File ID WRAG 18-096 No. 1



Monterey County Board of Supervisors of the Water Resources Agency

168 West Alisal Street, 1st Floor Salinas, CA 93901 831.755.5066

Upon motion of Supervisor Salinas, seconded by Supervisor Phillips and carried by those members present, the Board of Supervisors hereby:

Board Order

a. Adopted Resolution 18-143 to Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the following classifications: 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 attached resolution, effective retroactively to the pay period beginning July 22, 2017;

- Authorized the Auditor-Controller to amend the Fiscal Year (FY) 17-18 Adopted Budget for Fund 111 Administration by increasing appropriations by \$65,000 financed by inter-fund reimbursements. (4/5th vote required);
- b. Authorize the Auditor-Controller to make payment to impacted incumbent MCWRA employees retroactive to July 22, 2017; and
- c. Directed the Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 15th day of May 2018, by the following vote, to wit:

AYES: Supervisors Alejo, Salinas, Phillips, Parker and Adams NOES: None ABSENT: None

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 order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 80 for the meeting May 15, 2018.

Dated: May 29, 2018 File ID: WRAG 18-098 Nicholas E. Chiulos, Acting Clerk of the Board of Supervisors County of Monterey, State of California

By Donise the

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

Resolution No.: 18-143Iffera. 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)b. Authorize the Auditor-Controller's Office to amend the)

- 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.

PPR Control No. 18-002 HRM Control No. 18-002 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;

Classificatio	on Title: Senior	Water Resour	ces Engineer		<u>+</u>							
		Hourly, Bi-W	eekly and Mo	nthly Pay Rate	<u>s</u>							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	W G *	EEO Cat*	W/C *	BU	FLSA Code*
\$46.515	\$49.073	\$51.772	\$54.620	\$57.624	\$60.505	\$63.530						
\$3,721.22	\$3,925.88	\$4,141.79	\$4,369.57	\$4,609.89	\$4,840.38	\$5,082.40	41E30	6	Р	7520	X	Е
\$8,063	\$8,506	\$8,974	\$9,467	\$9,988	\$10,487	\$11,012						

* provided for information purposes only

Classificatio	on Title: Senior	Water Resour	ces Hydrologi	st								
Step 1	Hourly, Bi-Weekly and Monthly Pay Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7									w/c	BU	FLSA
							Code	G *	Cat*	*		Code*
\$46.515	\$49.073	\$51.772	\$54.620	\$57.624	\$60.505	\$63.530						
\$3,721.22	\$3,925.88	\$4,141.79	\$4,369.57	\$4,609.89	\$4,840.38	\$5,082.40	41C17	6	Р	7520	X	Е
\$8,063	\$8,506	\$8,974	\$9,467	\$9,988	\$10,487	\$11,012						

* provided for information purposes only

<u>Classificatior</u>	<u>1 Title</u> : Associa	ate Water Reso	urces Enginee	r								
<u>,</u>	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	W G *	EEO Cat*	W/C *	BU	FLSA Code*
\$38.532	\$40.651	\$42.887	\$45.246	\$47.734	\$50.121	\$52.627						
\$3,082.59	\$3,252.12	\$3,430.98	\$3,619.67	\$3,818.74	\$4,009.68	\$4,210.16	41E21	6	Р	7520	х	Ε
\$6,679	\$7,046	\$7,434	\$7,843	\$8,274	\$8,688	\$9,122						

