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**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



FROM: Human Resources Department

SUBMITTAL DATE:
February 3, 2011

SUBJECT: Classification and Compensation recommendations regarding supervisory classification salary issues, and amend Ordinance No. 440 pursuant to Resolution No. 440-8859 submitted herewith

RECOMMENDED MOTION: That the Board approve the recommendations outlined in the attached Resolution No. 440-8859.

BACKGROUND: The 2010 – 2011 Memorandum of Understanding (MOU) with the Service Employees International Union, Local 721 (SEIU), resolved 52 supervisory classification salary issues. The MOU also stipulated that the County would conduct studies to resolve future salary issues identified by either the County or SEIU. On December 14, 2010, the Board approved Resolution No. 440-8847, which made salary adjustments for nine classifications. SEIU has now identified an additional five classifications with salary issues to be resolved in accordance with the terms of the MOU.

Barbara A. Olivier
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$48,912	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$278	Budget Adjustment:	No
	Annual Net County Cost:	\$668	For Fiscal Year:	2010/11

SOURCE OF FUNDS: Department Funds	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: APPROVE

BY: Elizabeth J. Olson

County Executive Office Signature

- Consent
- Policy
- Consent
- Policy

Dept Recomm.:
Per Exec. Ofc.:

Prev. Agn. Ref.: | District: ALL | Agenda Number:

3.21

SEIU Supervisory Classification Salary Compaction

The SEIU MOU defines salary compaction as an SEIU supervisory (SES) classification's maximum base salary being less than five and one-half percent (5.5%) above the maximum base salary of the highest paid subordinate classification. In order to resolve compaction, HR recommends following the method outlined in the MOU Article 30, Section C 'Parity Studies.' Depending on the extent of compaction, this method eliminates it either by adding salary steps, at approximately 2.71% each, to the maximum of the SES classification's salary plan/grade, and/or increasing the salary plan/grade by a specified percent. In order to comply with an SEIU Side Letter dated December 1, 2010, it is recommended that compaction adjustments become effective retroactively the first day of the pay period following SEIU's notification of this compaction to HR.

The following salary adjustments are recommended:

1. Assistant Chief of Respiratory Therapy: From salary plan/grade SEU 475/L11 (\$50,305 - \$65,544) to SEU 549/L13 (\$55,192 - \$75,904). This adjustment adds 15.8% to the salary maximum and adds two salary steps to the top of the range. The sole incumbent would remain at L10 of this new salary plan, which is an increase from \$63,815 to \$70,087 per year, or a 9.8% increase. It is recommended that this increase be effective retroactive to December 16, 2010.
2. Traffic Signal Supervisor: From salary plan/grade DTS 549/L15 (\$54,711 - \$79,353) to SEU 613/L13 (\$60,853 - \$83,718). This adjustment adds two salary steps, or approximately 5.5% to the top of the salary plan, and removes L1 through L4 'Difficult to Recruit' salary steps. It is recommended that the sole incumbent, assigned to the top salary step of this classification, be granted a two-step salary advance effective retroactive to January 13, 2011.
3. Principal Engineering Technician: From salary plan/grade SEU 612/L13 (\$60,841 - \$83,694) to SEU 612/L15 (\$60,746 - \$88,129). This adjustment is required due to the Traffic Signal Supervisor classification adjustment listed in item two above, which would create approximately 5.53% compaction with this classification. This adjustment adds approximately 5.53% to the salary maximum and adds two steps to the top of the range. There are 15 incumbents assigned to the top salary step of this classification, and it is recommended that they be granted a two-step salary advance effective retroactive to January 13, 2011.
4. Principal Engineering Technician PLS/PE: From salary plan/grade SEU 636/L15 (\$60,866 - \$88,304) to SEU 641/L15 (\$64,083 - \$92,984). This adjustment would maintain the 5.5% salary difference between this professionally certified level classification and the non-certified Principal Engineering Technician classification listed in item three above. This adjustment increases the salary range by approximately 5.53%. It is recommended that this adjustment be effective retroactive to January 13, 2011. There are two incumbents assigned to this classification.
5. Principal Engineering Technician - WRMD: From salary plan/grade WMM 144/L13 (\$60,841 - \$83,694) to WMM 153/L13 (\$64,058 - \$88,129). This adjustment would restore salary parity with the Principal Engineering Technician classification listed in item three above. This adjustment adds approximately 5.53% to the salary range. It is recommended that this adjustment be effective retroactive to January 13, 2011. There are two incumbents assigned to this classification.

IMPLEMENTATION

The annual cost of implementing these recommendations, including benefits, will be \$129,316. The total cost for Fiscal Year 2010/2011, including benefits, will be \$48,912 with a Net County Cost of \$278. The affected departments have sufficient funds for implementation.

1 RESOLUTION NO. 440-8859

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3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on _____, 2011, that pursuant to Section 8(c) of Ordinance
5 No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the
6 Class and Salary Listing of Ordinance No. 440, with an operative date *retroactive* to *December 16, 2010*,
7 as follows:

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9 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
10 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
98756	Assistant Chief of Respiratory Therapy	SEU 475/L11	SEU 549/L13

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13 BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Assistant
14 County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing
15 of Ordinance No. 440, with an operative date *retroactive* to *January 13, 2011*, as follows:

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17 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
18 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
97434	Principal Engineering Technician	SEU 612/L13	SEU 612/L15
97438	Principal Engineering Technician PLS/PE	SEU 636/L15	SEU 641/L15
80093	Principal Engineering Technician – WRMD	WMM 144/L13	WMM 153/L13
97383	Traffic Signal Supervisor	DTS 549/L15	SEU 613/L13

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