

EC-20-137



CITY OF ALBUQUERQUE  
Albuquerque, New Mexico  
Office of the Mayor

Mayor Timothy M. Keller

INTER-OFFICE MEMORANDUM

August 18, 2020

TO: Pat Davis, President, City Council

FROM: Timothy M. Keller, Mayor

SUBJECT: FY20 Year-End Status Update for Goal 3, Objective 5 (Council Bill No.) – Increase the grade and/or pay levels of current and vacant Senior Engineers, Architects, and Project Managers.

Goal 3, Objective 5 states, "Increase the grade and/or pay levels of current vacant Senior Engineers, Architects and Project Managers positions to make them more competitive with other local public agencies and private firms. Postpone filling existing positions until such increases are in place and funding is identified. Update SharePoint with status report.

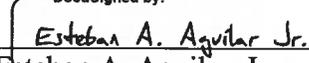
In September of 2019, Classification and Compensation Division conducted a market comparison for Senior Engineers, Architects and Project Managers. These positions within DMD have a high turnover rate and are hard to recruit positions. Based on the study conducted by Classification and Compensation Division it was determined that these positions pay grades are much lower than surrounding jurisdictions and even the private sector. As a result, pay increases were completed for Senior Engineers on March 28, 2020 and for Architects and Project Managers on July 4, 2020.

Approved:

  
\_\_\_\_\_  
Sarita Nair Date  
Chief Administrative Officer

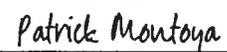
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Approved as to Legal Form:

DocuSigned by:  
  
\_\_\_\_\_  
Esteban A. Aguilar, Jr. Date  
City Attorney

8/26/2020 | 6:54 AM MDT

Recommended:

DocuSigned by:  
  
\_\_\_\_\_  
Patrick Montoya Date  
Director

8/25/2020 | 7:40 PM PDT

# Cover Analysis

1. **What is it?**
  - a. **FY20 Status Update Goal 3, Objective 5**
  - b. **Classification and Compensation Division and Department of Municipal Development are working on Increases the grade and/or pay levels of current and vacant Senior Engineers, Architects, and Project Managers.**
  
2. **What will this piece of legislation do?**
  - a. **Complete the requirements for Goal 3, Objective 5**
  
3. **Why is this project needed?**
  - a. **A pay increase will make these positions as attractive as other local/private companies, and retain skilled employees from seeking outside opportunities.**
  
4. **How much will it cost and what is the funding source?**
  - a. **The cost will be \$158,516.00 from the General Fund.**
  
5. **Is there a revenue source associated with this Plan? If so, what level of income is projected?**
  - a. **No**

**New Mexico Comparable Government Agencies****Construction Project Manager E17**

	<b><u>Average Hourly Rate</u></b>
<b>Albuquerque</b>	<b>\$37.08</b>
UNM	\$36.36
Santa Fe County	\$35.57
Las Cruces	\$35.15
City of Santa Fe	\$34.47
Bernalillo County	\$34.01
Rio Rancho	\$33.11
State on NM	\$32.82

**Senior Project Coordinator E16**

	<b><u>Average Hourly Rate</u></b>
City of Santa Fe	N/A
State on NM	N/A
Rio Rancho	N/A
UNM	\$31.22
Bernalillo County	\$30.58
Las Cruces	\$28.57
Santa Fe County	\$27.78
<b>Albuquerque</b>	<b>\$27.49</b>

**Construction Project Coordinator E15**

	<b><u>Average Hourly Rate</u></b>
State on NM	N/A
Bernalillo County	\$26.93
UNM	\$26.52
<b>Albuquerque</b>	<b>\$26.39</b>
City of Santa Fe	\$25.07
Las Cruces	\$24.86
Rio Rancho	\$24.48
Santa Fe County	\$22.09

**\*Hourly rate is based on the average of actual pay by each agency.**

**SW States Comparators****Construction Project Manager**

	<b><u>Min</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
Las Vegas, NV	\$40.66	<b>\$52.86</b>	\$65.06
El Paso, TX	\$35.21	<b>\$47.18</b>	\$59.15
Denver, CO	\$36.09	<b>\$46.91</b>	\$57.74
Phoenix, AZ	\$34.89	<b>\$45.34</b>	\$55.80
Austin, TX	\$31.33	<b>\$43.96</b>	\$56.60
Colorado Springs, CO	\$36.17	<b>\$43.49</b>	\$50.81
Tucson , AZ	\$31.27	<b>\$43.38</b>	\$55.49
Tulsa, OK	\$30.82	<b>\$39.20</b>	\$47.58
Salt Lake City, UT	\$28.01	<b>\$38.24</b>	\$48.47
<b>Albuquerque, NM</b>	<b>\$27.15</b>	<b>\$35.58</b>	<b>\$44.00</b>

