

**BOARD RESOLUTION ADOPTING THE COMPLIANCE REVIEW REPORT AND FINDINGS BY THE SPB COMPLIANCE REVIEW DIVISION OF THE DEPARTMENT OF WATER RESOURCES**

**WHEREAS**, the State Personnel Board (SPB or Board) at its duly noticed meeting of October 10, 2013, carefully reviewed and considered the attached Compliance Review Report of the Department of Water Resources submitted by SPB's Compliance Review Division.

**WHEREAS**, the Report was prepared following a baseline review of the Department of Water Resource's personnel practices. It details the background, scope, and methodology of the review, and the findings and recommendations.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board hereby adopts the Report, including all findings and recommendations contained therein. A true copy of the Report shall be attached to this Board Resolution and the adoption of the Board Resolution shall be reflected in the record of the meeting and the Board's minutes.

  
**SUZANNE M. AMBROSE**  
Executive Officer

October 3, 2013

Mr. Mark Cowin  
Director  
Department of Water Resources  
1416 Ninth Street, Room 320  
Sacramento, CA 95814

RE: Compliance Review Report

Dear Mr. Cowin,

The State Personnel Board conducted a baseline compliance review of the Department of Water Resources' examinations during the period of May 1, 2011 through October 31, 2012. The primary objective of the review was to determine if DWR's personnel practices, policies, and procedures complied with state civil service laws and board regulations, and to recommend corrective action where deficiencies were identified.

DWR provided the documents that SPB requested. A cross-section of DWR's examinations was selected for review to ensure that samples of various examinations were analyzed.

The Compliance Review Division (CRD) has found no deficiencies in the review of DWR's administration of examinations. The CRD will submit its findings to the five member State Personnel Board and recommend adoption. The Board will issue a resolution either adopting these findings or issuing its own findings and order. In either event, you will be notified of the Board's action. The final Board action will be posted on the SPB's website.

We greatly appreciated the cooperation and assistance provided by the Department of Water Resources personnel. If you have questions or comments, please contact me at (916) 651-0924.

Sincerely,



James L. Murray  
Compliance Review Division  
State Personnel Board

Mr. Mark Cowin  
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CC: Kathy Aldana, Chief, Human Resources  
Stephanie Varrelman, Equal Employment Opportunity Officer