

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



FROM: Human Resources Department

SUBMITTAL DATE:
June 14, 2011

SUBJECT: Classification and Compensation recommendations regarding supervisory class salary issues and amend Ordinance No. 440 pursuant to Resolution No. 440-8863 submitted herewith.

RECOMMENDED MOTION: That the Board of Supervisors approve the recommendations outlined in the attached Resolution No. 440-8863.

BACKGROUND: The 2010 – 2011 Memorandum of Understanding (MOU) with the Service Employees International Union, Local 721 (SEIU), resolved 52 supervisory class 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 and February 15, 2011, the Board approved Resolutions No. 440-8847 and 440-8859, which made salary adjustments for 14 classes. This request addresses salary issues for an additional four classes to be resolved in accordance with the terms of the MOU.

Departmental Concurrence

Barbara A. Olivier

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

FINANCIAL DATA	Current F.Y. Total Cost:	\$9,897	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	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

County Executive Office Signature BY: *Elizabeth J. Olson*
Elizabeth J. Olson

- Policy
- Policy
- Consent
- Consent

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Buster, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-8863 is adopted as recommended.

Ayes: Buster, Tavaglione, Stone, Benoit and Ashley
Nays: None
Absent: None
Date: June 28, 2011
xc: HR, SEIU, Auditor(2)

Kecia Harper-Ihem
Clerk of the Board

By: *Karl Barten*
Deputy

Prev. Agn. Ref.: 12/17/2010 B.A. District: ALL Agenda Number: 3.74
2/15/2011 3.21

3.74

SEIU Supervisory Class Salary Compaction

The SEIU MOU defines salary compaction as an SEIU supervisory (SES) class'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 Article 30, Section C 'Parity Studies,' of the MOU. Depending on the extent of compaction, this method either adds salary steps at approximately 2.71% each to the maximum of the SES class's salary plan/grade, and/or increases the salary plan/grade by a specified percent. To comply with SEIU Side Letter dated December 1, 2010, compaction adjustments should become effective retroactively to the first day of the pay period following SEIU's notification to HR. Those compaction issues discovered by the County would have their adjustments become effective the start of pay period 14, June 16, 2011.

The following salary adjustments are recommended:

1. Building Services Engineer: From salary plan/grade SEU 473/L13 (\$50,022 - \$68,776) to SEU 473/L14 (\$50,022 - \$70,640). This adjustment adds one salary step to the top of the range. There are seven incumbents assigned to the top salary step of this classification who would be assigned to the new top step. It is recommended that this increase be effective retroactive to February 10, 2011.
2. Senior Surveyor: From salary plan/grade SEU 670/L11 (\$68,024 - \$88,745) to SEU 685/L13 (\$71,263 - \$98,063). This adjustment adds 10.5% to the salary maximum and adds two salary steps to the top of the range. The sole incumbent, currently assigned to Step 11, would be re-assigned to Step 12 of this new salary plan. It is recommended that this increase be effective June 16, 2011.
3. Senior Land Surveyor: From salary plan/grade SEU 686/L11 (\$71,717 - \$93,567) to SEU 696/L11 (\$79,302 - \$103,485). This adjustment is recommended due to the Senior Surveyor classification adjustment listed in item two above. The Senior Land Surveyor is the professionally certified level of the Senior Surveyor class. It is recommended to restore the 5.5% salary difference between these classes to maintain the incentive for Senior Surveyors to become professionally certified and qualify for Senior Land Surveyor. This adjustment adds approximately 10.6% to the salary maximum. There are four incumbents assigned to this class, and they would be assigned to the new equivalent steps effective June 16, 2011.
4. Supervising Land Surveyor: From salary plan/grade SEU 698/L11 (\$81,932 - \$106,918) to SEU 699/L12 (\$81,932 - \$109,816). This adjustment adds one salary step to the top of the range. There is one incumbent assigned to the top salary step of this class, and he would be assigned to the new top step effective June 16, 2011.

IMPLEMENTATION

The annual cost of implementing these recommendations, including benefits, will be \$85,873. The total cost for Fiscal Year 2010/2011, including benefits, will be \$9,897 with no Net County Cost. The affected departments have sufficient funds for implementation.

1 RESOLUTION NO. 440-8863

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on June 28, 2011, that pursuant to Section 8(c) of
5 Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to
6 amend the Class and Salary Listing of Ordinance No. 440, with an operative date *retroactive to February*
7 *10, 2011*, as follows:

8 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
62755	Building Services Engineer	SEU 473/L13 (\$50,022-68,776)	SEU 473/L14 (\$50,022-70,640)

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13 BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County
14 Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of
15 Ordinance No. 440, with an operative date *retroactive to June 16, 2011*, as follows:

16 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
17 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
76484	Senior Land Surveyor	SEU 686/L11 (\$71,717-93,567)	SEU 696/L11 (\$79,302-103,485)
76483	Senior Surveyor	SEU 670/L11 (\$68,024-88,745)	SEU 685/L13 (\$71,263-98,063)
76403	Supervising Land Surveyor	SEU 698/L11 (\$81,932-106,918)	SEU 699/L12 (\$81,932-109,816)

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22 ROLL CALL:

23 Ayes: Buster, Tavaglione, Stone, Benoit, and Ashley
24 Nays: None
Absent: None

25
26 The foregoing is certified to be a true copy of a resolution duly
adopted by said Board of Supervisors on the date therein set forth.

27 /kc
06/01/2011

KECIA HARPER-IHEM, Clerk of said Board

28 440 Resolutions\KC

By: _____
Deputy