

**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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ 5,149	\$ 9,748	\$ 14,897	\$	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: 11/17/14
Samuel Wong

County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Ashley, seconded by Supervisor Jeffries and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-8984 is adopted as recommended.

Ayes: Jeffries, Stone, Benoit and Ashley
Nays: None
Absent: Tavaglione
Date: November 24, 2014
xc: HR, Auditor

Kecia Harper-Ihem
Clerk of the Board
By: Deputy

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

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

1 RESOLUTION NO. 440-8984

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on November 24, 2014, 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, operative at the beginning of the pay period following the date of
7 approval, as follows:

8	Job		From Salary	To Salary
9	<u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
10	33236	Supervising Building Inspector	SEU 592/L16 (\$57,351 – \$85,732)	SEU 591/L18 (\$57,351 – \$90,419)
11	33253	Supervising Land Use Technician	SEU 475/L16 (\$49,459 – \$73,888)	SEU 475/L17 (\$49,459 – \$75,879)
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14				

15 ROLL CALL:

16 Ayes: Jeffries, Stone, Benoit and Ashley
17 Nays: None
Absent: Tavaglione

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

20 KECIA HARPER-IHEM, Clerk of said Board

21 By  _____

Deputy

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27 /kc

11/12/2014

440 Resolutions\KC