procuring professional engineering services through work assignments.
- We also recommend hiring 1 or 2 Utilities Engineering Inspectors depending on work load, to utilize on utilities projects.