



Mendocino County

Legislation Text

File #: 21-0237, **Version:** 1

To: Board of Supervisors

From: Human Resources

Meeting Date: February 23, 2021

Department Contact: William Schurtz

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Department Contact: Juanie Cranmer

Phone: 234.6600

Item Type: Consent Agenda

Time Allocated for Item: N/A

Agenda Title:

Adoption of Resolution Adopting a New Classification of Senior Environmental Compliance Specialist, Salary No. 3057; Title Change of Deputy Director Transportation - Solid Waste to Deputy Director Transportation - Solid Waste and Water Agency, Salary No. 3926; and Amending the Position Allocation Table as Follows: Budget Unit 4510, Add 1.0 FTE Senior Environmental Compliance Specialist, Add 1.0 FTE Deputy Director Transportation - Solid Waste and Water Agency

Recommended Action/Motion:

Adopt Resolution adopting a new classification of Senior Environmental Compliance Specialist at Salary No. 3057; title change of Deputy Director Transportation - Solid Waste to Deputy Director Transportation - Solid Waste and Water Agency at Salary No. 3926; and amending the Position Allocation Table as follows: Budget Unit 4510, add 1.0 FTE Senior Environmental Compliance Specialist, add 1.0 FTE Deputy Director Transportation - Solid Waste and Water Agency; and authorize Chair to sign same.

Previous Board/Board Committee Actions:

On June 23, 2020, the Board of Supervisors adopted the Master Position Allocation Table for the FY 2020-2021 Budget, Resolution Number 20-079.

Summary of Request:

The Human Resources Department is charged, as part of the overall maintenance of the classification and compensation plan, to evaluate current classifications, create new classifications (including appropriate salary levels), reclassify positions, examine requests for salary grade adjustments, analyze allocations, and make recommendations for additions, modifications, and corrections.

Due to on-going and increasing workload related to Solid Waste activities since 2019, the Department of Transportation finds it necessary to utilize the Deputy Director Transportation - Solid Waste that has been dormant since 2009. The Department of Transportation is also being tasked with duties related to Water Agency / Water Resources. On January 20, 2021, the Civil Service Commission approved modifications to the Deputy Director Transportation - Solid Waste to incorporate the Water Agency / Water Resources related tasks and to change the title to Deputy Director Transportation - Solid Waste and Water Resources. Additionally the Commission approved a new classification of Senior Environmental Compliance Specialist in order to perform the most complex work of the department including tasks related to Water Agency/Water

Resources.

Because the classification of Deputy Director Transportation - Solid Waste has been dormant since 2009, it has not been part of the recent market adjustments or COLA's of the Management Association. The proposed Salary No. 3926, \$89,856.00 - \$109,220.80/annually is aligned with Deputy Director Transportation - Maintenance Operations and Deputy Director Transportation - Land Improvement. The proposed Salary No. 3057, \$63,585.60 - \$77,272.00/annually for Senior Environmental Compliance Specialist is aligned at ten percent (10%) above the Environmental Compliance Specialist. The County has fulfilled its obligations with the affected bargaining units. The fiscal impacts shown below reflect these positions at Step 5 of the proposed wages and include the cost of benefits.

Alternative Action/Motion:

Do not adopt recommendations and direct staff to study alternatives.

Supervisory District: All

vote requirement: Majority

Supplemental Information Available Online At: N/A

Fiscal Details:

source of funding: Budget Unit 4510 (4511, 0326)

current f/y cost: \$75,314

annual recurring cost: \$326,362.

budget clarification: Department anticipates sufficient cost savings in BU 1910 and 0326 to cover costs in -21; cost applies are budgeted in Budget Unit 4511 for FY 20-21. Department will work with Executive Office B Team if adjustment is needed.

Agreement/Resolution/Ordinance Approved by County Counsel: Yes

CEO Liaison: Janelle Rau, Deputy CEO

CEO Review: Yes

CEO Comments:

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Executed By: Atlas Pearson, Deputy Clerk I

Date: **FEBRUARY 25, 2021**

Final Status: Adopted

Executed Item Type: Resolution Number: 21-018

