

**EL DORADO COUNTY BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL
Meeting of 10/17/2006**

AGENDA TITLE: Advanced Step Hiring Authority for Department of Transportation

DEPARTMENT: Transportation

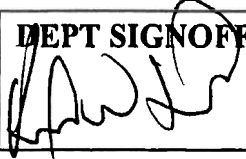
DEPT SIGNOFF:

CAO USE ONLY:

CONTACT: Richard Shepard

DATE: 10/3/2006

PHONE: 621-5981



C-128

DEPARTMENT SUMMARY AND REQUESTED BOARD ACTION:

The El Dorado County Department of Transportation (DOT) recommends the Board of Supervisors authorize the Director of Transportation to offer Step 5 salary compensation to Chi (Crystal)Tu for the position of Senior Civil Engineer.

CAO RECOMMENDATIONS:

*Recommend approval. Laurel A. Gull
10/5/06*

Financial impact? Yes No

Funding Source: Gen Fund Other

BUDGET SUMMARY:

Other: Traffic impact and developer fees

Total Est. Cost 8,323.20

CAO Office Use Only:

Funding

4/5's Vote Required Yes No

Budgeted _____

Change in Policy Yes No

New Funding _____

New Personnel Yes No

Savings _____

CONCURRENCES:

Other 8,323.20

Risk Management _____

Total Funding 0

County Counsel _____

Change in Net County Cost

Other _____

***Explain** Funding is provided through traffic impact and developer fees

BOARD ACTIONS:

Vote: Unanimous _____ Or

I hereby certify that this is a true and correct copy of an action taken and entered into the minutes of the Board of Supervisors

Ayes:

Date: _____

Noes:

Abstentions:

Attest: Cindy Keck, Board of Supervisors Clerk

Absent:

By: _____



MAINTENANCE DIVISION:
2441 Headington Road
Placerville CA 95667
Phone: (530) 642-4909
Fax: (530) 642-9238

RICHARD W. SHEPARD, P.E.
Director of Transportation

Internet Web Site:
<http://co.el-dorado.ca.us/dot>

MAIN OFFICE:
2850 Fairlane Court
Placerville CA 95667
Phone: (530) 621-5900
Fax: (530) 626-0387



October 3, 2006

Board of Supervisors
330 Fair Lane
Placerville, California 95667

Title: Advanced Step Hiring Authority for Department of Transportation

Meeting Date: October 17, 2006

District/Supervisor: All Districts

Dear Members of the Board:

Recommendations:

Authorize the Director of Transportation to offer Step 5 salary compensation to Chi (Crystal) Tu for the position of Senior Civil Engineer.

Reasons for Recommendations:

The Department of Transportation (DOT) requests that the Board of Supervisors authorize the Director of Transportation to offer Step 5 salary compensation to Chi (Crystal) Tu for the position of Senior Civil Engineer.

Ms. Tu comes to us with over ten years of experience in public sector roadway design and delivery. Her extensive experience as a project manager leading teams of engineers in roadway design efforts will enable us to bring the design of capital improvement projects in-house. An offer of employment at anything less than Step 5 would be asking her to accept a decrease in pay. In addition, her employer has scheduled increases of 4% each year for the next two years, whereas, we have only one increase of 2.5% negotiated for January of 2007. For these reasons, the Department is requesting the ability to offer an advanced step placement for Ms. Tu.

Fiscal Impact:

The fiscal impact will be approximately \$8,323.20. Funding for this position will be from Traffic Impact Mitigation (TIM) fees and grants.

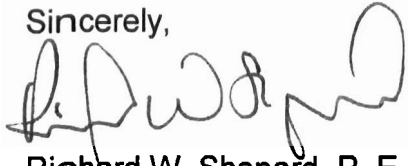
Net County Cost:

There is no cost to the County General Fund.

Action to be Taken Following Approval:

The Director of Transportation will make an offer of employment at Step 5 of the salary range to Ms. Chi Tu for the position of Senior Civil Engineer.

Sincerely,

A handwritten signature in black ink, appearing to read 'Richard W. Shepard', written in a cursive style.

Richard W. Shepard, P. E.
Director of Transportation

RWS:lcb

County of Sacramento Salary Schedule for Associates and Senior Civil Engineers

Step	5	6	7	8	9	7	8	9
Assoc Civil Engineer		\$32.05	\$33.65	\$35.33	\$37.10			
2006					\$43.59			
2007					\$45.34			
2008					\$47.15			
<hr/>								
Sr Civil Engineer						4.85%		
current						\$38.90	\$40.84	\$42.88
Estimated increase 4.85% over \$43.59						\$45.71	\$47.92	\$50.25

Crystal's current Salary

	1	2	3	4	5
--	---	---	---	---	---

El Dorado County Sr CE	\$36.05	\$37.85	\$39.74	\$41.73	\$43.82
-------------------------------	---------	---------	---------	---------	---------

our top step

- Sac County's Associate Civil is equivalent to El Dorado County's Sr. Civil. in pay scale
- Crystal has been licensed & working as an associate engineer for 8 yrs.
- She has public financing background (PEFP, etc)