*\*Actual average hourly \$37.08***Sr. Project Coordinator**

	<b><u>Min</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
Las Vegas, NV	\$36.34	<b>\$43.74</b>	\$51.14
Austin, TX	\$27.88	<b>\$39.17</b>	\$50.47
El Paso, TX	\$30.15	<b>\$38.14</b>	\$46.13
Denver, CO	\$27.64	<b>\$35.93</b>	\$44.22
Tucson , AZ	\$25.58	<b>\$35.55</b>	\$45.52
Phoenix, AZ	\$27.95	<b>\$35.22</b>	\$42.50
Salt Lake City, UT	\$25.40	<b>\$34.66</b>	\$43.93
Colorado Springs, CO	\$30.45	<b>\$33.50</b>	\$36.55
<b>Albuquerque, NM</b>	<b>\$25.06</b>	<b>\$32.45</b>	<b>\$39.84</b>
Tulsa, OK	N/A	<b>N/A</b>	N/A

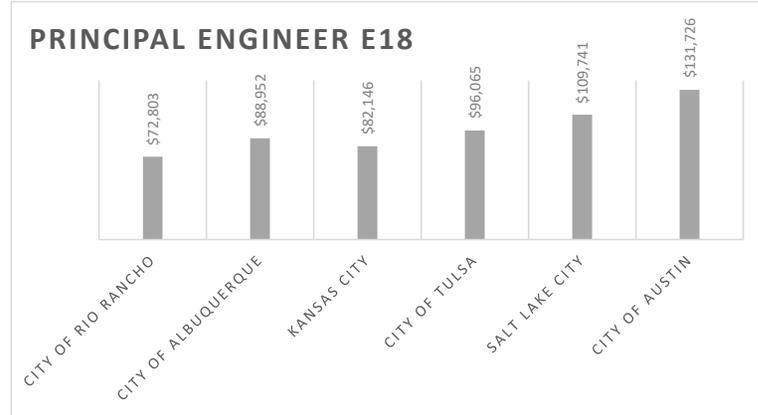
*\*Actual average hourly \$27.49***Construction Project Coord**

	<b><u>Min</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
Las Vegas, NV	\$32.96	<b>\$39.67</b>	\$46.38
Austin, TX	\$26.30	<b>\$36.96</b>	\$47.63
<b>Albuquerque, NM</b>	<b>\$22.81</b>	<b>\$29.50</b>	<b>\$36.18</b>
Salt Lake City, UT	\$20.91	<b>\$28.52</b>	\$36.14
Phoenix, AZ	\$21.80	<b>\$27.44</b>	\$33.09
Tucson , AZ	\$18.50	<b>\$24.57</b>	\$30.64
El Paso, TX	N/A	<b>N/A</b>	N/A
Colorado Springs, CO	N/A	<b>N/A</b>	N/A
Tulsa, OK	N/A	<b>N/A</b>	N/A
Denver, CO	N/A	<b>N/A</b>	N/A

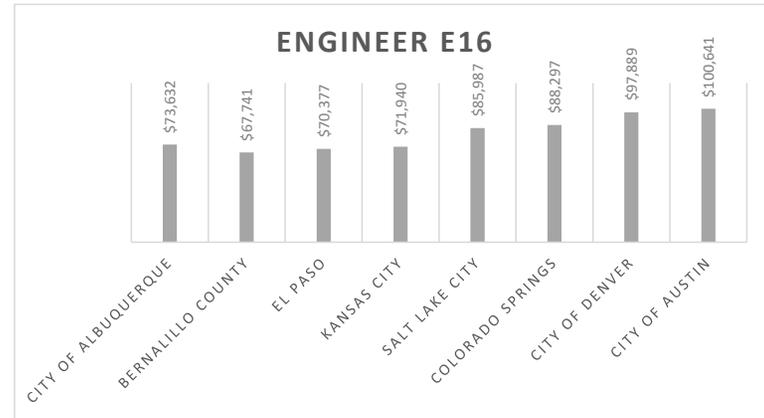
*\*Actual average hourly \$26.09*

\*Sorted by Mid Range-High to Low

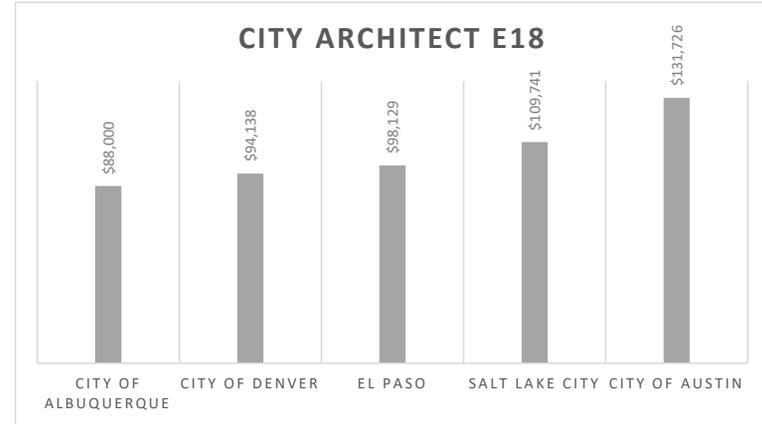
<b>Principal Engineer E18</b>	<b>Min</b>	<b>Max</b>	<b>Mid</b>
City of Denver	\$0	\$0	\$0
Colorado Springs	\$0	\$0	\$0
Phoenix	\$0	\$0	\$0
University of NM	\$0	\$0	\$0
El Paso	\$0	\$0	\$0
Tucson	\$0	\$0	\$0
City of Rio Rancho	\$58,242	\$87,363	\$72,803
<b>City of Albuquerque</b>	<b>\$62,899</b>	<b>\$101,379</b>	<b>\$88,952</b>
Kansas City	\$59,340	\$104,952	\$82,146
City of Tulsa	\$74,369	\$117,760	\$96,065
Salt Lake City	\$80,371	\$139,110	\$109,741
City of Austin	\$92,997	\$170,456	\$131,726



