



**Contra
Costa
County**

To: Board of Supervisors
From: Anna Roth, Health Services
Date: April 26, 2022

Subject: Reallocate the Salary of the Classification of Hazardous Materials Technician on the Salary Schedule in the Health Services Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 25709 to reallocate the salary on the salary schedule for the classification of Hazardous Materials Technician (V4WF) (represented) at salary plan and grade T35-1409 from (\$5,257 - \$5,796) to salary plan and grade T35-1409 (\$5,257 - \$6,390) in the Health Services Department.

FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$21,054 with pension costs of \$8,164 already included. Since the Hazardous Materials Program is 100% fee based, there will not be an impact to the County's General Fund. The cost will be offset entirely with Certified Unified Program Agency Permit Fees.

BACKGROUND:

This classification handles more technical and advanced tasks such as performing research to determine the chemical compatibility of personal protective equipment and participates in the Incident Response Administrative Team and the CCHMP Health & Safety Committee, calibrate and maintain instruments, maintain the County's Hazardous Materials trucks and response vehicles and find cost effective methods of proper disposal. Therefore, the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **04/26/2022** ☒ 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: April 26, 2022

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Lauren Jimenez (925)
957-5240

department is requesting

BACKGROUND: (CONT'D)

for two additional steps in the salary structure. While conducting a salary survey to determine if adding pay steps in the salary structure is appropriate, Santa Clara County was the only comparable classification found within the Bay Area. To retain competent and highly skilled Hazardous Materials Technicians, the recommendation to add two additional pay steps to this classification is fair and appropriate. Adding these two additional pay steps will promote upward mobility towards the Hazardous Materials Specialist classification series, prevent retention issues, and have a competitive salary structure.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Hazardous Materials Program will not be able to retain qualified staff which will adversely impact the services of the program.

ATTACHMENTS

P300 No. 25709 HSD