

# Olivehurst Public Utility District



## Agenda Item Staff Report

**Meeting Date: May 16, 2019**

### Item description/summary:

**Consider increasing the base annual salary of the Public Works Engineer, with the inclusion of experience-based step increases.** In the last few months, the Public Works Engineer successfully completed his probationary period, and the salary for the position was initially reviewed. As a result, Staff was asked to conduct a salary survey to determine if the compensation for the position was appropriate. The current base salary for the position is \$64,914.72 and based on an analysis of similar positions from the surrounding area, the average minimum salary should be between \$69,340.00 and \$91,475.75 given training and experience. I am recommending that we increase the base annual salary to \$69,340.00 and additionally including a step schedule to be periodically phased in based on experience at the discretion of the General Manager, with a cap of \$91,475. I am proposing a 5-step system which would put each step at a \$4427 increase per step.

### Fiscal Analysis:

Increases to the salary of the Public Works Engineer will be funded from the Water, Wastewater, and Parks Departments using the current Public Works distribution method approved by the Board.

### Sample Motion/Staff Recommendation:

Move to approve the base salary rate including 5-step increases based on experience as described.

Prepared by:

John Tillotson, P.E., General Manager

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POSITION TITLE	MINIMUM ANNUAL SALARY	MINIMUM MONTHLY SALARY	MINIMUM HOURLY RATE	Max
Assistant Engineer Yuba County	\$63,096.00	\$5,258.00	\$30.33	\$82,032
Associate Engineer Yuba County	\$68,928.00	\$5,744.00	\$33.14	
Assistant Civil Engineer Nevada County	\$76,835.20	\$6,402.93	\$36.94	\$93,808
Assistant Engineer Placer County Water Agency	\$74,838.36	\$6,236.53	\$35.98	\$95,511
Associate Engineer Placer County Water Agency	\$90,960.48	\$7,580.04	\$43.73	
Civil Engineer Associate Butte County	\$71,344.00	\$5,945.33	\$34.30	Min Avg
Engineering Project Coordinator Butte County	\$66,227.20	\$5,518.93	\$31.84	\$69,340.00
Engineering Manager Placer County	\$120,369.60	\$10,030.80	\$57.87	
Assistant Engineer-Architect Sutter County	\$67,017.60	\$5,584.80	\$32.22	\$94,552 Max Avg
Associate Civil Engineer Sutter County	\$86,860.80	\$7,238.40	\$41.76	\$365,903 \$91,475.75
Associate Civil Engineer City of Yuba City	\$76,632.00	\$6,386.00	\$36.84	
Public Works Engineer Olivehurst	\$64,914.72	\$5,409.56	\$31.21	\$22,135.75 5533.9375

	Step 1	Step 2	Step 3	Step 4	Step 5
Proposed Estimated Hourly Rate	\$ 33.34	\$ 36.00	\$ 38.66	\$ 41.32	\$ 43.98
Proposed Annual Salary Steps	\$ 69,340.00	\$74,873.94	\$80,407.88	\$85,941.81	\$ 91,475.75