

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

718



FROM: Human Resources Department

SUBMITTAL DATE:
April 14, 2015

SUBJECT: Approval of Classification and Compensation recommendation regarding Equipment Fleet Supervisor classification salary compaction; and amend Ordinance No. 440 Pursuant to Resolution No. 440-8997. [District- All] [Total Estimated Cost - \$3,416] [Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:
1. Amend Ordinance No. 440 pursuant to Resolution No. 440-8997.

BACKGROUND:

Summary

On February 24, 2015, Service Employees International Union, Local 721 (SEIU) requested the review of the Equipment Fleet Supervisor classification to determine if compaction was occurring with the current subordinate classification of Equipment Service Supervisor. Based upon the review of the classification and subordinate reporting relationship, it has been determined that the Equipment Fleet Supervisor is compacted by approximately 2.6% with the subordinate Equipment Service Supervisor. Therefore, it is the recommendation of Human Resources to adjust the salary plan/grade of this classification accordingly.

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	\$ 497	\$ 2,919	\$ 3,416	\$	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0	
SOURCE OF FUNDS: Department Budget				Budget Adjustment: No	
				For Fiscal Year: 2014/15	

C.E.O. RECOMMENDATION:

APPROVE

BY:
Lari Sioson

County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Benoit, seconded by Supervisor Tavaglione and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-8997 is adopted as recommended.

Ayes: Jeffries, Tavaglione, Washington, Benoit and Ashley
Nays: None
Absent: None
Date: April 28, 2015
xc: HR

Kecia Harper-Ihem
Clerk of the Board
By:
Deputy

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

Prev. Agn. Ref.: _____ **District:** All **Agenda Number:** _____

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
FORM 11: Approval of Classification and Compensation recommendation regarding Equipment
Fleet Supervisor classification salary compaction; and amend Ordinance No. 440 Pursuant to
Resolution No. 440-8997. [District- All] [Total Estimated Cost - \$3,416] [Department Budget]**

DATE: April 14, 2015

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. Based on the percentage of compaction, this method will add one salary step at approximately 2.71% to the maximum of the newly assigned salary plan/grade.

Classification Causing Compaction: Utilizing the recommended compaction solution above will allow an approximate 5.6% between the maximum base salary of the highest paid subordinate classification of Equipment Service Supervisor (\$46,983 - \$76,063), which is causing the compaction, and the higher level Equipment Fleet Supervisor (\$52,323 - \$78,224) classification. To comply with the SEIU MOU, the adjustment to the Equipment Fleet Supervisor 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 effective April 30, 2015:

Equipment Fleet Supervisor: From salary plan/grade SEU 514/L16 (\$52,323 - \$78,224) to SEU 515/L17 (\$52,323 - \$80,332). 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 April 30, 2015.

The Human Resources Department has contacted SEIU and both parties agree on the adjustments to salary as outlined in this Form 11 and addressed in Resolution No. 440-8997.

Impact on Residents and Businesses

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

ATTACHMENTS:

- A. Resolution No. 440-8997

RESOLUTION NO. 440-8997

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on April 28, 2015, that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
66475	Equipment Fleet Supervisor	SEU 514/L16	SEU 515/L17

ROLL CALL:

Ayes: Jeffries, Tavaglione, Washington, Benoit and Ashley
 Nays: None
 Absent: None

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.

KECIA HARPER-IHEM, Clerk of said Board

By [Signature]
Deputy

/kc
03/26/2015
440 Resolutions\KC