



Board Agenda Item 29

DATE: September 1, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment - Senior and Supervising Engineers

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution adjusting the salary of the Senior Engineer and Supervising Engineer classifications, effective September 7, 2020, as reflected in Appendix B.

There is no increase in Net County Cost associated with the recommended action. The Senior and Supervising Engineer salaries have become compacted with the classifications below them due to a salary increase given to the Engineer I-III classifications. Approval of this Salary Resolution Amendment would adjust salaries to eliminate the compaction. This item impacts the Public Works and Planning Department.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the salaries of the Senior and Supervising Engineer classifications would remain compacted with lower classifications.

FISCAL IMPACT:

There is no increase in in Net County Cost associated with the recommended action. Approval of the recommended action will adjust the salaries of Senior and Supervising Engineers with a salary increase of 2.3%. The total estimated cost increase of approximately \$24,030 annually will be fully covered with Road Funds. The total estimated cost will be absorbed within the Public Works & Planning Department's existing budget and will be included in subsequent budget requests.

DISCUSSION:

Maintaining salary spreads between subordinate and supervising classifications ensures fair pay for supervisory duties and attracts talented employees to supervisory positions. Human Resources routinely reviews salaries and makes compaction adjustments to maintain the appropriate spreads. On July 13, 2020, Engineer I-III classifications received increases and compacted with the Senior and Supervising Engineer salaries. In accordance with prior direction, this item adjusts salaries to eliminate the compaction.

REFERENCE MATERIAL:

BAI #37, November 19, 2019

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix B

CAO ANALYST:

Yussel Zalapa