



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legislation Details (With Board Report)

File #: RES 15-017 **Name:** Amend PPPR No. 98-394 Water Resources Agency Remove Biologist Class.
Type: BoS Resolution **Status:** Passed
File created: 2/11/2015 **In control:** Board of Supervisors
On agenda: 3/3/2015 **Final action:** 3/3/2015

Title: Adopt a Resolution to:
a. Amend Personnel Policies and Practices Resolution No. 98-394, Section A.9.7 Water Resources Agency Professional Certification Premium, to remove the Biologist classification series and the exclusivity of the pay premium to the Water Resources Agency; and
b. Authorize the Human Resources Department to implement the changes.

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Resolution, 3. Completed Board Order & Resolution

Date	Ver.	Action By	Action	Result
3/3/2015	1	Board of Supervisors	adopted	Pass

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b. Authorize the Human Resources Department to implement the changes.

RECOMMENDATION:

It is recommended that effective March 3, 2015 the Board of Supervisors Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394, Section A.9.7 Water Resources Agency Professional Certification Premium, to remove the Biologist classification series and the exclusivity of the pay premium to the Water Resources Agency; and
- b. Authorize the Human Resources Department to implement the changes.

SUMMARY/DISCUSSION:

The Resource Management Agency received authorization to allocate a Senior Water Resources Hydrologist position on July 9, 2013 to implement the Lower Carmel River Floodplain Restoration and Environmental Enhancement Project.

Current language in the Personnel Policies and Practices Resolution (PPPR) Section A.9.7 Water Resources Agency Professional Certification states that individuals in one of the Water Resources Agency's professional class series (Hydrologist, Biologist, or Engineer) will receive a five percent (5%) pay premium if they earn a State of California registration as a Professional Engineer or Professional Geologist. At the time this language was added, the affected classifications resided only in the Water Resources Agency.

The recommendation is to remove language which makes the water resources professional certification pay premium exclusive to individuals in the Water Resources Agency. This recommendation will provide other County departments the ability to use water resources classifications while maintaining monetary equity for the incumbent, regardless of their assigned department.

In addition, the classifications were reviewed to determine the appropriateness of receiving the pay premium. It was determined that the qualifications of a Water Resources Biologist do not include State of California registration as a Professional Engineer or Professional Geologist registration. It is therefore recommended the Biologist classification series be removed.

The recommendation amends PPPR Section A.9.7 as follows:

A.9.7 Water Resources ~~Agency~~ Hydrologist and Engineer Professional Certification Premium
Individuals in ~~one of Monterey County Water Resources Agency's professional class series (Hydrologist, Biologist or and Engineer)~~ classification series who earn State of California registration as Professional Engineer or Professional Geologist shall receive a five percent (5%) pay premium in addition to their base salary.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and impacted departments concur with the recommendation.

FINANCING:

It is not anticipated that the proposed change will have a negative impact to the General Fund as a result of this action. The maximum annual cost increase per position is approximately \$5,000 and is expected to be absorbed within established operating budgets.

Prepared by:

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Kim Moore, Assistant Director of Human Resources

Approved by:

James E. May
Director of Human Resources

Attachments: Resolution

cc: Mike Miller, Auditor-Controller