

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

PPPR Control No. 18-002
HRM Control No. 18-002

Resolution No.: 18-

- a. Adopt a Resolution to Amend 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, Associate Water Resources Biologist, Water Resources Engineer, Water Resources Hydrologist, and Water Resources Biologist as indicated in the following salary range tables, effective retroactively to the pay period beginning July 22, 2017;
- b. Authorize the Auditor-Controller's Office to amend the FY 17-18 Adopted Budget for Fund 111 Administration by increasing appropriations by \$65,000 financed by inter-fund reimbursements. (4/5th vote required);
- c. Authorize the Auditor-Controller to make payment to impacted incumbent employees, retroactively to the pay period beginning July 22, 2017; and
- d. Direct the Human Resources Department to implement the changes in Advantage HRM System.

WHEREAS, in January 2018, the Monterey County Water Resources Agency (MCWRA) requested that the Human Resources Department (HRD) conduct an equity salary review of its comparable professional Engineering, Hydrology, and Biologist classifications series with the Resource Management Agency's (RMA's) engineering classifications;

WHEREAS, based on the findings of the comparison study, HRD recommends the designated classifications salary rates be adjusted to effect salary alignment with comparable County classifications and maintain an equitable salary spread as indicated;

WHEREAS, the recommended action addresses the Board of Supervisors' Administration and Infrastructure Strategic Initiatives and demonstrates MCWRA and HRD's commitment toward meeting the Board's initiatives to attract, recruit, and retain a diverse, highly skilled work force that supports the mission of Monterey County Water Resources Agency; and

WHEREAS, approval of the recommendations provides for retroactive compensation to impacted incumbent employees;

WHEREAS, the actions require the PPPR, Appendix A, to be amended.

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

- a. The Personnel Policies and Practices Resolution (PPPR) No. 98-394, Appendix A, is amended, as indicated below, 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, Associate Water Resources Biologist, Water Resources Engineer, Water Resources Hydrologist, and Water Resources Biologist as indicated below, effective retroactively to the pay period beginning July 22, 2017;

<u>Classification Title:</u> 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	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$46,515	\$49,073	\$51,772	\$54,620	\$57,624	\$60,505	\$63,530	41E30	6	P	7520	X	E
\$3,721.22	\$3,925.88	\$4,141.79	\$4,369.57	\$4,609.89	\$4,840.38	\$5,082.40						
\$8,063	\$8,506	\$8,974	\$9,467	\$9,988	\$10,487	\$11,012						

* provided for information purposes only

<u>Classification Title:</u> 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	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$46,515	\$49,073	\$51,772	\$54,620	\$57,624	\$60,505	\$63,530	41C17	6	P	7520	X	E
\$3,721.22	\$3,925.88	\$4,141.79	\$4,369.57	\$4,609.89	\$4,840.38	\$5,082.40						
\$8,063	\$8,506	\$8,974	\$9,467	\$9,988	\$10,487	\$11,012						

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<u>Classification Title:</u> 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	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$38,532	\$40,651	\$42,887	\$45,246	\$47,734	\$50,121	\$52,627	41E21	6	P	7520	X	E
\$3,082.59	\$3,252.12	\$3,430.98	\$3,619.67	\$3,818.74	\$4,009.68	\$4,210.16						
\$6,679	\$7,046	\$7,434	\$7,843	\$8,274	\$8,688	\$9,122						

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<u>Classification Title:</u> 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	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$38.532	\$40.651	\$42.887	\$45.246	\$47.734	\$50.121	\$52.627	41C14	6	P	7520	X	E
\$3,082.59	\$3,252.12	\$3,430.98	\$3,619.67	\$3,818.74	\$4,009.68	\$4,210.16						
\$6,679	\$7,046	\$7,434	\$7,843	\$8,274	\$8,688	\$9,122						

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<u>Classification Title:</u> Associate Water Resources Biologist												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$38.532	\$40.651	\$42.887	\$45.246	\$47.734	\$50.121	\$52.627	41C21	6	P	7520	X	E
\$3,082.59	\$3,252.12	\$3,430.98	\$3,619.67	\$3,818.74	\$4,009.68	\$4,210.16						
\$6,679	\$7,046	\$7,434	\$7,843	\$8,274	\$8,688	\$9,122						

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<u>Classification Title:</u> 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	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$31.809	\$33.559	\$35.405	\$37.352	\$39.406	\$41.376	\$43.445	41E11	6	P	7520	J	N
\$2,544.72	\$2,684.72	\$2,832.40	\$2,988.16	\$3,152.48	\$3,310.08	\$3,475.60						
\$5,514	\$5,817	\$6,137	\$6,474	\$6,830	\$7,172	\$7,530						

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<u>Classification Title:</u> 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	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$31.809	\$33.559	\$35.405	\$37.352	\$39.406	\$41.376	\$43.445	41C02	6	P	7520	J	N
\$2,544.72	\$2,684.72	\$2,832.40	\$2,988.16	\$3,152.48	\$3,310.08	\$3,475.60						
\$5,514	\$5,817	\$6,137	\$6,474	\$6,830	\$7,172	\$7,530						

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Classification Title: Water Resources Biologist												
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	41C20	6	P	7520	J	N
\$2,544.72	\$2,684.72	\$2,832.40	\$2,988.16	\$3,152.48	\$3,310.08	\$3,475.60						
\$5,514	\$5,817	\$6,137	\$6,474	\$6,830	\$7,172	\$7,530						

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- b. The Auditor-Controller's Office is authorized to amend the FY 17-18 Adopted Budget for Fund 111 Administration by increasing appropriations by \$65,000 financed by inter-fund reimbursements. (4/5th vote required), and the County Administrative Office to reflect these approved changes in the Monterey County Water Resources Agency FY 2018-19 Adopted Budget;
- c. The Auditor-Controller is authorized to make payment to impacted MCWRA incumbent employees, retroactively to the pay period beginning July 22, 2017; and
- d. The HRD is directed to implement changes in Advantage HRM System.

PASSED AND ADOPTED this _____ day of May 2018, by the following vote, to-wit:

AYES: Supervisors

NOES:

ABSENT:

I, Nicholas E. Chiulos, Acting 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 _____, 2018.

Dated:

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

File ID:

By _____
Deputy