



Legislation Details (With Text)

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Title: Transportation Department recommending advanced step placement at Step 5 of the salary range for a specific candidate for the position of Senior Civil Engineer.
RECOMMENDED ACTION: Approve.

Sponsors:

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Code sections:

Attachments:

| Date | Ver. | Action By | Action | Result |
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| 1/23/2007 | 2 | Board Of Supervisors | Approved | Pass |

Transportation Department recommending advanced step placement at Step 5 of the salary range for a specific candidate for the position of Senior Civil Engineer.

RECOMMENDED ACTION: Approve.

Background:

The Department recently interviewed candidates for the position of Senior Civil Engineer and has identified a candidate with extensive experience and is recommending the Board authorize the Director to offer employment at Step 5 of the salary range. This candidate is currently employed by another public agency in California and has over 7 years of experience in public sector roadway design and delivery. He also has extensive experience as a project manager leading teams of engineers in roadway design efforts. In addition to his experience, an offer of employment at anything less than Step 5 would require the candidate to accept a decrease in pay. For these reasons, the Department is requesting approval to offer employment at Step 5 of the Sr. Civil Engineer salary range.

Fiscal Impact:

The position being offered is included in the FY 2006-07 approved budget and has been vacant since the beginning of the year. As compared to a step 3 employment, the additional costs associated with the candidate at step 5 is approximately \$3,500. Salary savings realized from vacant Department positions will easily accomodate this additional cost. Funding for this position will be primarily 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 the

candidate for the position of Senior Civil Engineer.