



STORMWATER MANAGEMENT COMMISSION

**MEMORANDUM**

March 5, 2020

TO: Stormwater Management Commission  
Public Works, Planning and Transportation Committee  
Finance and Administrative Services Committee  
FR: Mike Warner, Executive Director  
RE: Principal Engineer Hiring and Salary Adjustment

---

**ACTION REQUESTED: Increase in Principal Engineer Salary**

We have successfully hired a replacement for Bob Gardiner, which is Brian Frank, who is moving to SMC from the PBD Department. Brian's salary, while at PBD, was increased in January 2020 to \$104,302.38, which is comparable to a Principal Engineer market level, years of experience and scope of responsibilities. The SMC scope of responsibilities will be increased from unincorporated only to a countywide scope, with additional federal and state agency working expectations and over all local units of government in Lake County (over 80 jurisdictions).

When offering the position, it was discussed as a lateral transfer from K9 to a K9 position and personnel policies do not automatically support a salary increase but if the case can be made and forwarded through for committee action an increase is possible. It was determined just prior to processing the personnel action form (PAF) that the salary increase in January was a 'temporary' increase and only applicable to PBD, so upon transfer he will lose 5% in salary. Knowing this, Brian decided to implement the move anyway.

The following three options are available; 1 – No action: Leave the salary level at the 5% reduced amount; 2 – Approve and forward to PWPT/F&A to reinstate the 5% salary increase and make it permanent; 3 - Approve and forward to PWPT/F&A to permanently increase his salary higher than 5% (up to 10%) of his current salary, due to the higher level of responsibility and scope of work.

SMC has budget available in FY20 and FY21 for either of the increase scenarios, as we are creating salary savings with retirements. If approved, this would be forwarded to County standing committees with a recommendation for this change.

If you have any questions, please contact Mike Warner at 847-377-7716.