

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

274



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
November 13, 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. 440-8984. [Districts - All] [Total Estimated Cost - \$14,897] [Department Budgets]

**RECOMMENDED MOTION:** That the Board of Supervisors:  
1. Amend Ordinance No. 440 pursuant to Resolution No. 440-8984.

**BACKGROUND:**

**Summary**

On September 18, 2014, Service Employees International Union, Local 721 (SEIU), requested the review of two supervisory classifications to determine if compaction was occurring. After reviewing the classifications and determining that compaction was present, it is the recommendation of Human Resources to adjust the salary plans/grades of these classifications.

Departmental Concurrence

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost:</b>	<b>POLICY/CONSENT (per Exec. Office)</b>
<b>COST</b>	\$ 5,149	\$ 9,748	\$ 14,897	\$	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$	
<b>SOURCE OF FUNDS:</b> Departmental Budgets				<b>Budget Adjustment:</b> No	
				<b>For Fiscal Year:</b> 2014/15	

**C.E.O. RECOMMENDATION:** APPROVE

BY:   
Samuel Wong

County Executive Office Signature

**MINUTES OF THE BOARD OF SUPERVISORS**

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

**Prev. Agn. Ref.:**

**District:** ALL

**Agenda Number:**

**3-72**

**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. 440-8984. [Districts – All] [Total Estimated  
Cost - \$14,897] [Department Budgets]**

**DATE: November 13, 2014**

**PAGE: 2 of 2**

**BACKGROUND:**

**Summary (continued)**

The SEIU Memorandum of Understanding (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 adjustments shall be effective November 27, 2014:

**Supervising Building Inspector:** From salary plan/grade SEU 592/L16 (\$57,351 - \$85,732) to SEU 591/L18 (\$57,351 - \$90,419). This adjustment adds two (2) salary steps, or approximately 5.5%. It is recommended that the single incumbent at the top step of this classification be granted a two-step increase effective November 27, 2014.

**Supervising Land Use Technician:** From salary plan/grade SEU 475/L16 (\$49,459 - \$73,888) to SEU 475/L17 (\$49,459 - \$75,879). This adjustment adds one salary step, or approximately 2.71%. It is recommended that the single incumbent at the top step of this classification be granted a one-step increase effective November 27, 2014.

The Human Resources Department has contacted SEIU and both parties agree on the adjustments to salary outlined in this Form 11 and addressed in the following resolution.

**Impact on Residents and Businesses**

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

**ATTACHMENTS:**

**A. Resolution No. 440-8984**

