

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

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FROM: Human Resources Department

SUBMITTAL DATE:
September 12, 2012

SUBJECT: Classification and Compensation recommendation regarding supervisory class salary compaction issue and amend Ordinance 440 pursuant to Resolution No. 440-8891 submitted herewith.

RECOMMENDED MOTION: That the Board of Supervisors approve the recommendation outlined in the attached Resolution No. 440-8891.

BACKGROUND: The 2012 Service Employees International Union (SEIU), Local 721 Comprehensive Settlement Agreement covering the 2012 - 2016 contract term, stipulates that the County would resolve future salary compaction issues identified by either the County or SEIU. In accordance with the terms of the MOU, this request addresses a salary compaction issue affecting Purchasing & Fleet Services Department, Garage Branch Supervisor job classification.

Departmental Concurrence

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

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 0	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	2012/13

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:
Ivan M. Chand 9/17/2012

County Executive Office Signature

- Consent
- Policy
- Consent
- Policy

Dep't Recomm.:
Per Exec. Ofc.:

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

BACKGROUND continued:

SEIU Supervisory Class Salary Compaction

The SEIU MOU defines salary compaction as any supervisory 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 class. To resolve compaction, Human Resources recommends following the method outlined in SEIU's Comprehensive Settlement Agreement, dated February 9, 2012, Article 30 Parity Studies, Section 2 A (b). Depending on the extent of the compaction, this method either adds salary steps at approximately 2.71% each to the maximum of the classification's salary grade, and/or increases the salary grade by a specified percentage. To comply with SEIU's Comprehensive Settlement Agreement, compaction adjustments should become effective the first day of the pay period within sixty (60) days of the date the SEIU Compaction Evaluation Form was submitted to the County of Riverside's Human Resources Department.

The following salary adjustment is recommended:

Garage Branch Supervisor: From salary plan/grade SEU 302/L15 (\$37,455 - \$54,507) to SEU 302/L17 (\$37,455 - \$57,505). This adjustment adds two (2) additional salary steps, an approximate 5.5% to the top of the salary grade and resolves the 2.79% salary compaction between the classifications of Garage Branch Supervisor and the highest paid subordinate Automotive Mechanic III - Certified. It is recommended that the two incumbents assigned to the current top salary step of this job classification be granted a two-step increase retroactive to June 28, 2012.

IMPLEMENTATION:

There is no Net County Cost. The total department cost of implementing this recommendation, including benefits is \$4,158. The affected department is an Internal Service Fund department and has sufficient funds for implementation.

1 RESOLUTION NO. 440-8891

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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 September 25, 2012, that pursuant to Section 8(c) of Ordinance No. 440, the
5 Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and
6 Salary Listing of Ordinance No. 440, with an operative date *retroactive to June 28, 2012*, as follows:

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<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
66414	Garage Branch Supervisor	SEU 302/L15	SEU 302/L17

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