



# Monterey County

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## Board Report

Legistar File Number: WRAG 18-054

March 19, 2018

**Introduced:** 3/12/2018

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** WR General Agenda

Consider recommending that the Monterey County Board of Supervisors:

- a. Amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-~~395~~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,
- 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.

### RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency Board of Directors recommend that the Monterey County Board of Supervisors:

- a. Amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-~~395~~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,
- 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.

### SUMMARY/DISCUSSION:

The Monterey County Water Resources Agency (Agency) established parity among its Engineering and Hydrologist class series in October 2008 noting in a report and adjoining resolution to the Board of Supervisors (Attachment 2) that work performed by Hydrology professionals can be delineated into three levels and equates to the Agency Engineering series in terms of Knowledge/Skills/Abilities (KSA's), scope and impact. In that same report and resolution, it was noted that the Agency's Engineering series equated to the Resource Management Agency's (RMA's) Civil Engineering series and that the KSA's and breadth of duties are comparable. The 2008 Board of Supervisors report and resolution also noted that CAO/Human Resources had been actively involved in and concurred with the findings and recommendations presented to the Board of Supervisors.

In response to a request from RMA, the Human Resources Department (HRD) conducted a base salary survey for the engineering class series with those of comparable agencies (the last study was

conducted in 1985) resulting in a Board of Supervisors report on July 18, 2017 (Attachment 3). The engineering classification series of Senior Civil Engineer, Traffic Engineer, Chief of Surveys, Civil Engineer, Assistant Engineer, Engineering Technician, and Engineering Aid I/II/III were included in the survey. The report noted the engineering classifications were allocated primarily to RMA, except for the Engineering Aide I/II/II position allocated to the Assessor/Clerk-Recorder, Water Resources Agency, and Information Technology Department (ITD). It is not stated in the July 18, 2017 report to the BOS's how (or if) the base salary survey addressed the comparable positions of the Agency's professional Engineering and Hydrologist classification series. In that report and associated resolution, based on an extensive review and analysis of the wage study, HRD recommended that all the Engineering classifications base salaries, except the Traffic Engineer, be increased to effect salary alignment with the comparable agencies, maintain equitable spreads, and/or ease potential compaction issues within the County engineering and other internal classifications. Although HRD is said to have worked with RMA, Assessor/Clerk-Recorder, ITD and the Agency, the Agency was only made aware of the base salary survey with regards to the Engineering Aid I/II/III position.

This action is intended to retain the parity established in 2008 between the RMA Engineering classes, and the Agency's Engineering and Hydrologist classes. Without this alignment, the Agency will be at a competitive disadvantage with the RMA when recruiting for similar positions. The major difference between the RMA's Engineering series and the Agency's Engineering/Hydrologist series is the requirement of a professional license for the Senior Civil Engineer and Civil Engineer positions. The equivalent Agency positions, while preferring professional licensure, do not in all cases require a license. For this reason, the wage range for the Water Resources Senior and Associate Engineer/Hydrologist class will remain 5% below that of the RMA Senior Civil and Civil Engineer positions. The Agency provides a 5% stipend for licensed professional engineers and geologists to achieve parity (PPPR No. 98-394).

OTHER AGENCY INVOLVEMENT:

The Agency has worked with RMA, the CAO's office and the Office of the County Counsel to prepare this report. RMA and the CAO's office concur with the recommendations. The Agency will look for concurrence with, HRD, Auditor Controller, and CAO/Budget Analyst prior to moving this recommended action to the Agency and County BOS's.

FINANCING:

This action will require the Agency to modify the FY 17-18 Adopted budget to compute the adjustment of retroactive pay for 15 position impacted by this recommendation from July 2017 to current date. The Agency will look for concurrence with HRD, Auditor Controller's, and the CAO before moving the recommended action to the WRA BOS.

Prepared by:       Howard Franklin, Senior Water Resources Hydrologist and Cathy Paladini,  
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Approved by:       \_\_\_\_\_  
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Attachments:

1. October 21, 2008 Board of Supervisors Report
2. July 18, 2017 Board of Supervisors Report
3. Resolution