

APPROVED

AUG 08 2018

BOARD OF RECREATION AND PARK COMMISSIONERS

BOARD REPORT


NO. 18-153

DATE August 8, 2018

C.D. All

BOARD OF RECREATION AND PARK COMMISSIONERS

SUBJECT: AMENDMENT TO PERSONNEL RESOLUTION NO. 10525 – SECTION 1E
(SUBSTITUTE POSITIONS)

AP Diaz	_____	V. Israel	_____
R. Barajas		S. Piña-Cortez	_____
*H. Fujita	_____	N. Williams	_____



General Manager

Approved X Disapproved _____ Withdrawn _____

RECOMMENDATION

Amend Personnel Resolution No. 10525 effective immediately as follows:

Section 1E – Substitute Positions

Delete

<u>No.</u>	<u>Code</u>	<u>Classification & Location</u>
1	7244-1	Building Civil Engineer I – Planning
1	7525-2	Electrical Engineering Associate II – Planning
1	3194-2	Building Construction and Maintenance General Superintendent II – Citywide

Add

<u>No.</u>	<u>Code</u>	<u>Classification & Location</u>
1	7237	Civil Engineer – Planning
1	7525-3	Electrical Engineering Associate III – Planning
1	3129	Construction and Maintenance Superintendent – Citywide

SUMMARY

The Planning Division has civil engineering work that needs to be carried out that is more general than would be assigned an incumbent in a Building Civil Engineer I, Code 7244-1, position. The Building Civil Engineer position is vacant. Department of Recreation and Parks (RAP) staff recommends the existing Building Civil Engineer position be deleted and replaced by a Civil Engineer, Code 7237, position so that the Planning Division can hire a Civil Engineer to meet its needs.

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The Planning Division has electrical engineering work that needs to be performed which requires an individual who is registered as a professional engineer with the California State Board of Registration for Professional Engineers. This level work warrants a higher pay grade in the classification of Electrical Engineering Associate, Code 7525, than currently exists. An existing Electrical Engineering Associate II position is vacant. Staff recommends that this Electrical Engineering Associate II position be deleted and replaced with an Electrical Engineering Associate III position. Upon approval of this request, staff will request the Office of the City Administrative Officer to review and approve the change in pay grade.

The Board previously established a position of Building Construction and Maintenance General Superintendent II, Code 3194-2, in substitute authority. Management intended to assign whoever was hired in the position to direct the work of employees in the classification of Construction and Maintenance Supervisor II, Code 3127-2, and administer RAP's Citywide Construction Division. Personnel Department staff, however, believes the duties of the position to be more appropriate to the classification of Construction and Maintenance Superintendent, Code 3129, and are willing to recommend to the Board of Civil Service Commissioners that it allocate the position to that classification. Staff, therefore, recommends the position of Building and Construction and Maintenance General Superintendent be deleted and replaced with a position of Construction and Maintenance Superintendent.

This report has been reviewed by the Office of the City Administrative Officer.

FISCAL IMPACT STATEMENT

The top annual salary of a Building Civil Engineer I is about \$138,643 and the top annual salary of a Civil Engineer is about \$131,064. The top annual salary of an Electrical Engineering Associate II is about \$108,346 and the top annual salary of an Electrical Engineering Associate III is about \$120,582. The top annual salary of a Building Construction and Maintenance General Superintendent II is about \$179,944 and the top annual salary of a Construction and Maintenance Superintendent is about \$151,672.

Given that the total annual salary cost of all three positions proposed to be deleted exceeds that of all three positions proposed to be added, the recommended changes will not impact RAP's General Fund.

This Report was prepared by Harold T. Fujita, Director, Human Resources Division.