



Contra
Costa
County

To: Board of Supervisors
From: Brian M. Balbas, Public Works Director/Chief Engineer
Date: January 18, 2022

Subject: Reallocate the salary of the Director of Airports (9BD1) classification

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 25877 to reallocate the salary of the Director of Airports (9BD1) (unrepresented) classification from salary plan and grade B85 2071 (annual salary range of, \$126,426 - \$153,672) to salary plan and grade B85 2215 (annual salary range of, \$145,800 - \$177,221) in the Public Works Department – Airports Division.

FISCAL IMPACT:

This action will result in an additional annual salary and benefits costs of approximately \$38,620, including pensions costs of approximately \$6,309. This will be 100% funded by the Airport Enterprise Fund.

BACKGROUND:

The reallocation is recommended to attract highly qualified applicants for the position of Director of Airports. Our County airports, Buchanan Field and Byron Airport, are experiencing significant growth and development opportunities in addition to increasing demands for aviation uses at both facilities. While the airports are well positioned for future success based on the work done over recent years, this salary adjustment is necessary to help secure a successful

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **01/18/2022** ☒ 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: January 18, 2022

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

By: June McHuen, Deputy

Contact: Adrienne Todd (925)
313-2108

BACKGROUND: (CONT'D)

candidate to lead the Contra Costa County Airports Division now and into the future.

The Airports Division has many development opportunities underway and in planning for both Buchanan Field and Byron Airports. There are also a number of airport infrastructure improvement projects either underway or being planned and developed for both airports. These important projects will potentially increase the use and attractiveness of the County's airports for aviation activities and thus will increase potential revenue sources for the airports and the County. The Airports Division will need a strong Director of Airports adept at managing competing demands, multiple priorities and strategic thinking to lead staff, and oversee airport administration and operations. A successful Director of Airports must be an effective communicator, able to build consensus from many diverse partners and lead by example. This adjustment will assist in developing a strong pool of candidates to meet the qualifications of an excellent Director of Airports.

After reviewing the existing salary for this position, it is recommended that this salary adjustment is necessary for the position of Director of Airports.

CONSEQUENCE OF NEGATIVE ACTION:

The County's pool of potential Director of Airports candidates may not be as well qualified and skilled to lead our Airports Division if this action is not approved.

ATTACHMENTS

AIR 48140 P300 25877