



County of Monterey

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

Legislation Details (With Board Report)

File #:	BC 17-103	Name:	Engineer Adjustment of Salary Ranges
Type:	Budget Committee	Status:	Agenda Ready
File created:	6/20/2017	In control:	Budget Committee
On agenda:	6/28/2017	Final action:	
Title:	<p>a. Support the recommendation to amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges for the Classifications of: Senior Civil Engineer, Chief of Surveys, Civil Engineer, Assistant Engineer, Engineering Technician, and Engineering Aide I/II/III as indicated in the attached resolution, effective the pay period beginning July 22, 2017;</p> <p>b. Support the recommendation to Amend PPPR No. 98-394, Section A.9.10 "County Surveyor Pay Premium," to abolish the pay premium for the County Surveyor, as indicated below, effective the pay period beginning July 22, 2017;</p> <p>c. Support the recommendation to appoint Michael K. Goetz, Professional Land Surveyor (PLS), to serve as County Surveyor, effective the pay period beginning July 22, 2017; and</p> <p>d. Support the recommendation to direct the Human Resources Department to implement the changes in the Advantage HRM System.</p>		

Sponsors:

Indexes:

Code sections:

Attachments: 1. Resolution

Date	Ver.	Action By	Action	Result
6/28/2017	1	Budget Committee		

- a. Support the recommendation to amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges for the Classifications of: Senior Civil Engineer, Chief of Surveys, Civil Engineer, Assistant Engineer, Engineering Technician, and Engineering Aide I/II/III as indicated in the attached resolution, effective the pay period beginning July 22, 2017;
- b. Support the recommendation to Amend PPPR No. 98-394, Section A.9.10 "County Surveyor Pay Premium," to abolish the pay premium for the County Surveyor, as indicated below, effective the pay period beginning July 22, 2017;
- c. Support the recommendation to appoint Michael K. Goetz, Professional Land Surveyor (PLS), to serve as County Surveyor, effective the pay period beginning July 22, 2017; and
- d. Support the recommendation to direct the Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Budget Committee:

- a. Support the recommendation to amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges for the Classifications of: Senior Civil Engineer, Chief of Surveys, Civil Engineer, Assistant Engineer, Engineering Technician, and Engineering Aide I/II/III as indicated in the attached resolution, effective the pay period beginning July 22, 2017;
- b. Support the recommendation to Amend PPPR No. 98-394, Section A.9.10 "County Surveyor Pay Premium," to abolish the pay premium for the County Surveyor, as indicated below, effective the pay period beginning July 22, 2017;

- c. Support the recommendation to appoint Michael K. Goetz, Professional Land Surveyor (PLS), to serve as County Surveyor, effective the pay period beginning July 22, 2017; and
- d. Support the recommendation to direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY:

The Resource Management Agency (RMA) requested a wage study to compare Monterey County's engineering classifications with those of comparable agencies since the last study was conducted in 1985. Additionally, the structural reorganization of the RMA, approved by the Board of Supervisors on July 26, 2016, made the Office of the County Surveyor appointive and an associated pay premium no longer applicable with the deletion of the classification of Public Works Director. Approval of the above recommendations provides for alignment of the salary ranges for the listed engineering classifications with comparable agencies and internal County classes; abolishment of a five-percent pay premium for performance of county surveyor duties by staff other than the Public Works Director; and appointment of incumbent staff to serve as the County Surveyor.

DISCUSSION:

In response to a request from RMA, the Human Resources Department (HRD) conducted a base salary survey for the engineering classification series of Senior Civil Engineer, Traffic Engineer, Chief of Surveys, Civil Engineer, Assistant Engineer, Engineering Technician, and Engineering Aide I/II/III. These engineering classifications are allocated primarily to the RMA. One Engineering Aide I, II, or III position is allocated to the Assessor/Clerk-Recorder, Water Resources Agency (WRA), and Information Technology Department (ITD), respectively.

Salary alignment with comparable agencies is a critical component in the County's ability to competitively recruit and retain qualified employees. Based on an extensive review and analysis of the wage study, HRD recommends that all the engineering classifications base salaries, except that of the Traffic Engineer, be increased to effect salary alignment with the comparable agencies, maintain equitable spreads, and/or ease potential compaction issues within the County engineering and other internal classifications as indicated in the attached resolution.

On April 3, 2017, HRD notified SEIU Local #521 regarding the wage study and its recommendations regarding the represented Unit F and J classes.

Specific to the County Surveyor of Monterey County, on July 26, 2016, the Board of Supervisors adopted Ordinance 5271, which amended Chapters 2.27, 2.28, 2.29, 2.30, 2.31 and 2.36 of the Monterey County Code to incorporate and reflect the changes of the RMA reorganization. Ordinance 5271 became effective on August 27, 2016. Chapter 2.36, Section 2.36.10, of the Monterey County Code prescribes that the Office of the Surveyor of Monterey County is *appointive and the County Surveyor shall be appointed by and serve at the pleasure of the Board of Supervisors. The Resource Management Agency shall house the County Surveyor.*

It is recommended that PPPR No. 98-394, Section A.9.10 "County Surveyor Pay Premium," be amended to abolish the pay premium for the County Surveyor as indicated below. This pay premium was for performance of county surveyor duties by staff other than the Public Works Director. This premium is no longer applicable due to RMA's structural reorganization, which abolished the position of Public Works Director.

A.9.10 County Surveyor Pay Premium (DELETED)

~~The individual appointed by the Board as County Surveyor, if that individual is a person other than the Public Works Director, shall receive an additional five percent (5%) premium in addition to his/her base salary.~~

~~This appointment and salary adjustment shall terminate automatically as of the date upon which the Public Works Director becomes licensed as a Land Surveyor in the State of California.~~

Additionally, it is recommended that Mr. Michael K. Goetz, Professional Land Surveyor, be appointed to serve as County Surveyor for the County of Monterey. Mr. Goetz has been licensed by the State of California since 1987, and has worked for Monterey County in the capacity of Chief of Surveys since March 2012. Such appointment would remain in effect until the Board decides to change or rescind the appointment.

OTHER AGENCY INVOLVEMENT:

HRD worked with RMA, Assessor/Clerk-Recorder, WRA, and ITD regarding the proposed actions, increases to the subject engineering classifications salaries, and amending PPPR No. 98-394. They all concur with the recommendations. Human Resources Department also worked with the Office of the County Counsel regarding amending PPPR No. 98-394.

FINANCING:

There is no impact to the General Fund because of this proposed action. Assessor: The impact on the Assessor FY2017-18 is an increase of \$8,120 in salary and benefits. There are sufficient appropriations within the Assessor's (1180-ACR001-8003) FY2017-18 Adopted Budget to cover the salary and benefits increase.

Resource Management Agency: The net annual increase in salary costs is \$117,332 from the previous salary ranges. There is no impact to RMA's FY17-18 Recommended Budget as these increases were accounted for when the budget was developed.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates HRD's commitment to meet the Board's strategic initiative of attracting, recruiting and retaining a diverse, talented work force that supports the mission of Monterey County.

<input type="checkbox"/>	Economic Development	Infrastructure
<input checked="" type="checkbox"/>	Administration	Public Safety
<input type="checkbox"/>	Health & Human Services	

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cc: Carl P. Holm, Resource Management Agency Director
Steve Vagnini, Assessor Clerk-Recorder
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David Chardavoyne, General Manager-Water Resources Agency