

**MARIPOSA COUNTY
BOARD OF SUPERVISORS**

**AGENDA
ACTION FORM**

DATE: April 18, 2000
AGENDA ITEM NO.: 5-B

DEPARTMENT: Administration

BY: Janet Hogan

PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION:

(Policy Item: Yes ___ No)

Approve Salary Increase for the Classifications of Assistant Director Public Works (4 percent), Senior Civil Engineer (17 percent), Associate Engineer (9 percent) and Junior Engineer (5 percent) and Approve 15 Percent Allowance for Any Associate Engineer Possessing an Engineer's License effective May 1, 2000.

At the present time, only one engineering position out of four allocated is filled. For some time our recruitments have not generated many applicants. Public Works requested that salaries be increased to allow us to compete with other local and state agencies. The attached spreadsheet details the proposed increases and shows the resulting spread between positions. This proposal is consistent with our efforts to maintain a 10 percent spread between supervisory positions and the highest class supervised. The exception is the spread between the Director and Assistant Director which will be 7 percent if the proposal is approved. The Director has indicated this reduced spread is acceptable to him.

A component of this proposal is to add a 15 percent allowance for an Associate Engineer with a license. This is the level where we expect to have the greatest success attracting and retaining qualified applicants.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

From time to time it has been necessary to increase salaries to attract qualified applicants. The last adjustment was for the class of Transportation Planner.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

In order for approved and funded public works projects to move forward we must either fill County engineering positions or contract with private engineering firms. Contracting is more costly and still requires staff time to oversee contracts.

<p>COSTS: (<input checked="" type="checkbox"/>) Not Applicable</p> <p>A. Budgeted Current FY \$</p> <p>B. Total Anticipated Costs \$</p> <p>C. Required Additional Funding \$</p> <p>D. Internal Transfers \$</p> <p>SOURCE: () 4/5ths Vote Required \$</p> <p>A. Unanticipated Revenues \$</p> <p>B. Reserve for Contingencies \$</p> <p>C. Source Description: _____</p> <p>Balance in Reserve for Contingencies ,if approved: _____</p>	<p>SPECIAL INSTRUCTIONS:</p> <p>List the attachments and number the pages consecutively:</p> <p>Engineering Salaries spreadsheet</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>CLERKS USE ONLY:</p> <p>Res. No. <u>00-135</u> Ord. No. _____</p> <p>Vote - Ayes: <u>3</u> Noes: _____</p> <p>Absent: <u>Billy Pickard</u> Abstained: _____</p> <p>Approved () Denied ()</p> <p>Minute Order Attached () No Action Necessary ()</p> <p>The foregoing instrument is a correct copy of the original on file in this office</p> <p>Date: _____</p> <p>ATTEST: _____</p> <p>MARGIE WILLIAMS, Clerk of the Board County of Mariposa, State of California</p> <p>BY: _____</p> <p>Deputy</p>	<p>ADMINISTRATIVE OFFICER'S RECOMMENDATION:</p> <p>This item on agenda as:</p> <p><input checked="" type="checkbox"/> Recommended</p> <p>Not Recommended</p> <p>For Policy Determination</p> <p>Submitted with Comment</p> <p>Returned for Further Action</p> <p>Comment: _____</p> <p>CAO's Initials: <u>JH</u></p>

ENGINEERING SALARIES

(amounts annualized at 5th step; percent change calculated from dollar amount)

Proposed Adjustments					
POSITION	RANGE	CURRENT	PROPOSED	CHANGE	%
Assistant Director-PW	309	\$64,188	\$66,456	\$2,268	4%
Senior Civil Engineer	263	\$51,048	\$59,868	\$8,820	17%
Associate Engineer-Licensed **	n/a	\$42,900	\$53,682	\$10,782	25%
Associate Engineer	228	\$42,900	\$46,680	\$3,780	9%
Junior Engineer	216	\$40,404	\$42,468	\$2,064	5%

Spread After Adjustments			
POSITION	NEW RANGE	PROPOSED	% Spread Between Classes
Director--4/1/00 Salary	n/a	\$71,515	7%
Assistant Director-PW	316	\$66,456	10%
Senior Engineer	295	\$59,868	10%
Associate Engineer-Licensed	245 + 15%	\$53,682	13%
Associate Engineer	245	\$46,680	9%
Junior Engineer	226	\$42,468	

** Proposal is for a 15 percent allowance on top of the base salary for an Associate Engineer.



COUNTY of MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222


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MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: JANET HOGAN, County Administrative Officer
FROM: MARGIE WILLIAMS, Clerk of the Board 
SUBJECT: Classifications of Engineer Positions; Res. 00-135

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA,

ADOPTED THIS Order on April 18, 2000

ACTION AND VOTE:

B) Approve Salary Increase for Classifications of Assistant Director of Public Works (4 Percent), Senior Civil Engineer (17 Percent), Associate Engineer (9 Percent) and Junior Engineer (5 Percent) and Approve 15 Percent Allowance for Any Associate Engineer Possessing an Engineer's License; with all Increases to be Effective May 1, 2000

BOARD ACTION: Following discussion, (M)Balmain, (S)Stewart, Res. 00-135 adopted. Chairman Parker advised of the resignation of a Senior Maintenance Worker for the Public Works Department, Gordie Varney, who accepted a position with CDF. Ayes: Balmain, Stewart, Parker; Excused: Reilly, Pickard.

cc: Jeff Green, Personnel Director
Ken Hawkins, Auditor
Jim Petropulos, Public Works Director
File