



**Contra
Costa
County**

To: Board of Supervisors
From: Julia R. Bueren, Public Works Director/Chief Engineer
Date: August 15, 2017

Subject: ADOPT Position Adjustment Resolution No. 22108 to reallocate on the Salary Schedule the classes of Stationary Engineer and Lead Stationary Engineer.

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22108 to reallocate on the Salary Schedule the class of Stationary Engineer (GWVC) (represented) from a three-step salary plan and grade TB5 1510 (\$5,317- \$5,862) to a five-step salary plan and grade TB5 1510 (\$5,317- \$6,463); and reallocate on the Salary Schedule the class of Lead Stationary Engineer (GWTC) (represented) from a three-step salary plan and grade TB5 1642 (\$6,059- \$6,681) to a five-step salary plan and grade TB5 1642 (\$6,059- \$7,365); and REALLOCATE on the Salary Schedule incumbents in affected classifications from step one of the three-step schedule to Step three of the five-step schedule, from step two of the three-step schedule to Step four of the five-step schedule, and from step three of the three-step schedule to Step five of the five-step schedule.

FISCAL IMPACT:

Upon approval of this action, the annual cost increase will be approximately \$152,000 this fiscal year including pension costs of \$45,600. The cost of this action will be covered by charge out rates to the various County Departments (approximately 63% General Fund, 37% various funds).

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **08/15/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, 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: August 15, 2017

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

By: June McHuen, Deputy

Contact: Kelli Zenn, (925)
313-2108

BACKGROUND:

Historically, the Public Works Department has had difficulty in recruiting and retaining Stationary Engineers. Currently, the Facilities Division in Public Works has eight (8) vacancies. In 2016 the County performed a pay study for the Stationary Engineer classification. It was determined that the salary range for the Stationary Engineer

BACKGROUND: (CONT'D)

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classification was 13.65% below the median in comparison with neighboring counties. Thus, it was recommended to adjust the salary range by adding two (2) additional 5% pay-steps to the current three (3) steps salary range. The additional two pay steps will result in a standard five-step salary range with 5% increments between each pay step. Moreover, in order to maintain at least a 14% salary spread in between the top steps of Stationary Engineer and the Lead Stationary Engineer classifications, and to ensure that the top step of Lead Stationary Engineer is 5% greater than the top step of Stationary Engineer Systems Specialist II, it was further determined that the appropriate salary for Lead Stationary engineer be adjusted at the top step to \$7,365.95. As a result, the Lead Stationary Engineer classification's salary range will be also adjusted by adding two additional 5% pay steps to the current three (3) steps salary range. The additional two (2) pay steps will result in a standard five-step salary range with 5% increments between each pay step.

Current incumbents in affected classifications will be reallocated from step one of the three-step schedule to Step three of the five-step schedule, from step two of the three-step schedule to Step four of the five-step schedule, and from step three of the three-step schedule to Step five of the five-step schedule.

CONSEQUENCE OF NEGATIVE ACTION:

The consequences of not reallocating the salary of the Stationary Engineer and Lead Stationary Engineer classifications is continued difficulty in recruiting and retaining qualified employees.

ATTACHMENTS

Personnel Resolution No. 22108