



County of El Dorado

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Legislation Text

File #: 10-0614, **Version:** 1

Human Resources and the Department of Transportation recommending the Board adopt a Resolution to establish a job classification, specification, salary range and bargaining unit for the Engineering Student Intern extra help classification.

Resolution 093-2010

Fiscal Impact/Change to Net County Cost:

Background:

In past years, DOT employed college students as interns during summer and quarter breaks. This internship program provided a great source of engineering support for DOT projects, and a good training ground for student interns. It also afforded DOT the opportunity to evaluate the skills of potential candidates for permanent positions. However, in recent years, DOT has been unable to hire engineering students under the Student Intern classification due to the low level of compensation, which ranges from \$8.00 (minimum wage) at Step 1 to \$9.72 at step 5. The market rate for engineering student interns is approximately \$10 to \$16 per hour. When DOT was not able to recruit student interns at the lower rates, the department employed students as Extra Help Engineering Aides at \$18.56 per hour (Step 1 for this classification). This means DOT paid an extra cost to employ engineering student interns. DOT proposes a step range from \$13.15 at Step 1 to \$16.00 at Step 5, as follows:

Step 1 \$13.15
Step 2 \$13.83
Step 3 \$14.51
Step 4 \$15.24
Step 5 \$16.00

Reason for Recommendation:

Creating an Engineering Student Intern classification and setting an appropriate salary range will allow DOT to be more competitive with other agencies in attracting better students to serve internships with El Dorado County.

Action to be taken following Board approval:

Board Chair to sign resolution and forward to Human Resources for implementation.

Contact:

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Concurrences: