



Proposed Senior Construction Inspector Classification

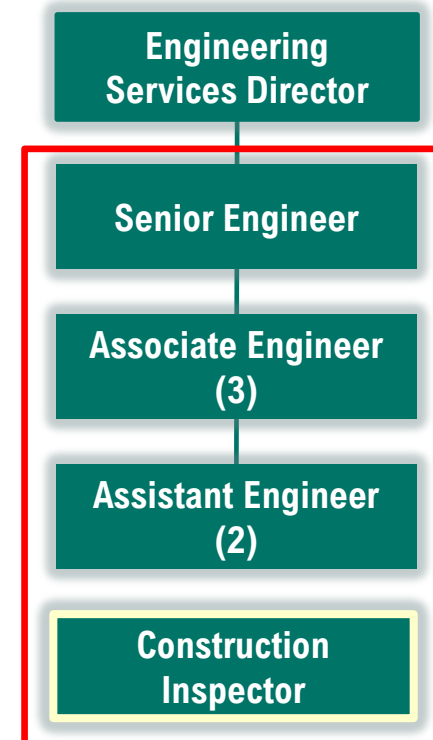
Personnel Committee Meeting
May 3, 2023



Engineering Division Overview



- Responsible for completing, planning, design, and construction of capital improvement projects to ensure integrity of District infrastructure—\$135.9 million 5-year CIP
 - Meet aging infrastructure, future regulatory needs in wastewater collection, conveyance, and treatment systems, and recycled water system
- Organizational focus on enhancing effectiveness and efficiency of capital project delivery process
- Seven full-time equivalent (FTE) positions
 - Adding sixth Junior/Assistant/Associate Engineer position in FY23/24



Engineering Division
Organizational Structure

New Senior Construction Inspector Position Organizational Needs, Duties



- Following retirement of Construction Inspector, District has been unable to fill position with qualified, experienced candidate—two unsuccessful recruitment efforts
 - COVID-19, labor shortage, significant construction activity
 - Utilizing outside consulting services in interim to meet project needs
- Elevating position to senior level to attract a more high-skilled, qualified, and experienced professional to meet needs at higher compensation level
 - Focus on major capital project delivery, construction administration, development projects; support effective transition from construction to facility O&M
 - Provide expanded resource capability (versus Construction Inspector)

Strategic Plan Goal

“Ensure the long-term effectiveness and reliability of critical infrastructure through prioritized, cost-effective capital investment and maintenance.”

New Senior Construction Inspector Position Proposed Salary Range



- Staff reviewed similar positions at peer agencies and existing salary ranges for Senior Construction Inspector position
- Proposed Salary Range
 - \$9,420.73 - \$11,450.95 monthly
(\$110,888.76 to \$137,411.40 annually)
- Sufficient funding for this position is included in the proposed FY23/24 Operating Budget
 - Existing Construction Inspector position is not funded (i.e., District does not intend to fill position)

Existing Construction Inspector Position Proposed Salary Range Change



- New Senior Constructor Inspector position creates a salary compaction issue
 - Requires reduction in salary range for existing Construction Inspector classification (vacant)
- Current Salary Range
 - \$8,972.12 to \$10,905.67 monthly
(\$107,665.44 to \$130,868.04 annually)
- Proposed Salary Range
 - \$8,564.29 to \$10,409.95 monthly
(\$102,771.48 to \$124,919.40 annually)

Engagement with Professional & Technical (P&T) Bargaining Unit



- District presented proposed job description and salary range for Senior Construction Inspector, and salary range change for Construction Inspector to P&T
 - P&T provided overall agreement

Recommendations

- Review and comment on draft job description and salary range for new Senior Construction Inspector classification
- Review and comment on salary range change for existing Construction Inspector position
- Recommend consideration by Board of Directors on May 10, 2023

