



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: March 10, 2026

DATE: February 9, 2026

TO: Board of County Commissioners

FROM: Dwayne Smith, Division Director, Engineering & Capital Projects
Community Services, 775-328-2043, desmith@washoecounty.gov

THROUGH: Eric Crump, Director,
Community Services Dept., 775-328-3625, ecrump@washoecounty.gov

SUBJECT: Recommendation to approve the reclassification of a Hydrogeologist, pay grade 16, to Environmental Engineer II/I, pay grade 16, as reviewed and evaluated by the Job Evaluation Committee (JEC) and authorize Human Resources to make the necessary changes. [No fiscal impact.]
Community Services. (All Commission Districts). FOR POSSIBLE ACTION.

SUMMARY

The Community Services Department requests approval of the reclassification of one (1) Hydrogeologist position to Environmental Engineer II, which has been reviewed and evaluated by the Job Evaluation Committee (JEC). If approved, this reclassification will align the role with the evolving, increasingly multidisciplinary needs of the Remediation Program and more effectively support project management functions, contractor oversight, cost estimating and coordination with regulatory agencies.

Washoe County Strategic Objective supported by this item: Fiscal Sustainability:
Efficient delivery of regional services.

PREVIOUS ACTION

On May 20, 2025, the Board of County Commissioners (Board) adopted the Washoe County Final budget for Fiscal Year 2026 as well as adopting the Capital Improvement Plan (CIP) for Fiscal Years 2026-2030.

BACKGROUND

The Washoe County Personnel Handbook 5.098(4) provides that all recommendations for the creation of a new classification, reclassification, abolishment of an existing classification, consolidation of classifications, alteration of existing classifications or where there is a fiscal impact, must be forwarded to the Board of County Commissioners for final action.

AGENDA ITEM # _____

The incumbent has given notice of retirement allowing realignment of the position to reflect the actual duties being performed prior to filling the vacancy. Reclassifying the position to Environmental Engineer II/I better aligns the role with the evolving, increasingly multidisciplinary needs of the Remediation Program. While hydrogeologic expertise remains important, the program now requires a broader skill set that extends beyond groundwater characterization to include engineering design, regulatory compliance, and oversight of implementation. An Environmental Engineer is qualified to perform a wider range of tasks, including remedial system design and optimization, evaluation of treatment technologies, preparation of engineering plans and specifications, and integration of soil, groundwater, vapor, and surface water remediation strategies. This role can also more effectively support project management functions, contractor oversight, cost estimating, and coordination with regulatory agencies. As remediation projects become more complex and transition from investigation to active remediation and long-term site management, engineering judgment and design capabilities are increasingly critical. Reclassifying the position will improve program flexibility, reduce reliance on external consultants, and ensure the Remediation Program has the technical capacity needed to meet regulatory requirements, schedule demands, and long-term cleanup objectives. Overall, the Environmental Engineer classification reflects the actual duties being performed and positions the program to respond efficiently to changing remediation challenges now and in the future.

The reclassification request was evaluated and approved by the Job Evaluation Committed (JEC) on February 10, 2026.

FISCAL IMPACT

No fiscal impact. Hydrogeologist and Environmental Engineer II positions are both pay grade 16.

RECOMMENDATION

It is recommended the Board of County Commissioners approve the reclassification of a Hydrogeologist, pay grade 16, to Environmental Engineer II/I, pay grade 16, as reviewed and evaluated by the Job Evaluation Committee (JEC) and authorize Human Resources to make the necessary changes [No fiscal impact].

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be: "Move to approve the reclassification of a Hydrogeologist, pay grade 16, to Environmental Engineer II/I, pay grade 16, as reviewed and evaluated by the Job Evaluation Committee (JEC) and authorize Human Resources to make the necessary changes [No fiscal impact]."