* provided for information purposes only

\$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 41C14 6 P 7520 X E * provided for information purposes only * * \$6.679 \$7.046 \$7.434 \$7.843 \$8.274 \$8.688 \$9.122 41C14 6 P 7520 X E Hourly, Bi-Weekly and Monthly Pay Bates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code Code P 7520 X E \$3.8.532 \$40.651 \$42.887 \$45.246 \$47.734 \$50.121 \$52.627 Class Class Code Code P 7520 X E \$3.8.532 \$40.651 \$42.887 \$45.246 \$47.734 \$50.121 \$52.627 Class Class Code Code P 7520 X E \$3.8.52 \$3.252.12 <td< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>Fil</th><th>e ID W</th><th>RAG 1</th><th>8-096</th><th>No. 1</th></td<>									Fil	e ID W	RAG 1	8-096	No. 1
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG % EEO Cade WG % EEO F WG % EEO F	Classification	<u>n Title</u> : Associ	ate Water Resc	ources Hydrold	gist		*********						
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG % EEO Cade WG % EEO F WG % EEO F													
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG % EEO Cade WG % EEO F WG % EEO F			Haurla Di W	alder and Man	the Days Dates								
Image: Signed state Sec: Signed state Sec: Signed state Code • Cat* Code · Cat* </td <td>Step 1</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>Step 7</td> <td>Class</td> <td>WG</td> <td>EEO</td> <td>W/C*</td> <td>BU</td> <td>FLSA</td>	Step 1						Step 7	Class	WG	EEO	W/C*	BU	FLSA
B33.082.59 S3.252.12 S3.430.98 S3.619.67 S3.818.74 S4.009.68 S4.210.16 41C14 6 P 7520 X E shc,679 57.046 57.434 57.843 58.274 58.688 59.122 41014 6 P 7520 X E * provided for information purposes only Title: Associate Water Resources Biologist	outp 1	5.0p 2	s onep o	Step 1	oup o	Step o	Step /				wie		Code
\$6,679 \$7,046 \$7,434 \$7,843 \$8,274 \$8,688 \$9,122 Image: Constraints of the second se	\$38.532	\$40.651	\$42.887	\$45.246	\$47.734	\$50.121	\$52.627						
* provided for information purposes only " " " " " " " " " " " " " " " " " " "	\$3,082.59	\$3,252.12	\$3,430.98	\$3,619.67	\$3,818.74	\$4,009.68	\$4,210.16	41C14	6	Р	7520	x	E
Lassification Title: Associate Water Resources Biologist WG EEO W/C* BU FLS Step 1 Step 2 Step 4 Step 6 Step 7 Class Code Class Code Step 1 Step 3 Step 4 Step 6 Step 7 Class Code Class Code N/C* BU FLS Code Step 1 Step 3 Step 4 Step 6 Step 7 Class Code P 7 Class Code W/C* BU FLS Code Step 1 Step 2 Step 3 Step 4 Step 6 Step 7 Class Code WG EEO W/C* BU FLS Hourly, Bi-Weekly and Monthly Pay Rates Step 1 Step 2 Step 3 Step 4 Step 6 Step 7 Class Code WG EEO		,			\$8,274	\$8,688	\$9,122						
WG EEO W/C* BU FLS Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Class W/C* PL FLS 338.532 S40.651 S42.887 S45.246 S47.734 S50.121 S52.627 ALC21 6 P 7520 X E S6,679 S7,046 S7,434 S7,843 S8,274 S8,688 S9,122 6 P 7520 X E * provided for information purposes only Title: Water Resources Engineer K Step 5 Step 6 Step 7 Class WG EEO W/C* BU FLS S1809 S33.559 S35.405 S37.352 S39.406 S41.376 S43.445.60 4 HEI 1 6 P 7520 X E S2,544.72 S2,684.72 S2,832.40 S2,988.16 S3,152.48 S3,310.08 S3,475.60 41E11 6 P 7520 J N <td>* prov</td> <td>vided for info</td> <td>rmation purp</td> <td>oses only</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	* prov	vided for info	rmation purp	oses only									
WG EEO W/C* BU FLS Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Class W/C* PL FLS 338.532 S40.651 S42.887 S45.246 S47.734 S50.121 S52.627 ALC21 6 P 7520 X E S6,679 S7,046 S7,434 S7,843 S8,274 S8,688 S9,122 6 P 7520 X E * provided for information purposes only Title: Water Resources Engineer K Step 5 Step 6 Step 7 Class WG EEO W/C* BU FLS S1809 S33.559 S35.405 S37.352 S39.406 S41.376 S43.445.60 4 HEI 1 6 P 7520 X E S2,544.72 S2,684.72 S2,832.40 S2,988.16 S3,152.48 S3,310.08 S3,475.60 41E11 6 P 7520 J N <td></td>													
Idearly, Bi-Weekly and Monthly Pav Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code Cat* A 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 41C21 6 P 7520 X E \$6,679 \$7,046 \$7,434 \$7,843 \$8,274 \$8,688 \$9,122 4 6 P 7520 X E "assification Title: Water Resources Engineer Idourly, Bi-Weekly and Monthly Pay Rates K Code %C EEO WC* BU FLS \$1809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 <td>Classification</td> <td><u>n Title</u>: Associa</td> <td>ite Water Reso</td> <td>ources Biologis</td> <td>it</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	Classification	<u>n Title</u> : Associa	ite Water Reso	ources Biologis	it								
Idearly, Bi-Weekly and Monthly Pav Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code Cat* A 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 41C21 6 P 7520 X E \$6,679 \$7,046 \$7,434 \$7,843 \$8,274 \$8,688 \$9,122 4 6 P 7520 X E "assification Title: Water Resources Engineer Idourly, Bi-Weekly and Monthly Pay Rates K Code %C EEO WC* BU FLS \$1809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 <td></td>													
