**Summary of Questionnaire to RFABC Members about Chief Engineer Roles**

Hi there,

First off I’d like to express how pleased I am by the quick and thoughtful responses by all 24 of you. In hindsight, I realize I should have done it differently as it soon became quite apparent to me that we all work in our unique ways, under different organizational structures and I should not have shaped the questions around my organizations structure.

Regardless of the shortcomings of my initial questionnaire I think I was still able to extrapolate a lot of useful information and put together a spreadsheet to give us some insight on how our organizations are addressing the “Chief Engineer” designation. Included on this, not asked specifically by me, are the job titles (as I understood them from our correspondence) for each of the persons acting as Chief Engineer as well as other information that came up which I thought is relevant. I have omitted your names and organizations from the table below.

The summary is as follows, including my organization:

1. 3 out of 25 have their Chief Engineers oversee multiple refrigeration plants
2. 1 out of 25  designates a Building Service Supervisor as Chief Engineer (if I were to do this over I would have simply asked what the official job title/specification was for the person designated as Chief Engineer)
3. 18 out of 25 are paid extra to be Chief Engineer. (if I were to do this over, I would ask whether the responsibility of “chief engineer” was written within the job specification and if not, how much “differential” they are being paid)
4. 21 out of 25 Chief Engineers are Union employees
5. 20 out of 25 Chief Engineers have different job titles (admittedly I am not 100% that I have all the job titles correct)

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| --- | --- |
| **Chief Engineer (CE) Questionnaire Results** |  |
| **1 - Does CE oversee multiple facilities?** | **2 - Is your CE also a BSS?** | **3 - Does BSS (CE) get paid extra?** | **4 - Is your CE Union or Exempt?** | **5 - Job title of person who is CE** | **Other information** |
| No | No | Yes\* | Union | Lead Hand | 4 CUPE Operator levels. CE is top level and gets higher pay as CE as per the job description. |
| No\* | No | Yes\* | Union | Arena Foreman | \*Gets higher pay as CE as per the job description. Looking into a CE overseeing multiple arenas. |
| No | No | Yes\* | Union | Facility Mtc Foreman | \*Gets a higher pay as CE as per the job description. Alternate will be paid $1 extra per hour |
| No | No | No | Union | Building Operator | Currently under review |
| No | No | No\* | Union | Arena Service Worker | \*Currently under review |
| No | No | ? | Union | ? |   |
| No | No | Yes\* | Union | Maintenance Tech 2 | \*Gets a higher pay as CE as per the job description. |
| Yes | No | Yes\* | \*Exempt | Manager Facility Services and Parks | \*Is going to be changed to a Union position and CE will be paid more as result. |
| No | No | Yes\* | Union | Maintenance Tech 2 | \*Is paid a higher pay as CE as per the job description. Organization has multiple arenas, each with its own CE. Only one arena is risk assessed |
| No | No | No\* | Union | Arena Operator 1 | \*Compensated with choice of shift. Will be revisited during bargaining |
| No | No | Yes\* | Union | Chief Engineer | \*Gets higher pay as CE as per the job description. |
| No | No | Yes\* | Exempt | Arena Chief Engineer | \*Gets higher pay as CE as per the job description. Organization is non-Union |
| No | No | No\* | Union | Facilities Support Services Supervisor | \*Will be brought forth to the Union for discussion |
| No | No | Yes\* | Exempt | Arena Manager | \*Is paid a higher pay as CE as per the job description and believes the CE should always be an exempt position |
| ? | ?  | Yes | Union | ? |   |
| No | No | Yes\* | Union | Chief Parks and Facilities Operator | \*Is paid a higher pay as CE as per the job description. |
| No | No | Yes\* | Union | Operations Supervisor | \*Gets higher pay as CE as per the job description. Designated shift engineer is compensated with extra $1.17 per hour |
| No  | No | Yes\* | Exempt | Facility Operations Coordinator | \*Gets higher pay as CE as per the job description and believes the CE should always be an exempt position |
| No | No | Yes\* | Union | Lead Hand | \*Gets higher pay as CE as per the job description. |
| No | No | Yes\* | Union | Facilities Operations Coordinator | \*Gets higher pay as CE as per the job description. |
| Yes\* | No | Yes\* | Union | Arenas Supervisor | \*Once 2nd refrigeration plant comes on-line. Gets higher pay as CE as per the job description. |
| No | No | Yes\* | Union | Facilities Supervisor | \*Gets higher pay as CE as per the job description. |
| No | No | Yes\* | Union | Chief Operator | \*Gets higher pay as CE as per the job description. |
| No | No | Yes\* | Union | Lead Hand | \*Gets higher pay as CE as per the job description. |
|   |   |   |   |   |   |

Thanks everyone for your help and support and I hope this information is useful for you,

***Rick Harris***

Superintendent, Building Services

North Vancouver Recreation and Culture Commission

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“Building Communities Within Our Buildings”