

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING:	October 21, 2008- Consent	AGENDA NO.:
SUBJECT:	<ul style="list-style-type: none">a. Approve the Monterey County Water Resources Agency (MCWRA) reorganization; andb. Amend Personnel Policies and Practices Resolution No 98-394 (PPPR) to retitle five (5) classifications and adjust their salary ranges, and add four (4) new classifications as detailed in the attached Board Order; andc. Reclassify and reallocate positions as detailed in the attached Board Order; andd. Approve and amend PPPR Section A.9.7 Water Resources Professional Engineer Pay Premium to reflect the new titles for the Water Resources Engineer series and add the Water Resources Hydrologist and Water Resources Biologist series, as detailed in Attachment C; ande. Approve the changes to the Hydrologist and Senior Hydrologist wage ranges retroactive to the first full pay period in October of 2007, as indicated in the attached Board Order; andf. Direct the Auditor-Controller to amend FY 2008-09 Budget Unit 930, Water Resources Agency, to reflect these changes.	
DEPARTMENT:	CAO-HR / Water Resources Agency	

RECOMMENDATION:

It is recommended that effective October 25, 2008, the Board of Supervisors:

- a. Approve the Monterey County Water Resources Agency (MCWRA) reorganization; and
- b. Amend Personnel Policies and Practices Resolution No 98-394 (PPPR) to retitle five (5) classifications and adjust their salary ranges, and add four (4) new classifications as detailed in the attached Board Order; and
- c. Reclassify and reallocate positions as detailed in the attached Board Order; and
- d. Approve and amend PPPR Section A.9.7 Water Resources Professional Engineer Pay Premium to reflect the new titles for the Water Resources Engineer series and add the Water Resources Hydrologist and Water Resources Biologist series, as detailed in Attachment C; and
- e. Approve the changes to the Hydrologist and Senior Hydrologist wage ranges retroactive to the first full pay period in October of 2007, as indicated in the attached Board Order; and
- f. Direct the Auditor-Controller to amend FY 2008-09 Budget Unit 930, Water Resources Agency, to reflect these changes.

SUMMARY:

This action reorganizes the Monterey County Water Resources Agency to effectively respond to changes in State and Federal mandates.

DISCUSSION:

The demands placed upon MCWRA by the Federal 404 permit biological opinions (due to requirements of the Clean Water and Federal Endangered Species Acts) include mandates to return steelhead trout to the Salinas River Watershed and to improve the habitats for snowy plover, red-legged frogs and other endangered species. The potential adverse impact of an error in judgment by Agency staff includes construction project stoppage, regulatory penalties for extinction of or damage to a species or its habitat, criminal charges for "harassment" of a species, and/or monetary fines/penalties of substantial amounts. Thus, a biologist class series is needed to fulfill the mandates and to ensure compliance with species-targeted, complex and burdensome regulations.

The current hydrologist series consists of two levels, the professional Hydrologist and Senior Hydrologist classes, last updated in 1991. Changes to regulations affecting water and watershed management have increased the complexities associated with surface water production, monitoring, treatment and regulatory compliance, adding to the breadth of knowledge, skills and abilities (KSA's) needed in the hydrology classes, and has led to the need for a stronger hydrology career ladder within the Agency. Recruitment and retention have been difficult for the hydrology positions, as the career path is limited and the wage scale is perceived to be below that of similar classes within the County. The Agency uses a Program Manager (PM) II classification for its most senior Hydrologists. The PM II class was developed over twenty years ago for the Social Services Department and is not appropriate for the hydrology positions. Work currently performed by the Hydrology professionals can clearly be delineated into three levels and equates to the Agency's engineering series in terms of KSA's, scope and impact. Incumbents in the current Hydrologist Series will be retitled to the Water Resources Hydrologist series, with no change in eligibility or appointment dates and no new probationary period. Incumbents in the PM II Class will be reclassified to the new Senior Water Resources Hydrologist class, with no new probationary period, and the eligibility dates will be adjusted to reflect the date of reclassification. In addition, the

Agency wishes to make retroactive adjustments to the incumbents in the Hydrologist and Senior Hydrologist classes, in response to a previous side letter agreement. In a 2006 side letter, the County committed to conducting and implementing a study of the Hydrologist classification by the end of December of 2006 (22 months ago). Several months ago, SEIU Local 521 requested that the County apply interest-based techniques to resolve their members' concerns that the study is nearly 2 years late. After meeting on this matter, SEIU Local 521, the Water Resources Agency, and County Human Resources are jointly recommending retroactivity of 12 months to resolve the issue with finality.

