



Legislation Details (With Text)

File #: 19-1224 **Version:** 1

Type: Agenda Item **Status:** Approved

File created: 8/8/2019 **In control:** Board of Supervisors

On agenda: 9/17/2019 **Final action:** 9/17/2019

Title: Department of Transportation and Human Resources recommending the Board:

- 1) Adopt the new class specification of Transportation Engineer/Traffic Engineer;
- 2) Adopt the revised class specification of Sr. Traffic Engineer (Title change from Sr. Traffic Civil Engineer); and
- 3) Approve the Chair to adopt and sign Resolution 153-2019 to:
 - a) Adopt the new salary range, job class number, and bargaining unit for the new class of Transportation Engineer (Traffic Engineer is an existing class);
 - b) Delete 1.0 FTE Traffic Engineer and add 1.0 FTE Transportation Engineer/Traffic Engineer in the Department of Transportation;
 - c) Adopt the title change from Sr. Traffic Civil Engineer to Sr. Traffic Engineer; and
 - d) Delete 1.0 FTE Sr. Civil Engineer and add 1.0 FTE Sr. Traffic Engineer in the Department of Transportation due to an upward reclassification where the retention of the incumbent is approved by the appointing authority; and
- 4) Waive the competitive recruitment and selection process for 1.0 FTE Sr. Traffic Engineer in the Department of Transportation in accordance with Personnel Rule 507.1.2.d.

FUNDING: Various sources.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Approved Blue, 2. B - Resolution, 3. C - Transportation Engineer-Traffic Engineer, 4. D - Sr. Traffic Engineer, 5. Executed Resolution 153-2019

Date	Ver.	Action By	Action	Result
9/17/2019	1	Board of Supervisors	Approved	Pass

Department of Transportation and Human Resources recommending the Board:

- 1) Adopt the new class specification of Transportation Engineer/Traffic Engineer;
- 2) Adopt the revised class specification of Sr. Traffic Engineer (Title change from Sr. Traffic Civil Engineer); and
- 3) Approve the Chair to adopt and sign Resolution **153-2019** to:
 - a) Adopt the new salary range, job class number, and bargaining unit for the new class of Transportation Engineer (Traffic Engineer is an existing class);
 - b) Delete 1.0 FTE Traffic Engineer and add 1.0 FTE Transportation Engineer/Traffic Engineer in the Department of Transportation;
 - c) Adopt the title change from Sr. Traffic Civil Engineer to Sr. Traffic Engineer; and
 - d) Delete 1.0 FTE Sr. Civil Engineer and add 1.0 FTE Sr. Traffic Engineer in the Department of Transportation due to an upward reclassification where the retention of the incumbent is approved by the appointing authority; and
- 4) Waive the competitive recruitment and selection process for 1.0 FTE Sr. Traffic Engineer in the Department of Transportation in accordance with Personnel Rule 507.1.2.d.

FUNDING: Various sources.

DISCUSSION / BACKGROUND

The Department of Transportation (Transportation) has had a difficult time attracting and hiring qualified candidates in the Transportation Planning Group.

There is a very limited number of licensed Traffic Engineer's in Northern California and, due to the recent focus on transportation infrastructure, there is a high demand for traffic engineers; therefore, Transportation is competing with other local jurisdictions with higher paying local agency salary ranges and private firms that also offer more generous compensation packages.

Transportation Engineer / Traffic Engineer

In order to help facilitate Transportation's recruitment efforts, Human Resources created a new Transportation Engineer classification and combined it with the Traffic Engineer to make a new flex class specification. The new flex class specification will theoretically allow more candidates to meet the minimum qualifications for the position. Additionally, the new flex class will allow Transportation to hire someone at the Transportation Engineer level who doesn't currently have their Traffic Engineering (TE) license, but is eligible to obtain such within one (1) year from the date of hire. It will also allow for hiring at the Traffic Engineer level if a candidate who has their TE is selected. Transportation believes this, along with minor changes to the driver's license requirements, will broaden the candidate pool significantly.

Human Resources is recommending new salaries for the Transportation Engineer class and the Traffic Engineer class be created to address the difficulty attracting and hiring qualified candidates. This position is currently vacant; therefore, there is no impact to current employees.

Sr. Traffic Engineer

In developing the Transportation Engineer/Traffic Engineer class specification and corresponding new salaries, and in light of the ongoing County-wide classification and compensation study, Human Resources determined it was appropriate to incorporate the Sr. Civil Engineer with oversight of the Transportation Planning Group into its review process. As such, Human Resources revised the Sr. Traffic Civil Engineer class specification and re-titled such to Sr. Traffic Engineer, which will differentiate the traffic engineering class from that of the civil engineering class.

Human Resources developed and is recommending a new salary structure that would accommodate advancement within the series and acknowledge the complexity and specialized nature of the traffic function within Transportation (in addition to the requirement of a TE and Professional Engineer license). Given the unique and specialized nature of traffic duties, and the requirements for both a PE and TE, which are not required as part of the Sr. Civil Engineer minimum qualification, the proposed Sr. Traffic Engineer salary was set at 5% above the Sr. Civil Engineer salary. In order to ensure internal equity, the Transportation/Traffic Engineer was set below the Sr. Traffic Engineer.

This position is currently occupied; therefore, based on the review of the duties and responsibilities by Human Resources, Human Resources is requesting an upward reclassification of the current incumbent from Sr. Civil Engineer to Sr. Traffic Engineer.

- The salary is proposed to be set consistent with Personnel Rule 612.2, Upward Reclassification.

- The retention of the incumbent is approved by the appointing authority.
- In accordance with Personnel Rule 507.1.2.:
 - (a) The incumbent has been in the position for a minimum of twenty-six (26) pay periods; and
 - (b) Human Resources conducted an analysis to provide the basis for the reclassification; and
 - (c) The incumbent meets the minimum qualifications of the new class.

ALTERNATIVES

The Board could choose 1) not to adopt the newly proposed class specifications, 2) not to adopt the corresponding proposed salary ranges, job class numbers, and bargaining units for said new classifications, and/or 3) not to authorize the upward reclassification of 1.0 FTE from Sr. Civil Engineer to Sr. Traffic Engineer and request that revisions be made or additional analysis be conducted by Human Resources.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Employees' Association-Local 1

CAO RECOMMENDATION / COMMENTS

It is recommended that the Board approve this item.

FINANCIAL IMPACT

The revised class specifications and title changes may result in minimal impact to the General Fund. The majority of the funding comes from Developer funds, TIM fees, and the CIP.

Transportation is currently budgeted for 1.0 FTE Traffic Engineer at \$118,000 annually. This position is currently vacant. If Transportation fills the position at the Transportation Engineer level, the new salary schedule will result in an approximate savings of \$12,300* annually in salary and benefit costs. If the position is filled at the Traffic Engineer level, the new salary schedule will result in an approximate increase of \$4,600* annually.

The net difference in annual salary and benefit costs pertaining to the salary adjustment for the upward reclassification of the filled Sr. Civil Engineer position to Sr. Traffic Engineer for the remainder of Fiscal Year 2019-20 is \$5,700, and approximately \$7,800 annually.

All additional costs will be covered through salary savings from various vacancies within Transportation's Development/Right of Way/Environmental Unit for the remainder of the fiscal year. However, the additional costs will increase salary and benefit costs in future years, and will be included in Transportation's future year budget requests.

* These figures assume a Step 3 hire.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide Katie Lee in Human Resources and Julie Millard in Transportation with a copy of the fully executed Resolution.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Rafael Martinez, Director
Department of Transportation

Tameka Usher, Director
Human Resources