



Monterey County

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

Board Report

Legistar File Number: 18-605

June 12, 2018

Introduced: 5/30/2018

Version: 1

Current Status: Agenda Ready

Matter Type: General Agenda Item

Authorize the Auditor-Controller to compensate Resource Management Agency (RMA) incumbents in the classifications of Senior Water Resources Engineer and Water Resources Hydrologist, retroactive to July 22, 2017, related to an approved classification salary adjustment.

RECOMMENDATION:

It is recommended that the Board of Supervisors authorize the Auditor-Controller to compensate Resource Management Agency (RMA) incumbents in the classifications of Senior Water Resources Engineer and Water Resources Hydrologist, retroactive to July 22, 2017, related to an approved classification salary adjustment.

SUMMARY/DISCUSSION:

On May 15, 2018, the Board of Supervisors for the Monterey County Water Resources Agency (MCWRA) adopted the attached resolution amending Monterey County Personnel Policies and Practices Resolution No. 98-394, Appendix A, to adjust the salary ranges 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, effective retroactively to the pay period beginning July 22, 2017, and authorized the Auditor-Controller to compensate their impacted, incumbent employees, retroactive to July 22, 2017. The prior action authorized retroactive payments to employees in the Water Resources Agency only. The RMA also has incumbents in the Senior Water Resources Engineer and Water Resources Hydrologist classifications in its Environmental Services Division. The recommended action provides for the same retroactive payment related to the approved classification salary adjustments for the Senior Water Resources Engineer and Water Resources Hydrologist classification incumbents.

OTHER AGENCY INVOLVEMENT:

The RMA concurs with the recommendation.

FINANCING:

There is no impact to the General Fund because of the proposed action. There are sufficient appropriations in the RMA's FY 17-18 Approved Budget to cover the total estimated retroactive payments of \$8,436,982.

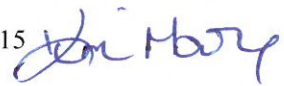
BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to attract, recruit, and retain a diverse, highly skilled work force that supports the mission of Monterey County.

Economic Development
X Administration
Health & Human Services
Infrastructure
Public Safety

Prepared by: Margarita Arista, Senior Personnel Analyst, extension 5372

Approved by: Irma Ramirez-Bough, Director of Human Resources (831) 755-5115



Attachment:

05/15/18 Board of Supervisors for MCWRA Resolution

cc: Carl P. Holm, Resource Management Agency Director



Monterey County Board of Supervisors of the Water Resources Agency

168 West Alisal Street,
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Board Order

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

- 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;
- a. 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 Danise Hancock
Deputy

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

Resolution No.: 18-143

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

- 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;

Classification Title: Senior 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	W G *	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

Classification Title: Senior 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	W G *	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						

* provided for information purposes only

Classification Title: Associate 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	W G *	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						

* provided for information purposes only

Classification Title: Associate Water Resources Hydrologist

<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$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						
\$6,679	\$7,046	\$7,434	\$7,843	\$8,274	\$8,688	\$9,122	41C14	6	P	7520	X	E

* provided for information purposes only

Classification Title: Associate Water Resources Biologist

<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$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						
\$6,679	\$7,046	\$7,434	\$7,843	\$8,274	\$8,688	\$9,122	41C21	6	P	7520	X	E

* provided for information purposes only

Classification Title: Water Resources Engineer

<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
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						
\$2,544.72	\$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	41E11	6	P	7520	J	N

* provided for information purposes only

Classification Title: Water Resources Hydrologist

<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
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						
\$2,544.72	\$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	41C02	6	P	7520	J	N

* provided for information purposes only

Classification Title: Water Resources Biologist								WG *	EEO Cat*	W/C*	BU	FLSA Code*					
Hourly, Bi-Weekly and Monthly Pay Rates												41C20	6	P	7520	J	N
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											
\$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 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 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 Denise Hancock
Deputy