



Contra
Costa
County

To: Board of Supervisors
From: Julia R. Bueren, Public Works Director/Chief Engineer
Date: June 20, 2017

Subject: Salary reallocation for the classification of Stormwater Pollution Control Manager (NASB) (represented) in the Public Works Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 29902 to reallocate the salary of the Stormwater Pollution Control Manager (NASB) (represented) classification on the Salary Schedule from salary plan and grade level ZA5 1949 (\$7,973 – \$9,691) to salary plan and grade level ZA5 1951 (\$8,531- \$10,370) in the Public Works Department.

FISCAL IMPACT:

Upon approval, this action will have an annual cost increase of approximately \$14,251 including an estimated pension cost of \$2,444. The cost shall be funded by Stormwater Utility Fee assessments collected by the Cities/Towns and County, proportional to their respective populations.

BACKGROUND:

The Stormwater Pollution Control Manager is a single class position responsible for administering, developing and implementing activities of the countywide Contra Costa Clean Water Program (CCCWP). The CCCWP regulates the discharge of non-point source stormwater pollutants and ensures that all affected municipalities

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **06/20/2017** ☒ 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: June 20, 2017

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

By: Rolanda Hartfield, Deputy

Contact: Kelli Zenn, (925)
313-2108

BACKGROUND: (CONT'D)

satisfactorily maintain the legal mandated requirements. Due to the retirement of the previous incumbent in March 2017, a recent recruitment was conducted to fill the vacant position. The results of the recruitment generated several qualified candidates, however, each candidate that was offered the position declined due to concerns related to salary. As a result, the Public Works Department is requesting to reallocate the salary of Stormwater Pollution Control Manager in an effort to attract and ultimately hire a qualified candidate for this position.

CONSEQUENCE OF NEGATIVE ACTION:

Without this modification, the County will continue to experience difficulty attracting qualified candidates for this position.

CHILDREN'S IMPACT STATEMENT:

ATTACHMENTS

P300 No. 29902