Idearly, Bi-Weekly and Monthly Pav Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code Cat* A 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 41C21 6 P 7520 X E \$6,679 \$7,046 \$7,434 \$7,843 \$8,274 \$8,688 \$9,122 4 6 P 7520 X E "assification Title: Water Resources Engineer Idourly, Bi-Weekly and Monthly Pay Rates K Code %C EEO WC* BU FLS \$1809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 <td></td>													
Idearly, Bi-Weekly and Monthly Pav Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code Cat* A 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 41C21 6 P 7520 X E \$6,679 \$7,046 \$7,434 \$7,843 \$8,274 \$8,688 \$9,122 4 6 P 7520 X E "assification Title: Water Resources Engineer Idourly, Bi-Weekly and Monthly Pay Rates K Code %C EEO WC* BU FLS \$1809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 <td></td>													
Hourly, Bi-Weekly and Month/y Pay Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code Code Description \$338.532 \$40.651 \$42.887 \$45.246 \$47.734 \$50.121 \$52.627 Class Code P 7520 X E \$6,679 \$7,046 \$7,434 \$7,843 \$8,274 \$8,688 \$9,122 Hourly, Bi-Weekly and Month/y Pay Rates P 7520 X E * provided for information purposes only * Step 5 Step 6 Step 7 Class WG EEO W/C* BU FLS Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class WG EEO W/C* BU FLS Sta1.809 \$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											W/C*	BU	
Image: Code intermeted intermete			Hourly, Bi-We	ekly and Mon	thly Pay Rates								
\$38.532 \$40.651 \$42.887 \$45.246 \$47.734 \$50.121 \$52.627 A	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
B3,082.59 \$3,252.12 \$3,430.98 \$3,619.67 \$3,818.74 \$4,009.68 \$4,210.16 41C21 6 P 7520 X E \$6,679 \$7,046 \$7,344 \$7,843 \$8,274 \$8,688 \$9,122 41C21 6 P 7520 X E * provided for information purposes only * <	\$38 532	\$40.651	\$42.887	\$45,246	\$47,734	\$50,121	\$52,627						
\$6,679 \$7,046 \$7,434 \$7,843 \$8,274 \$8,688 \$9,122 * provided for information purposes only Classification Title: Water Resources Engineer Hourly, Bi-Weekly and Monthly Pay Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class WG EEO W/C* BU FLS \$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 \$41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530 41E11 6 P 7520 J N Hourly, Bi-Weekly and Monthly Pay Rates \$2,544.72 \$2,832.40 \$2,988.16 \$3,152.48 \$3,310.08 \$3,475.60 41E11 6 P 7520 J N Hourly, Bi-Weekly and Monthly Pay Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Class Code % EEO	\$3,082.59							41C21	6	Р	7520	x	Е
* provided for information purposes only Classification Title: Water Resources Engineer Hourly, Bi-Weekly and Monthly Pay Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code * Cat* W/C* BU FLS Code \$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 \$2,544.72 \$2,684.72 \$2,832.40 \$2,988.16 \$3,152.48 \$3,310.08 \$3,475.60 * provided for information purposes only Classification Title: Water Resources Hydrologist Hourly, Bi-Weekly and Monthly Pay Rates Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Kep 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Kep 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Kep 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Step 5 Step 6 Step 7 Class Step 6 Step 7 Class St													
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 FLS. 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 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530 41E11 6 P 720 J N * provided for information purposes only * * Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO (Cat* W/C* BU FLS. Code Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO (Cat* W/C* BU FLS. Code \$13.809 \$33.559 \$35.405 \$37.352 \$39.		vided for info	rmation purp	oses only		L	. <u></u>						
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 FLS. 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 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530 41E11 6 P 720 J N * provided for information purposes only * * Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO (Cat* W/C* BU FLS. Code Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO (Cat* W/C* BU FLS. Code \$13.809 \$33.559 \$35.405 \$37.352 \$39.													
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 FLS. 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 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530 41E11 6 P 720 J N * provided for information purposes only * * Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO (Cat* W/C* BU FLS. Code Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO (Cat* W/C* BU FLS. Code \$13.809 \$33.559 \$35.405 \$37.352 \$39.	Classification	Title: Water I	Resources Eng	ineer					1				
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO Cat* W/C* BU FLS. 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 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530 41E11 6 P 7520 J N * provided for information purposes only * <td< td=""><td>Clubbilitoution</td><td></td><td>teoourees zing.</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Clubbilitoution		teoourees zing.										
