



## RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

### Title

Authorizing Pay Grade Changes, Pay Adjustments for Equity within Pay Grades for Promotions, for the Kane County Division of Transportation

### **Committee Flow:**

Transportation Committee, Finance & Budget Committee, Human Services Committee, Executive Committee, County Board

### **Contact:**

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### **Budget Information:**

Was this item budgeted? Yes	Appropriation Amount: \$N/A
If not budgeted, explain funding source: N/A	

### **Summary:**

KDOT currently has five (5) vacant and budgeted Professional Engineer (PE) positions across the Design, Construction, Traffic Operations, and Permitting departments due to current salary ranges not being commensurate with the current market salaries for similar positions in the Chicagoland area. These vacancies are ~40% of our engineering positions. As such, a number of transportation programs have been temporarily supplemented with more costly contractual engineering services and/or paused or slowed until the five (5) engineering job positions are filled with qualified and technically skilled employees that will help to ensure a reasonable level of public safety and the level of service that the public has come to know and expect.

These positions have been advertised for a period of time now with little interest. As such, staff is recommending the following minimal changes to the position grades for an increase of approximately 5 percent in the salary ranges in hope of attracting applicants:

- Civil Engineer III: Move to Grade 443 from Grade 442
- Civil Engineer IV: Move to Grade 444 from Grade 443
- Civil Engineer V : Move to Grade 445 from Grade 444
- Civil Engineer VI: Move to Grade 717 from Grade 716

The five (5) vacant positions are budgeted and approved by the County Board at \$479,549 and averages at approximately \$96,000 a position. This change for the five (5) PE vacancies, depending on the qualifications, allows KDOT to offer a salary between \$80,933.30 to \$117,084.97 or \$122,886.65 depending on the position. This equates to approximately a 5% increase and may still not be enough to attract applicants but is an important step forward.

Recruiting and retaining in-house engineers to oversee public and private development projects is at a critical place with programs needing to progress and addressing personnel changes. The vacancies are already affecting safety, morale, grant utilization, our ability to implement projects, and, as discussed over the past year, is costing the county around \$1-1.5M annually in delays, value engineering, and utilizing professional services to supplement the staffing shortage.

Staff recommends approval.