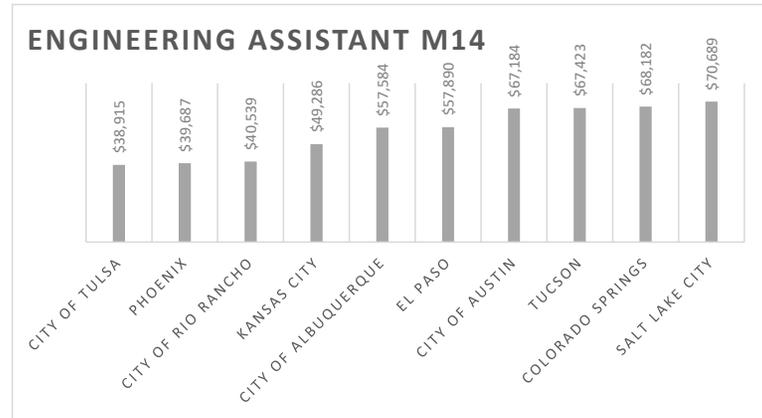
<b>Engineer E16</b>	<b>Min</b>	<b>Max</b>	<b>Mid</b>
University of NM	\$0	\$0	\$0
Phoenix	\$0	\$0	\$0
Tucson	\$0	\$0	\$0
City of Tulsa	\$0	\$0	\$0
<b>City of Albuquerque</b>	<b>\$51,105</b>	<b>\$81,244</b>	<b>\$73,632</b>
Bernalillo County	\$50,436	\$85,045	\$67,741
El Paso	\$55,634	\$85,119	\$70,377
Kansas City	\$54,372	\$89,508	\$71,940
Salt Lake City	\$62,962	\$109,013	\$85,987
Colorado Springs	\$73,551	\$103,042	\$88,297
City of Denver	\$97,889	\$97,889	\$97,889
City of Austin	\$72,384	\$128,898	\$100,641



<b>City Architect E18</b>	<b>Min</b>	<b>Max</b>	<b>Mid</b>
City of Rio Rancho	\$0	\$0	\$0
City of Tulsa	\$0	\$0	\$0
Colorado Springs	\$0	\$0	\$0
Kansas City	\$0	\$0	\$0
University of NM	\$0	\$0	\$0
Phoenix	\$0	\$0	\$0
Tucson	\$0	\$0	\$0
<b>City of Albuquerque</b>	<b>\$62,899</b>	<b>\$101,379</b>	<b>\$88,000</b>
City of Denver	\$72,414	\$115,862	\$94,138
El Paso	\$73,230	\$123,027	\$98,129
Salt Lake City	\$80,371	\$139,110	\$109,741
City of Austin	\$92,997	\$170,456	\$131,726



<b>Engineering Assistant M14</b>	<b>Min</b>	<b>Max</b>	<b>Mid</b>
Bernalillo County	\$0	\$0	\$0
City of Denver	\$0	\$0	\$0
University of NM	\$0	\$0	\$0
City of Tulsa	\$32,694	\$45,136	\$38,915
Phoenix	\$32,261	\$47,112	\$39,687
City of Rio Rancho	\$32,431	\$48,647	\$40,539
Kansas City	\$37,939	\$60,632	\$49,286
<b>City of Albuquerque</b>	<b>\$38,896</b>	<b>\$62,212</b>	<b>\$57,584</b>
El Paso	\$46,704	\$69,075	\$57,890
City of Austin	\$49,192	\$85,176	\$67,184
Tucson	\$48,484	\$86,361	\$67,423
Colorado Springs	\$56,796	\$79,568	\$68,182
Salt Lake City	\$51,813	\$89,565	\$70,689



<b>Engineering Associate M15</b>	<b>Min</b>	<b>Max</b>	<b>Mid</b>
City of Denver	\$0	\$0	\$0
City of Rio Rancho	\$0	\$0	\$0
Phoenix	\$0	\$0	\$0
University of NM	\$0	\$0	\$0
Bernalillo County	\$0	\$0	\$0
City of Tulsa	\$37,319	\$55,390	\$46,355
El Paso	\$42,362	\$62,653	\$52,508
<b>City of Albuquerque</b>	<b>\$42,868</b>	<b>\$68,515</b>	<b>\$66,939</b>
Kansas City	\$47,484	\$80,424	\$63,954
Tucson	\$53,206	\$94,681	\$73,944
Salt Lake City	\$57,117	\$98,842	\$77,979
Colorado Springs	\$67,479	\$94,536	\$81,008
City of Austin	\$64,459	\$114,858	\$89,658

