



Legislation Details (With Board Report)

File #: WRAG 18-065 **Name:** Resolution re Parity
Type: WR General Agenda **Status:** Agenda Ready
File created: 4/5/2018 **In control:** Water Resources Agency Board of Directors
On agenda: 4/16/2018 **Final action:**

Title: Consider recommending that the Monterey County Water Resources Agency Board of Supervisors:
a. Adopt a Resolution 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;
b. Authorize the Auditor-Controller’s Office to incorporate approved appropriation and estimated revenue modifications to the Monterey County Water Resources Agency (MCWRA) FY-2017-18 Budget, and the County Administrative Office to reflect these approved changes in the MCWRA FY 2018-19 Adopted Budget;
c. Authorize the Auditor-Controller to make payment to impacted incumbent MCWRA employees, retroactive to July 22, 2017; and
d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

Sponsors:

Indexes:

Code sections:

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

Date	Ver.	Action By	Action	Result
4/16/2018	1	Water Resources Agency Board of Directors		

Consider recommending that the Monterey County Water Resources Agency Board of Supervisors:
a. Adopt a Resolution 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;
b. Authorize the Auditor-Controller’s Office to incorporate approved appropriation and estimated revenue modifications to the Monterey County Water Resources Agency (MCWRA) FY-2017-18 Budget, and the County Administrative Office to reflect these approved changes in the MCWRA FY 2018-19 Adopted Budget;
c. Authorize the Auditor-Controller to make payment to impacted incumbent MCWRA employees, retroactive to July 22, 2017; and
d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency Board of Directors recommend that the Monterey County Board of Supervisors:

a. Adopt a Resolution 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;
- b. Authorize the Auditor-Controller's Office to incorporate approved appropriation and estimated revenue modifications to the FY-2017-18 Budget, and the County Administrative Office to reflect these approved changes in the Monterey County Water Resources Agency (MCWRA) FY 2018-19 Adopted Budget;
- d. Authorize the Auditor-Controller to make payment to impacted incumbent MCWRA employees, retroactive to July 22, 2017; and
- d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

On October 21, 2008, in conjunction with approving a reorganization of the Monterey County Water Resources Agency (MCWRA), the Monterey County Board of Supervisors amended Personnel Policies and Practices Resolution (PPPR) No. 98-394, Appendices A and B, to reflect associated classification changes and additions and salary range and pay premium adjustments based on the recommendations of a 2007 classification study. The study findings established parity among Water Resources Engineering, Hydrologist, and Biologist series classifications and confirmed that the knowledge, skills, abilities, and breadth of duties of the classifications were equitable to the Resource Management Agency's (RMA's) civil engineering classifications, except for the professional licensure requirement. Accordingly, the Senior Water Resources Engineer and Senior Water Resources Hydrologist classification salary ranges were set at five (5%) percent below the Senior Civil Engineer classification, with a five (5%) percent pay premium over the base salary when incumbents attain Professional Engineer or Professional Geologist registration with the State of California, in accordance with PPPR *Section A.9.7, Water Resources Hydrologist and Engineer Professional Certification Premium*. Correspondingly, the Associate Water Resources Engineer, Associate Water Resources Hydrologist, and Associate Water Resources Biologist classifications were set five (5%) percent below the licensed Civil Engineer classification. Alignment of compensation for the Water Resources Engineer, Water Resources Hydrologist, and Water Resources Biologist classifications with the RMA's classification of Assistant Engineer was not addressed.

On July 18, 2017, based on HRD's 2017 RMA Base Salary Compensation and Classification Study findings, the Board of Supervisors approved amending PPPR No. 98-394, Appendix A, to adjust salary ranges for several classifications, including Senior Civil Engineer, Civil Engineer, Assistant Engineer, Engineering Technician, and Engineering Aide I/II/III. This adjustment aligned the County's salary ranges for these classifications with other internal classes and those of comparable outside agencies.

In January 2018, MCWRA requested that HRD conduct an equity salary review for its comparable professional Engineering, Hydrology, and Biologist classification series. HRD's salary comparison between the RMA and MCWRA classifications revealed the following disparity: 1) a 11.09% lower differential in the senior classifications; 2) a 5.26% lower differential in the Civil Engineer classification; and 3) 0.93% lower differential between the Water Resources Engineer/Hydrologist/ Biologist classifications and RMA Assistant Engineer classification.

Based on these findings, it is recommended that the Board of Supervisors amend PPPR No. 98-394, Appendix A, to set the classification salary ranges as follows: 1) Senior Water Resources Engineer and Senior Water Resources Hydrologist at five (5%) percent below the Senior Civil Engineer and the Associate Water Resources Engineer, Associate Water Resources Hydrologist, Associate Water Resources Biologist at five (5%) percent below the Civil Engineer, with a five (5%) percent pay premium over the base salary when incumbents attain

Professional Engineer or Professional Geologist registration with the State of California, in accordance with PPPR Section A.9.7, *Water Resources Hydrologist and Engineer Professional Certification Premium*; and 2) Water Resources Engineer, Water Resources Hydrologist and Water Resources Biologist set equal to Assistant Engineer. These adjustments will ensure equity and align compensation among the subject classifications.

OTHER AGENCY INVOLVEMENT:

MCWRA worked with HRD in the preparation of this report. The County Administrative Office and RMA concur with the recommendations.

FINANCING:

The recommended action requires modification to MCWRA's Fiscal Year 2017-18 Adopted Budget to incorporate the recommended retroactive pay, estimated around \$120,000, to incumbents in the impacted classifications.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration and Infrastructure Strategic Initiatives and demonstrates the County's commitment to attract, recruit, and retain a diverse, highly skilled work force that supports the mission of Monterey County. While this is a County specific initiative to attract, recruit, and retain a diverse and highly skilled workforce, it applies with equal force to the MCWRA.

- Economic Development
- X Administration
- Health & Human Services
- X Infrastructure
- Public Safety

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Approved by: _____
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Attachment:
Board Order
Resolution