



Legislation Text

File #: 23-1177, Version: 1

Human Resources Department and Department of Transportation recommending the Board:

- 1) Approve and adopt the revised department-specific classification specifications for the Department of Transportation's: Bridge Maintenance Worker I/II/III, Highway Maintenance Worker I/II/III, and Traffic Control Maintenance Worker I/II/III classifications; and
- 2) Adopt and authorize the Chair to sign resolution **103-2023** to approve the following:
 - a) The revised salary range for the Bridge Maintenance Worker III, Highway Maintenance Worker III, and Traffic Control Maintenance Worker III, increasing compensation by 7.2%;
 - b) Due to a downward reclassification, the deletion of 1.0 Highway Maintenance Worker IV allocation and addition of 1.0 Highway Maintenance Worker III allocation in the Department of Transportation where the competitive recruitment and selection process is being waived by the Director of Human Resources at the request of the appointing authority allowing the current incumbent to be appointed to the position as provided for in sections 507.2 and the process and criteria in 507.1.1 of the Personnel Rules with a "Y" Rate to maintain the incumbent's current rate of pay; and
 - c) Abolish the Highway Maintenance Worker IV and Traffic Control Maintenance Worker IV classifications.

FUNDING: Road Fund. (100%)

DISCUSSION / BACKGROUND

After collaboration with the Department of Transportation (DOT), the Human Resources Department (HR) determined that updates to the department specific classifications of Bridge Maintenance Worker I/II/III, Highway Maintenance Worker I/II/III, and Traffic Control Maintenance Worker I/II/III were needed. The highway, bridge and traffic control work has changed over time, where the III-level classifications are now performing the majority of the specialized tasks which has reduced the need for the IV-level classifications. The classification specifications are also being updated to match county specific formatting standards to provide consistency.

DOT and HR are requesting the salary range for the lead-level classifications of Bridge Maintenance Worker III, Highway Maintenance Worker III, and Traffic Control Maintenance Worker III to be increased by 7.2% to match the current IV-level.

HR is recommending the Board approve the downward reclassification of 1.0 FTE position from Highway Maintenance Worker IV to Highway Maintenance Worker III. The salary is proposed to be "Y-Rated" consistent with Personnel Rule 612, specifically Personnel Rule 612.3, Downward Reclassification. Since the lead/III-level new salary range will match the current range as a IV, there will not be a reduction in pay for the single incumbent.

Should the Board approve the reclassification identified herein, HR is requesting that the Board abolish the Highway Maintenance Worker IV and Traffic Control Maintenance Worker IV classifications as there will be no remaining allocations tied to those classifications.

ALTERNATIVES

The Board could choose not to approve the proposed downward reclassification and corresponding allocation and salary changes, and direct Human Resources to make revisions or conduct additional analysis.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Department of Transportation
Operating Engineers Local Union No. 3 Trades and Crafts Bargaining Unit
County Counsel

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The approximate annual cost of the increased compensation to the Bridge Maintenance Worker III, Highway Maintenance Worker III, and Traffic Control Maintenance Worker III classifications is \$160,300. Funding for the increase to salaries is projected to be available through salary savings in Fiscal Year (FY) 2023-24 Budget due to current vacancies that will not be filled by the beginning of the fiscal year.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide a copy of the executed Resolution to Heather Andersen in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources