

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

Resolution No.:

- 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 Water Resources Engineer, Senior Water Resources Hydrologist, Associate Water Resources Engineer, Associate Water Resources Hydrologist, Water Resources Engineer, Water Resources Hydrologist, effective retroactive to the pay period beginning July 22, 2017; and
- b. Direct the Auditor Controller to appropriate approximately \$125,000 into the FY2017-18 budget; and
- c. Direct the Human Resources Department to implement the changes in the 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, this wage study resulted in Board of Supervisors Resolution No. 17-235, adjusting salaries for the RMA Engineering classifications;

WHEREAS, HRD's adjusted salary ranges of selected RMA Engineering classes failed to include comparable Agency Engineering/Hydrologist classes;

WHEREAS, the Agency established parity in 2008 between the RMA's Engineering classes and the Agency's Engineering and Hydrologist classes;

WHEREAS, salary alignment with comparable agencies is a critical component in the Water Resources Agency (Agency) and County's ability to competitively attract, recruit and retain qualified employees;

WHEREAS, a situation has been created in which the Agency is unable to competitively attract, recruit and retain qualified employees working in positions equivalent to those at RMA;

WHEREAS, Approval of these recommendations provides for alignment of the salary ranges for the Agency's Engineering/Hydrologist classifications as indicated with comparable County Departments, and other agencies;

NOW, THEREFOR, 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 Water Resources Engineer, Senior Water Resources Hydrologist, Associate Water Resources Engineer, Associate Water Resources Hydrologist, Water Resources Engineer, Water Resources Hydrologist as indicated in the attached resolution, effective retroactive to the pay period beginning July 22, 2017; and

Classification Title: Senior Water Resources Engineer						
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>						
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$46.515	\$48.841	\$51.528	\$54.361	\$57.375	\$60.505	\$63.530
	\$3,907.31	\$4,122.20	\$4,348.91	\$4,588.09	\$4,840.42	\$5,082.44
	\$8,466	\$8,931	\$9,423	\$9,941	\$10,488	\$11,012
Classification Title: Senior Water Resources Hydrologist						
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>						
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$46.515	\$48.841	\$51.528	\$54.361	\$57.375	\$60.505	\$63.530
	\$3,907.31	\$4,122.20	\$4,348.91	\$4,588.09	\$4,840.42	\$5,082.44
	\$8,466	\$8,931	\$9,423	\$9,941	\$10,488	\$11,012
Classification Title: Associate Water Resources Engineer						
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>						
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$38.530	\$40.457	\$42.682	\$45.030	\$47.506	\$50.119	\$52.625
	\$3,236.58	\$3,414.58	\$3,602.37	\$3,800.49	\$4,009.51	\$4,209.98
	\$7,013	\$7,398	\$7,805	\$8,234	\$8,687	\$9,122

Classification Title: Associate Water Resources Hydrologist						
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>						
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$38.530	\$40.457	\$42.682	\$45.030	\$47.506	\$50.119	\$52.625
	\$3,236.58	\$3,414.58	\$3,602.37	\$3,800.49	\$4,009.51	\$4,209.98
	\$7,013	\$7,398	\$7,805	\$8,234	\$8,687	\$9,122
Classification Title: Water Resources Engineer						
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>						
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$31.809	\$33.559	\$35.405	\$37.352	\$39.406	\$41.376	\$43.445
\$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
Classification Title: Water Resources Hydrologist						
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>						
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$31.809	\$33.559	\$35.405	\$37.352	\$39.406	\$41.376	\$43.445
\$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

- b. Direct the Auditor Controller to appropriate approximately \$125,000 into the FY2017-18 budget; and
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED this day of , by the following vote, to-wit:

