



**Contra
Costa
County**

To: Board of Supervisors
From: William Walker, M.D., Health Services Director
Date: December 8, 2015

Subject: Reallocate salaries of two classifications in the Health Services Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 21731 to reallocate the salary of the Supervising Accidental Release Prevention Engineer (V4HE) (represented) from salary plan and grade ZA5 1964 (\$7,781-\$9,458) to salary plan and grade ZA5 2079 (\$8,719-\$10,599), and the salary of the Director of Hazardous Materials Programs-Exempt (VLD2) (unrepresented) at salary plan and grade B35 1995 (\$8,027-\$9,757) to salary plan and grade B35 1995 (\$9,150-\$11,123) in the Health Services Department.

FISCAL IMPACT:

Upon approval, the annual costs associated with this action will be approximately \$44,117, including \$10,654 in pension costs. These costs will be fully funded by Hazardous Materials revenues received from Hazardous Materials fees.

BACKGROUND:

As a result of negotiated salary increases, the recent and upcoming wage increases for the Accidental Release Prevention (ARP) Engineer (V4SF) classification are as follows: 12% increase effective 7/1/2014, 10% increase effective 7/1/2015, and 3% that will become effective 7/1/2016.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **12/08/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: December 8, 2015

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Kristen Cunningham,
(925) 957-5267

By: June McHuen, Deputy

BACKGROUND: (CONT'D)

Due to the negotiated salary increase stated above, that became effective 7/1/2015, the Accidental Release Prevention (ARP) Engineer classification is now at higher base salary than that of the Supervising Accidental Release Prevention Engineer. Therefore a salary reallocation is necessary to correct this compaction issues between the ARP Engineer and the Supervising ARP Engineer classifications. Reallocating the salary of the Supervising ARP Engineer class will result in compaction issues with the Director of Hazardous Materials classification. Therefore, reallocating the salary plan and grade of the Director of Hazardous Materials classification is also being requested.

To resolve the compaction issues and maintain a salary gap between these classifications, the department is requesting a salary reallocation for the Supervising ARP Engineer classification and a salary reallocation for the Director of Hazardous Materials Programs classification.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the salary schedule of the ARP Engineer classification will continue to have a higher salary than that of the Supervising ARP Engineer classification and the Health Services Department will not be able to resolve this salary compaction issue.

ATTACHMENTS

P300 No. 21731 HSD