



# County of Monterey

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

## Board Report

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**File #:** RES 15-017, **Version:** 1

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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.

### 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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Approved by:

James E. May  
Director of Human Resources

Attachments: Resolution

cc: Mike Miller, Auditor-Controller