The WRA Water Resources Engineer class series remains unmodified since its development in 1991. The breadth of KSA's currently required in the engineering classes necessitates revisions to the three existing levels in the series, and a strengthening of the career ladder within the Agency. This series is similar to the Civil Engineering series in the County's Resource Management Agency (RMA). The KSA's and breadth are comparable, with the major difference being the RMA's requirement that the Civil Engineers possess current California certificates of registration as civil engineers. The MCWRA does not require such certificates, although they are preferred. Therefore, the wage range for the MCWRA series will remain 5% below that of the RMA Civil Engineer series. Incumbents in the WRA Water Resources Engineer series will be retitled as indicated in the attached Board Order with no change in eligibility or appointment dates and no new probationary period.

Finally, Agency management has found it increasingly difficult (with existing staff) to monitor the activities and conditions that impact its property holdings, including the 26,000 acres at Lakes Nacimiento and San Antonio. Increasing development around Lake Nacimiento has created encroachment and environmental issues that far exceed the Agency's current staffing capabilities. The attention of a full time staff member is indicated in order to properly manage such issues and to develop constructive, effective relationships with the local agencies and neighboring landholders whose activities impact Agency property. The new classification, Water Resources Property Management Specialist, has been designed to address these needs.

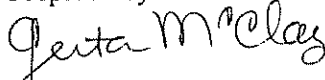
OTHER AGENCY INVOLVEMENT:

CAO/Human Resources has been actively involved in and concurs with the above recommendations. Service Employees International Union (SEIU) Local 521 has been consulted, as well.

FINANCING:

The total impact of the reorganization on the Agency's budget is \$414,941. However, this action will only increase the MCWRA budgeted salary and benefits costs for FY 2008-09 by an estimated \$25,500, an amount covered from savings associated with existing vacancies in the first quarter of FY 2008-09. In anticipation of completing this reorganization in FY 2008-09, the Agency included \$65,668 of the additional cost associated with the reorganization in its FY 2008-09 Budget. The balance of \$323,785 will be accounted for in the MCWRA FY 2009-10 budget. The additional costs to the Agency in FY 2009-10 will be covered with revenue generated from Water Delivery Charges associated with the Salinas Valley Water Project. This recommendation includes a change in the FTE allocation for MCWRA from 60.0 FTE to 63.0 FTE.

Prepared by:


Gerta McClay
Management Specialist

Date: 10.9.08

Approved by:


Curtis Weeks
MCWRA General Manager

Approved by:


Keith Honda
Assistant County Administrative Officer/HR

Attachments: A - Current Org Chart, B - Proposed Org Chart, C - Current and Proposed Water Resources Agency Professional Certification Premium Policy

