



Mendocino County

Legislation Text

File #: 18-1401, **Version:** 1

To: Board of Supervisors

From: Human Resources

Meeting Date: March 27, 2018

Department Contact: Heidi Dunham

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Department Contact: Juanie Cranmer

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Item Type: Consent Agenda

Time Allocated for Item: N/A

Agenda Title:

Adoption of Resolution Authorizing Adoption of the Classifications of Road Maintenance Worker I/II/III/IV/V-Lead and Road Maintenance Supervisor I/II/III; Salary Grade Revisions as Follows: Heavy Equipment Service Technician from S23C to S26B, Heavy Equipment Mechanic from S29C to S32B, Senior Heavy Equipment Mechanic from S31C to S34B, Equipment Superintendent from S34C to S37B, Maintenance Operations Coordinator from MA36 to MA39; Abolishment of the Classifications of Road Crew Worker, Equipment Operator, Senior Equipment Operator, Bridge Crew Worker, Bridge Crew Supervisor, Road Crew Supervisor and Senior Road Crew Supervisor; Modifications to the Position Allocation Table; and Reclassification or Salary Revision of Affected Incumbents

Recommended Action/Motion:

Adopt Resolution authorizing the adoption of the classifications of Road Maintenance Worker I/II/III/IV/V-Lead and Road Maintenance Supervisor I/II/III; salary grade revisions as follows: Heavy Equipment Service Technician from S23C to S26B, Heavy Equipment Mechanic from S29C to S32B, Senior Heavy Equipment Mechanic from S31C to S34B, Equipment Superintendent from S34C to S37B, Maintenance Operations Coordinator from MA36 to MA39; abolishment of the classifications of Road Crew Worker, Equipment Operator, Senior Equipment Operator, Bridge Crew Worker, Bridge Crew Supervisor, Road Crew Supervisor and Senior Road Crew Supervisor; modifications to the Position Allocation Table; and reclassification or salary revision of affected incumbents, and authorize Chair to sign same.

Previous Board/Board Committee Actions:

On June 20, 2017, the Board of Supervisors adopted the Master Position Allocation Table for FY 2017 - 2018 Budget, Resolution No. 17-081.

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.

At the direction of the Board, Human Resources began a salary study of the Department of Transportation's (DOT) Road Crew Worker, Equipment Operator, Senior Equipment Operator, Bridge Crew Worker, Bridge

Crew Supervisor, Road Crew Supervisor, and the Heavy Equipment Mechanic series classifications. In conjunction with the salary study, the DOT requested a classification study of the classifications involved in road maintenance. Both studies were requested due to the extreme difficulty in recruiting and retaining employees in the above listed classifications. The pay associated with these classifications runs between 20% and 24% below market. The proposed salaries for the new classes and the salary grade revisions for existing classes are approximately 15% above current pay levels. DOT is currently attempting to fill 10 vacancies in these classifications; on-going recruitment efforts typically result in only a small handful of applicants. Human Resources conducted the studies which included a recommendation of a new series titled Road Maintenance Worker I/II/III/IV/V-Lead and Road Maintenance Supervisor I/II/III adopted by the Civil Service Commission on February 21, 2018. The County has fulfilled its obligation with the affected bargaining units. The fiscal impacts below reflect the approximate increase to wages and the cost of benefits. The costs associated with this action will be met through a combination of State and local funds (non-General Fund). The Department of Transportation is able to meet the additional costs without a budget adjustment.

Alternative Action/Motion:

Direct staff to study other options.

Supplemental Information Available Online at: N/A

Fiscal Impact:

Source of Funding: State and Local funds

Current F/Y Cost: \$97,416 Increase

Budgeted in Current F/Y: No

Annual Recurring Cost: \$361,831
Increase

Supervisory District: All

Vote Requirement: Majority

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: Karla Van Hagen

Date: March 28, 2018

Final Status: **Adopted**

Executed Item No.: **Resolution** Number: 18-046

