

**Before the Board of Supervisors in and for the  
County of Monterey, State of California**

PPPR Control No. 17-007  
HRM Control No. 17-007

Support the Board of Supervisors Adopting a Resolution to:

- a. Amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges for the Classifications of: Senior Civil Engineer, Chief of Surveys, Civil Engineer, Assistant Engineer, Engineering Technician, and Engineering Aide I/II/III as indicated in the following salary range tables, effective the pay period beginning July 22, 2017;
- b. Amend PPPR No. 98-394, Section A.9.10 “County Surveyor Pay Premium,” to abolish the pay premium, as indicated below, for the County Surveyor effective the pay period beginning July 22, 2017;
- c. Appoint Michael K. Goetz, Professional Land Surveyor, to serve as County Surveyor; effective the pay period beginning July 22, 2017; and
- d. Direct the Human Resources Department to implement the changes in Advantage HRM System. . .

WHEREAS, the Resource Management Agency (RMA) requested that the Human Resources Department (HRD) conduct a wage study to compare Monterey County’s engineering classifications with those of comparable agencies since the last study was conducted in 1985;

WHEREAS, salary alignment with comparable agencies is a critical component in Monterey County’s ability to competitively attract, recruit, and retain qualified employees;

WHEREAS, based on an extensive review and analysis of the wage study, HRD recommends that all engineering classifications salaries, except that of the Traffic Engineer, be increased to effect salary alignment with the comparable agencies’ salary mean, maintain an equitable salary spread, and ease potential compaction issues within the Monterey County engineering series as indicated;

WHEREAS, structural reorganization of the RMA, approved by the Board of Supervisors on July 26, 2016, made the Office of the County Surveyor appointive and abolished the classification of Public Works Director;

WHEREAS, a pay premium for performance of County Surveyor duties by staff other than the Public Works Director is no longer applicable with the deletion of the classification of Public Works Director when the RMA reorganization was approved;

WHEREAS, it is recommended that Mr. Michael K. Goetz, Professional Land Surveyor, be appointed to serve as County Surveyor for the County of Monterey as he is qualified to perform the duties of County Surveyor having been licensed by the State of California since

1987, and having worked for Monterey County in the capacity of Chief of Surveys since March 2012;

WHEREAS, the recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates HRD's commitment to meeting the Board's initiative by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County; and

WHEREAS, approval of these recommendations provides for alignment of the salary ranges for the engineering classifications as indicated with comparable agencies; abolishment of a five-percent pay premium for performance of County Surveyor duties by staff other than the Public Works Director; and appointment of Mr. Michael K. Goetz to serve as the County Surveyor.

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolves to approve the following:

- a. Amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges for the classifications of: Senior Civil Engineer, Chief of Surveys, Civil Engineer, Assistant Engineer, Engineering Technician, and Engineering Aide I/II/III as indicated in the following salary range tables, effective the pay period beginning July 22, 2017;

Classification Title: <b>Senior Civil Engineer</b>												
Hourly, Bi-Weekly and Monthly Pay Rates							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$48,841	\$51,528	\$54,361	\$57,351	\$60,505	\$63,530	\$66,707	41A22	2	OA	8810	X	E
\$3,907.31	\$4,122.20	\$4,348.91	\$4,588.09	\$4,840.42	\$5,082.44	\$5,336.56						
\$8,466	\$8,931	\$9,423	\$9,941	\$10,488	\$11,012	\$11,563						

\* Provided for informational purposes only

Classification Title: <b>Chief of Surveys</b>												
Hourly, Bi-Weekly and Monthly Pay Rates							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$45,855	\$48,377	\$51,037	\$53,844	\$56,805	\$59,646	\$62,628	41A87	6	P	9410	X	E
\$3,668.39	\$3,870.14	\$4,082.98	\$4,307.53	\$4,544.44	\$4,771.66	\$5,010.24						
\$7,948	\$8,385	\$8,846	\$9,333	\$9,846	\$10,339	\$10,856						

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Classification Title: <b>Civil Engineer</b>												
Hourly, Bi-Weekly and Monthly Pay Rates							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$40,457	\$42,682	\$45,030	\$47,506	\$50,119	\$52,625	\$55,256	41A20	6	P	8810	X	E
\$3,236.58	\$3,414.58	\$3,602.37	\$3,800.49	\$4,009.51	\$4,209.98	\$4,420.48						
\$7,013	\$7,398	\$7,805	\$8,234	\$8,687	\$9,122	\$9,578						

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Classification Title: Assistant Engineer												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$31,809	\$33,559	\$35,405	\$37,352	\$39,406	\$41,376	\$43,445	41A10	6	P	8810	F	N
\$2,544.76	\$2,684.71	\$2,832.36	\$2,988.13	\$3,152.47	\$3,310.10	\$3,475.60						
\$5,514	\$5,817	\$6,137	\$6,474	\$6,830	\$7,172	\$7,530						

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Classification Title: Engineering Technician												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$25,787	\$27,206	\$28,702	\$30,280	\$31,946	\$33,543	\$35,220	43A23	13	T	8810	J	N
\$2,062.98	\$2,176.44	\$2,296.14	\$2,422.42	\$2,555.65	\$2,683.43	\$2,817.60						
\$4,470	\$4,716	\$4,975	\$5,249	\$5,537	\$5,814	\$6,105						

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Classification Title: Engineering Aide III												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$23,416	\$24,704	\$26,062	\$27,496	\$29,008	\$30,458	\$31,981	43A22	13	T	8810	J	N
\$1,873.26	\$1,976.29	\$2,084.98	\$2,199.64	\$2,320.62	\$2,436.65	\$2,558.48						
\$4,059	\$4,282	\$4,517	\$4,766	\$5,028	\$5,279	\$5,543						

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Classification Title: Engineering Aide II												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$21,104	\$22,264	\$23,489	\$24,780	\$26,143	\$27,450	\$28,823	43A21	14	T	8810	J	N
\$1,688.28	\$1,781.14	\$1,879.09	\$1,982.44	\$2,091.47	\$2,196.04	\$2,305.84						
\$3,658	\$3,859	\$4,071	\$4,295	\$4,532	\$4,758	\$4,996						

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Classification Title: Engineering Aide I												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$19,025	\$20,071	\$21,175	\$22,340	\$23,568	\$24,747	\$25,984	43A01	14	T	8810	J	N
\$1,521.99	\$1,605.70	\$1,694.01	\$1,787.17	\$1,885.46	\$1,979.73	\$2,078.72						
\$3,298	\$3,479	\$3,670	\$3,872	\$4,085	\$4,289	\$4,504						

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- b. Amend PPR No. 98-394, Section A.9.10 “County Surveyor Pay Premium,” to abolish the pay premium for the County Surveyor, as indicated, below, effective the pay period beginning July 22, 2017;

*A.9.10 County Surveyor Pay Premium (DELETED)*

- c. Appoint Michael K. Goetz, Professional Land Surveyor, to serve as County Surveyor, effective the pay period beginning July 22, 2017; and
- d. Direct HRD to implement changes in Advantage HRM System.

**PASSED AND ADOPTED** this \_\_\_\_\_ day of July 2017, by the following vote, to-wit:

**AYES:** Supervisors

**NOES:**

**ABSENT:**

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original resolution of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book for the meeting on , 2017.

Dated:  
File ID:

Gail T. Borkowski, Clerk of the Board of Supervisors  
County of Monterey, State of California

By \_\_\_\_\_  
Deputy