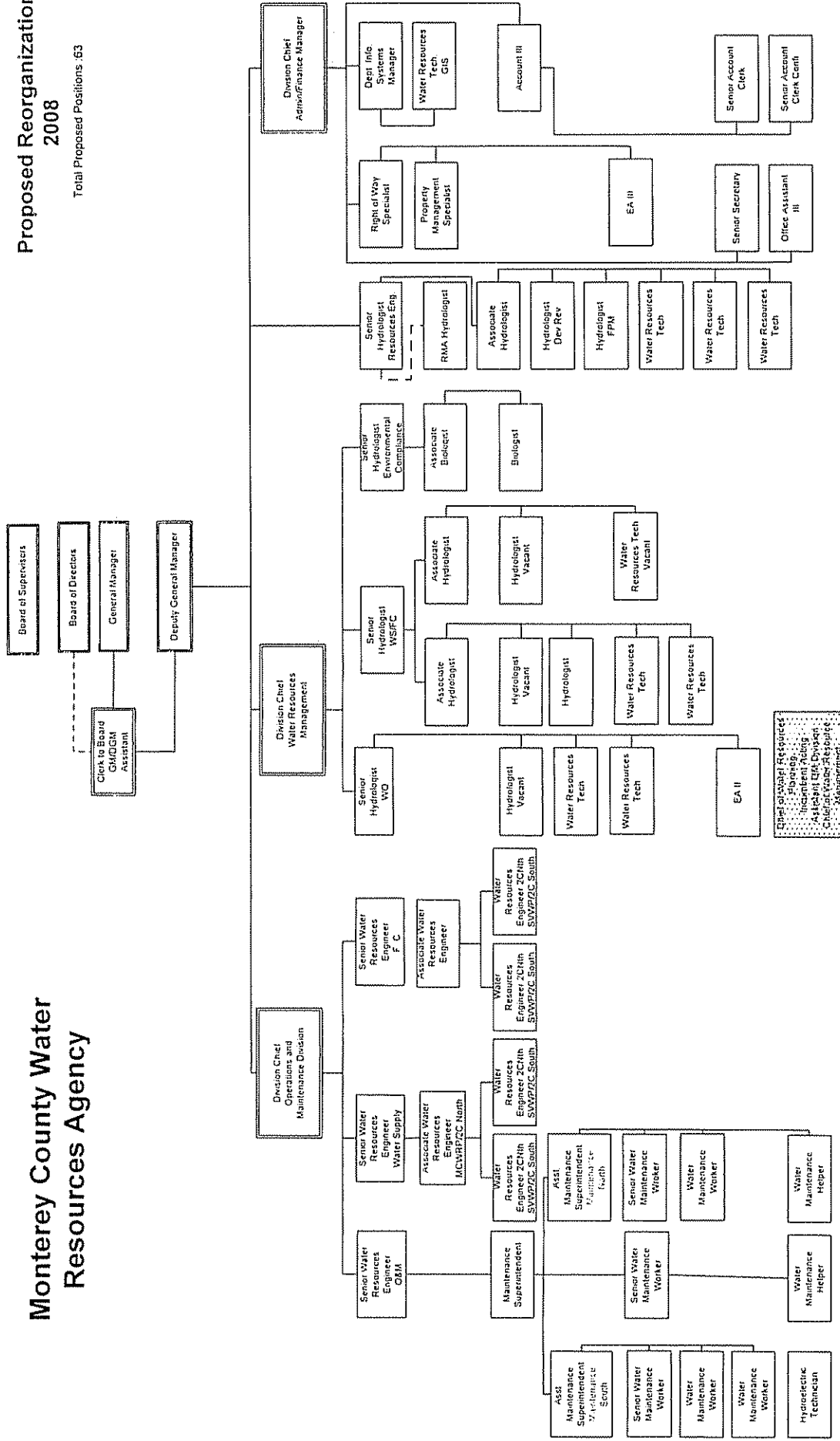
cc: Mike Miller, Auditor-Controller
R. Lena Valdez, SEIU Local 521

FY 2008-09 Org
As of October 2008

General Manager

Proposed Reorganization
2008

Total Proposed Positions: 63



Current Personnel Policies and Practices Resolution No.98-394

Section A.9.7 Water Resources Professional Engineer Pay Premium

Individuals in the classifications of WRA Water Resource Engineer, WRA Associate Water Resource Engineer, and WRA Senior Water Resource Engineer, who earn State of California registration as a Professional Engineer shall receive a five percent (5%) pay premium in addition to their base salary.

Added 1/8/91; 91-008
Amended 10/20/01; 01-429

Proposed Personnel Policies and Practices Resolution No.98-394

Section A.9.7 Water Resources Agency Professional Certification Premium

Individuals in one of Monterey County Water Resources Agency's professional class series (Hydrologist, Biologist or Engineer) who earn State of California registration as Professional Engineer or Professional Geologist shall receive a five percent (5%) pay premium in addition to their base salary.

