



Legislation Details (With Text)

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On agenda: 3/14/2023 **Final action:**

Title: Director of Human Resources requests adoption of a Resolution approving an adjustment to the Engineering Manager classification salary to avoid compaction, and deleting the defunct Engineering MGR - PBES classification, effective December 22, 2022.

Sponsors: Human Resources – Division of CEOs Office

Indexes:

Code sections:

Attachments: 1. Resolution

Date	Ver.	Action By	Action	Result
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TO: Board of Supervisors

FROM: Christine Briceño, Director of Human Resources

REPORT BY: Kevin Lemieux, Staff Services Manager

SUBJECT: Adoption of a Resolution Amending the Table and Index of Classes

RECOMMENDATION

Director of Human Resources requests adoption of a Resolution approving an adjustment to the Engineering Manager classification salary to avoid compaction, and deleting the defunct Engineering MGR - PBES classification, effective December 22, 2022.

EXECUTIVE SUMMARY

Human Resources contracted with Ralph Andersen & Associates to conduct classification and compensation studies in late 2022. However, due to an administrative oversight, the Engineering Manager classification was not included in this action as a classification to adjust due to compaction with direct reports. If approved, the requested action resolves the compaction issue and deletes a defunct classification as well.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	No
Is it currently budgeted?	Yes
Is it Mandatory or Discretionary?	Discretionary
Is the general fund affected?	No
Future fiscal impact:	The increased cost of salary and benefits for the remainder of Fiscal Year 2022-2023, as well as the increased annualized cost for this action, was reported at the December 13, 2022 Board of Supervisors meeting.
County Strategic Plan pillar addressed:	Effective and Open Government

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

In September 2022, the County contracted with Ralph Andersen and Associates to prepare an update to salary range recommendations and analysis for several classifications. Based on this update, multiple classifications were identified as requiring a salary range increase in order to remain competitive with comparable agencies.

On December 13, 2022, the Board approved equity increases to the agreed upon classifications, including Engineering Supervisor. Due to an administrative oversight, the Engineering Manager was not included, thereby creating compaction between the two classes. If approved, the requested action increases the salary grade to the Engineering Manager classification to the next highest level to avoid compaction with direct reports. This action also deletes a classification that is no longer used.

Therefore, the Director of Human Resources requests adoption of a Resolution approving an adjustment to the Engineering Manager classification salary to avoid compaction and deleting the defunct Engineering MGR - PBES classification, effective December 22, 2022.