



MARIPOSA COUNTY

Human Resources · (209) 742-1379



RESOLUTION - ACTION REQUESTED 2018-547

MEETING: November 13, 2018
TO: The Board of Supervisors
FROM: Kimberly Williams, Human Resources Director
RE: Approve New Class & Add One FT Allocation-Equipment Service Worker

RECOMMENDATION AND JUSTIFICATION:

Approve a new classification and job description of Equipment Service Worker; set the monthly salary range at \$2,990.98-\$3,635.42; assign it to the Service Employees International Union Local 521 (SEIU) bargaining unit; allocate one full-time position to the Fleet Division of the Public Works Department; and approve a Budget Action transferring funds (\$36,742) within Public Works' budget to support the full-time position effective immediately.

Currently, an individual enters into employment as a mechanic at the Equipment Mechanic/Heavy Equipment Mechanic level. The minimum qualifications of the Equipment Mechanic position requires an individual to have two years of experience in the maintenance and repair of automotive equipment and the Heavy Equipment Mechanic level requires three years of experience in the maintenance and repair of gasoline and diesel-powered heavy automotive and road construction equipment, trucks and, autos. Routine tasks, such as tune-ups, are done by employees in both of these classifications. Introducing an entry-level classification will allow the routine tasks to be shifted from the mechanics to this newly-developed classification of Equipment Service Worker who will, over time, develop journey-level skills that are required of the Equipment Mechanic/Heavy Equipment Mechanic levels.

The Equipment Service Worker will be considered an entry-level classification as noted above. Aligning the salary for this classification with the entry-level Maintenance Worker I is appropriate and it is, therefore, recommended that the monthly salary for the new classification is set at \$2,990.98-\$3,635.42. Funds for one full-time allocation are being transferred within the Public Works' budget to support the position.

The Equipment Mechanic/Heavy Equipment Mechanic classification is assigned to the SEIU Local 521 bargaining unit. It is recommended that the Equipment Service Worker is likewise assigned to SEIU.

A physical will be required to ensure that an incumbent in the position meets the typical physical requirements of the job.

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BACKGROUND AND HISTORY OF BOARD ACTIONS:

From time to time, the Board of Supervisors approves new classifications when needed.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve as recommended; amend this action as the Board desires and approve.

FINANCIAL IMPACT:

Funds are being transferred (\$36,742) within the Public Works Department budget to accommodate the addition of one full-time Equipment Service Worker allocation.

ATTACHMENTS:

Equipment Service Worker (PDF)

Budget Action (PDF)

RESULT: ADOPTED [UNANIMOUS]

MOVER: Merlin Jones, District II Supervisor

SECONDER: Miles Menetrey, District V Supervisor

AYES: Smallcombe, Jones, Long, Cann, Menetrey