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

Resolution No: 08-334; Budget No: 08/09-064

- a. Approve the Monterey County Water Resources Agency (MCWRA) reorganization;) PPPR Control #: 08-036
) ACZZ Control #: 08-028
- b. Amend Personnel Policies and Practices Resolution No. 98-394 (PPPR) to re-title five (5) classifications and adjust their salary ranges, and add four (4) new classifications as detailed in the attached Board Order;)
- c. Reclassify and reallocate positions as detailed in the attached Board Order;)
- d. Approve and amend PPPR Section A.9.7 Water Resources Professional Engineer Pay Premium to reflect the new titles for the Water Resources Engineer series and add the Water Resources Hydrologist and Water Resources Biologist series, as detailed in Attachment C;)
- e. Approve the changes to the Hydrologist and Senior Hydrologist wage ranges retroactive to the first full pay period in October of 2007, as indicated in the attached Board Order; and)
- f. Direct the Auditor-Controller to amend Fiscal Year 2008-09 Budget Unit 930, Water Resources Agency, to reflect these changes.)

Upon motion of Supervisor Potter, seconded by Supervisor Salinas, and carried by those members present, effective October 25, 2008, the Board hereby;

- a. Approved the Monterey County Water Resources Agency (MCWRA) reorganization; and
- b. Amended Personnel Policies and Practices Resolution No.98-394 (PPPR) to retitle five (5) classifications and adjust their salary ranges,

Job Description and Salary Schedule																						
	New Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG	GEO Cal	WG	BU	FLSA Code	Mo Co OT							
From	Hydrologist	\$27 58	29 097	30 699	32 387	34 171	35 88	37 674	41C02	6	P	8810	J	C	Y							
		\$27 858	29 39	31 007	32 711	34 51	36 237	38 048														
To	Water Resources Hydrologist	\$2,228 64	2351 2	2480 56	2616 88	2760 8	2898 96	3043 84								41C02	6	P	7520	J	C	Y
		\$4,829	5094	5375	5670	5982	6281	6595														

From	Senior Hydrologist	\$31 24	32 958	34 77	36 683	38 697	40 633	42 664	41C14	6	P	8810	F	E	N
To		32,285	34 056	35 924	37 894	39,973	41 971	44 070	41C14	6	P	7520	X	E	N
	Associate Water Resources Hydrologist	2,582 78	2 724 45	2 873 90	3,031 54	3,197 82	3,357 71	3,525 60							

		5,596	5,903	6,227	6,568	6,929	7,275	7,639							
From	WRA Water Resources Engineer	27 86	29 39	31 007	32 711	34 51	36 237	38 048	41 E 11	6	P	8810	J	E	Y
To		\$27 858	29 39	31 007	32 711	34 51	36 237	38 048	41 E 11	6	P	7520	J	E	Y
	Water Resources Engineer	\$2,228 64	2351 2	2480 56	2616 88	2760 8	2898 96	3043 84							
		\$4,829	5094	5375	5670	5982	6281	6595							
From	WRA Associate Water Resources Engineer	31 83	33 585	35 431	37 38	39 435	41 406	43 476	41 E 21	6	P	8810	X	E	N
		32 285	34 056	35 924	37 894	39 973	41 971	44 070	41 E 21	6	P	7520	X	E	N
To	Associate Water Resources Engineer	2,582 78	2,724 45	2,873 90	3,031 54	3,197 82	3,357 71	3,525 60							
		5,596	5,903	6,227	6,568	6,929	7,275	7,639							
From	WRA Senior Water Resources Engineer	38 89	41 018	43 268	45 64	48 144	50 551	53 079	41 E 30	6	P	8810	X	E	N
		\$38 885	41 018	43 268	45 64	48 144	50 551	53 079	41 E 30	6	P	7520	X	E	N
To	Senior Water Resources Engineer	\$3,110 80	3281 44	3461 44	3651 2	3851 52	4044 08	4246 32							
		\$6,740	7110	7500	7911	8345	8762	9200							

and adds four (4) new classifications as detailed in the attached Board Order; and

