

To: A & F Committee

Date: May 23, 2014

From: Scott Mitchell, Director of Maintenance
Lisa Rettig, Senior Manager of Human Resources

Subject: Pay Adjustment for
Mechanic Positions

Reviewed by: Rick Ramacier, General Manager

SUMMARY OF ISSUES:

CCCTA has experienced a shortage of qualified Mechanic applicants for the past couple of years. Additionally, we have also experienced turnover due to personnel leaving for higher paying jobs and retirements.

Staff has been unable to attract applicants to fill these vacant positions.

We have utilized the following recruitment sources to find qualified applicants for open Maintenance positions: Local Newspapers (Contra Costa Newspaper group, includes online postings), CCCTA website, Automotive Machinists Lodge No. 1173, Trade Schools-Wyotech and UTI, Job Fairs, Community Based Organizations, EDD-Employment Development Department, Hire a Vet, and Job Boards- Monster and others. These efforts have resulted in a small pool applicants of which only a few were deemed qualified.

Top Hourly Mechanic Wage Rates

CCCTA	\$32.15
Tri-Delta	\$32.47
AC Transit	\$36.48
Cummins West	\$38.15
Contra Costa Water District	\$39.17
Central Contra Costa Sanitary District	\$46.14

STAFF RECOMMENDATION:

Increase pay of current Mechanic positions I, II, III, IV and V by 5% and add Mechanic VI to allow more room for growth for current employees. See Attachment A.

FINANCIAL IMPLICATIONS:

The cost for a 5% increase for all 19 budgeted Mechanic position is \$56,000 this amount will be covered by the contingency in the FY15 Budget. CCCTA currently has 16 Mechanics.

ACTION REQUESTED:

Staff intends to add Mechanic VI to the organizational chart pending review and concurrence by the A&F Committee.

CCCTA Maximum Rates of Pay Per Hour

	<u>Current</u>	<u>Proposed</u>
Mechanic VI	-----	\$35.45
Mechanic V	\$32.15	\$33.76
Mechanic IV	\$30.21	\$31.72
Mechanic III	\$28.45	\$29.87
Mechanic II	\$27.15	\$28.51
Mechanic I	\$25.92	\$27.22