

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

429



FROM: Human Resources Department

SUBMITTAL DATE:
August 27, 2014

SUBJECT: Approval of Classification and Compensation recommendations regarding supervisory classification salary compaction with Service Employees International Union, Local 721; and amend Ordinance No. 440 pursuant to Resolution No. 440-8979 [Districts-All] [Total Estimated Cost - \$62,863] [Department Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:
1. Amend Ordinance No. 440 pursuant to Resolution No. 440-8979.

BACKGROUND:

Summary

On June 17, 2014, the Board approved Resolution No. 440-8963 (Agenda Item 3-33), which made salary adjustments to eighteen (18) classifications in the Service Employees International Union, Local 721 (SEIU), 16 of which were due to compaction and two of which were at the recommendation of Human Resources. Three additional classifications are recommended for adjustment due to compaction.

Departmental Conference

Michael T. Stock
Asst. County Executive Officer/
Human Resources Director

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ 26,310	\$ 36,552	\$ 62,863	\$	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$	
SOURCE OF FUNDS: Departmental Budgets				Budget Adjustment: No	
				For Fiscal Year: 2014/15	

C.E.O. RECOMMENDATION: APPROVE
BY: Samuel Wong 9/2/14
Samuel Wong
County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

- Positions Added
- Change Order
- A-30
- 4/5 Vote

Prev. Agn. Ref.: 06/17/14; 3-33 | **District:** ALL | **Agenda Number:**

3-68

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
FORM 11: Approval of Classification and Compensation recommendations regarding supervisory
classification salary compaction with Service Employees International Union, Local 721; and amend
Ordinance No. 440 pursuant to Resolution No. 440-8979 [Districts-All] [Total Estimated Cost - \$62,863]
[Department Budgets]**

DATE: August 27, 2014

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BACKGROUND:

Summary (continued)

The SEIU MOU defines salary compaction as a supervisory classification's maximum base salary being less than five and one-half percent (5.5%) above the maximum base salary available to the highest paid subordinate classification. In order to resolve compaction, Human Resources recommends following the method outlined in Article 30, Section 2. Salary Compaction of the SEIU MOU. Depending on the percentage of compaction, this method either adds salary steps at approximately 2.71% or 5.5% to the maximum of the respective salary plan/grade and/or increases the salary plan/grade by a specified percentage. To comply with the SEIU MOU, adjustments to supervisory classifications will become effective the first day of the pay period within sixty (60) days of submission to the County.

The following recommended salary adjustment shall be retroactive to December 12, 2013:

Senior Automotive Equipment Parts Storekeeper: From salary plan/grade SEU 214/L14 (\$32,472 - \$45,941) to SEU 234/L16 (\$33,680 - \$50,066). This adjustment adds approximately 8.98% to the salary maximum and adds two salary steps to the top of the range. It is recommended that the current incumbent be placed at the top step of the salary plan/grade effective December 12, 2013. The increases afforded to the old salary plan/grade will be afforded to the new salary plan/grade effective June 26, 2014.

The following recommended salary adjustment shall be effective September 4, 2014:

Technical Engineering Unit Supervisor: From salary plan SEU 653/L21 (\$64,308 - \$109,893) to SEU 653/L22 (\$64,308 - \$112,872). This adjustment adds one salary step, or approximately 2.71%. It is recommended that the five incumbents at the top step of this classification as of September 4, 2014 be granted a one-step increase. Incumbents who are not at top step effective September 4, 2014 shall be considered for an increase upon their anniversary date.

The following recommended salary adjustment shall be effective October 16, 2014:

IT Supervising Systems Operator: From salary plan ITS 413/L14 (\$58,532 - \$90,798) to ITS 413/L16 (\$58,532 - \$95,786). This adjustment adds two salary steps, or approximately 5.5%. It is recommended that the two incumbents who are not at top step shall be considered for an increase upon their anniversary dates.

SEIU concurs with the suggested compaction adjustments.

Impact on Residents and Businesses

The proposed step increases will not have any impact on private residents or businesses.

ATTACHMENTS:

A. Resolution No. 440-8979