Classification Title: Senior Water Resources Hydrologist							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	MoCo OT*
Hourly, Bi-Weekly and Monthly Pay Rates													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$38,885	41,018	43,268	45,640	48,144	50,551	53,079	41C17	6	P	7520	X	E	N
\$3,110.80	3281.44	3461.44	3651.20	3851.52	4044.08	4246.32							
\$6,740	7110	7500	7911	8345	8762	9200							

Classification Title: Water Resources Biologist							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	MoCo OT*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$27.858	29.39	31.007	32.711	34.51	36.237	38.048	41C20	6	P	7520	J	C	N
\$2,228.64	2351.2	2480.56	2616.88	2760.8	2898.96	3043.84							
\$4,829	5094	5375	5670	5982	6281	6595							

Classification Title: Associate Water Resources Biologist							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	MoCo OT*
Hourly, Bi-Weekly and Monthly Pay Rates													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
32 285	34 056	35 924	37 894	39 973	41 971	44 070	41C21	6	P	7520	X	E	N
2,582.78	2,724.45	2,873.90	3,031.54	3,197.82	3,357.71	3,525.60							

[illegible]

Classification Title: Water Resources Property Specialist							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	MoCo OT*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$25.086	\$26.462	\$27.913	\$29.444	\$31.059	\$32.612	\$34.243							
\$2,006.86	\$2,116.94	\$2,233.06	\$2,355.55	\$2,484.75	\$2,608.99	\$2,739.44	41C30	6	P	9410	J	C	N
\$4,348	\$4,587	\$4,838	\$5,104	\$5,384	\$5,653	\$5,935							

c. Reclassified and reallocated positions as detailed in the attached Board Order; and

Current Class Title	Current Allocation	New Class Title	New Allocation
Hydrologist	6	Water Resources Hydrologist	7
Senior Hydrologist	2	Associate Water Resources Hydrologist	3
Program Manager II	3	Senior Water Resources Hydrologist	4
WRA Water Resources Engineer	4	Water Resources Engineer	4
WRA Associate Water Resources Engineer	1	Associate Water Resources Engineer	2
Current Class Title	Current Allocation	New Class Title	New Allocation
WRA Senior Water Resources Engineer	5	Senior Water Resources Engineer	3
Water Resources Technician	10.5	Same	9
Personnel Analyst	0.5	Same	0
None	0	Water Resources Biologist	1
None	0	Associate Water Resources Biologist	1
None	0	Water Resources Property Management Specialist	1
Total	32		35

- d. Approved and amended PPPR Section A.9.7 Water Resources Professional Engineer Pay Premium to reflect the new titles for the Water Resources Engineer series and add the Water Resources Hydrologist and Water Resources Biologist series, as detailed in Attachment C; and

Personnel Policies and Practices Resolution No.98-394

Section A.9.7 Water Resources Agency Professional Certification Premium

Individuals in one of Monterey County Water Resources Agency's professional class series (Hydrologist, Biologist or Engineer) who earn State of California registration as Professional Engineer or Professional Geologist shall receive a five percent (5%) pay premium in addition to their base salary.

- e. Approved the changes to the Hydrologist and Senior Hydrologist wage ranges retroactive to the first full pay period in October of 2007, as indicated in the attached Board Order; and

- Adjust Hydrologist and Senior Hydrologist wages to match those of the WRA Water Resources Engineer and Associate WRA Water Resources Engineer respectively, as of the first full pay period in October of 2007.

f. Directed the Auditor-Controller to amend FY 2008-09 Budget Unit 930, Water Resources Agency, to reflect these changes.

PASSED AND ADOPTED this 21st day of October, 2008, by the following vote, to wit:

AYES: Supervisors Armenta, Calcagno, Salinas, Mettee-McCutchon, Potter

NOES: None

ABSENT: None

I, Nicholas E. Chiulos, Interim 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 order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 74 for the meeting on October 21, 2008.

Dated: October 24, 2008
Revised: November 4, 2008

Nicholas E. Chiulos, Interim Clerk of the Board of
Supervisors County of Monterey, State of California

By 
Deputy