



# County of El Dorado

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## Legislation Details (With Text)

**File #:** 07-064      **Version:** 2

**Type:** Agenda Item      **Status:** Approved

**File created:** 1/2/2007      **In control:** Board Of Supervisors

**On agenda:** 1/23/2007      **Final action:** 1/23/2007

**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:**

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
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.