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO Cat* W/C* BU FLS. 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 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530 41E11 6 P 7520 J N * provided for information purposes only * <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>													
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO Cat* W/C* BU FLS. 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 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530 41E11 6 P 7520 J N * provided for information purposes only * <td< td=""><td></td><td></td><td>Hourly, Bi-We</td><td>ekly and Mon</td><td>thly Pay Rates</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>			Hourly, Bi-We	ekly and Mon	thly Pay Rates								
Image: Step 1 Step 2 Step 3 Step 4 Step 5 Step 5 Step 6 Step 7 Class Code \$33,559 W/C* \$33,559 BU FLS. Code \$37,352 FLS. Step 6 Step 7 Class \$43,445 \$41E11 M Cat* M Code P P 7520 J N	Step 1						Step 7	Class	WG	EEO	W/C*	BU	FLSA
\$2,544.72 \$2,684.72 \$2,832.40 \$2,988.16 \$3,152.48 \$3,310.08 \$3,475.60 41E11 6 P 7520 J N \$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530 41E11 6 P 7520 J N * provided for information purposes only Classification Title: Water Resources Hydrologist 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 FLS. 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 41C02 6 P 7520 J N	1	1	1	1	1	1	1		*				Code ³
Store Constraint	\$31.809	\$33.559	\$35.405	\$37.352	\$39.406	\$41.376	\$43.445						
* provided for information purposes only 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 Class <u>Gode WG</u> EEO W/C* BU FLS. <u>Code WG</u> Cat* W/C* BU FLS. <u>Code S31.809</u> \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 <u>S2,544.72</u> \$2,684.72 \$2,832.40 \$2,988.16 \$3,152.48 \$3,310.08 \$3,475.60 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	41E11	6	Р	7520	J	Ν
Classification Title: Water Resources Hydrologist 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 FLS. Code \$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 41C02 6 P 7520 J N					\$6,830	\$7,172	\$7,530						
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 FLS. Code \$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 *	* prov	vided for info	rmation purp	oses only									
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 FLS. Code \$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 *	Classification	Title: Water F	esources Hvd	rologist									·
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO Cat* W/C* BU FLS. Code \$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 \$43.445 \$41.002 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 41C02 6 P 7520 J N	Clussification	<u>The</u> . Water I	cosources riyu	TOTOBIST									
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class Code WG EEO Cat* W/C* BU FLS. Code \$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 \$43.445 \$41.002 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 41C02 6 P 7520 J N													
\$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 ¥ Code W/C* BU FLS. Code \$22,544.72 \$2,684.72 \$2,832.40 \$2,988.16 \$3,152.48 \$3,310.08 \$3,475.60 41C02 6 P 7520 J N			Hourly, Bi-We	ekly and Mon	thly Pay Rates								
* Cat* Code \$31.809 \$33.559 \$35.405 \$37.352 \$39.406 \$41.376 \$43.445 * Code * Code Code \$22,544.72 \$2,684.72 \$2,832.40 \$2,988.16 \$3,152.48 \$3,310.08 \$3,475.60 41C02 6 P 7520 J N	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		WG	FFO	W/C*	BII	FISA
52,544.72 \$2,684.72 \$2,832.40 \$2,988.16 \$3,152.48 \$3,310.08 \$3,475.60 41C02 6 P 7520 J N							·	Code			m/C*	50	Code ³
	\$31.809	\$33.559	\$35.405	\$37.352	\$39.406	\$41.376	\$43.445						
\$5,514 \$5,817 \$6,137 \$6,474 \$6,830 \$7,172 \$7,530	\$2,544.72	\$2,684.72	\$2,832.40	\$2,988.16	\$3,152.48	\$3,310.08	\$3,475.60	41C02	6	Р	7520	J	Ν
	\$5 514	A	AC 105										

File ID WRAG 18-096 No. 1												
Classification	<u>n Title</u> : Water I		ogist ækly and Mon	41. D. D. 4				WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code					
\$31.809	\$33.559	\$35.405	\$37.352	\$39.406	\$41.376	\$43.445						
\$2,544.72	\$2,684.72	\$2,832.40	\$2,988.16	\$3,152.48	\$3,310.08	\$3,475.60	41C20	6	Р	7520	J	Ν
\$5,514	\$5,817	\$6,137	\$6,474	\$6,830	\$7,172	\$7,530						

* provided for information purposes only

- 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 upon motion of Supervisor Salinas, seconded by Supervisor Phillips and carried this 15th day of May 2018, by the following vote, to wit:

AYES:Supervisors Alejo, Phillips, Salinas, Parker and AdamsNOES:NoneABSENT:None

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 order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 80 for the meeting on May 15, 2018.

Dated: May 29, 2018 File Number: WRAG 18-096 Nicholas E. Chiulos, Acting Clerk of the Board of Supervisors County of Monterey, State of California

By Danie Hancock