

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



ITEM
3.37
(ID # 8498)

MEETING DATE:

Tuesday, December 4, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Recommendation for Parity Adjustment of the Park Maintenance Supervisor-Parks; and amend Ordinance No. 440 pursuant to Resolution No. 440-9098 submitted herewith, All Districts. [Cost - \$2,424 Current Year, \$4,274 Ongoing] [Source of Funds - Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustment for the Park Maintenance Supervisor-Parks; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9098 submitted herewith.

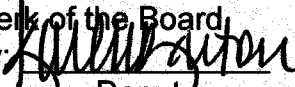
ACTION: Policy


Brenda Diekmann, Assistant CEO / Human Resources Director 11/20/2018

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9098 is adopted as recommended.

Ayes: Jeffries, Tavaglione, Washington, Perez and Ashley
Nays: None
Absent: None
Date: December 4, 2018
xc: HR

Kecia Harper-Ihem
Clerk of the Board
By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 2,424	\$ 0	\$ 0	\$ 4,274
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Departmental Budget			Budget Adjustment: No	
			For Fiscal Year: 18/19	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Regional Park and Open-Space District's mission is to acquire, protect, develop, manage, and interpret for the inspiration, use, and enjoyment of all people, a well-balanced system of park related places of outstanding scenic, recreational, and historic importance. The District has three major Bureaus consisting of Parks and Resources, Planning and Development, and Business Services that all work collaboratively to support this mission.

Recently, the District requested a classification study of an employee within the Planning and Development Bureau who was performing duties outside of the scope of their classification. Upon the conclusion of the study, it was recommended that the incumbent be reclassified to the supervisory level classification of Park Maintenance Supervisor-Parks. However, further review revealed that the recommended supervisory classification would have resulted in a demotion for the employee since the max rate of the current classification was higher than that of the supervisory classification. A salary adjustment to the Park Maintenance Supervisor-Parks classification would alleviate future compaction concerns with subordinate classifications.

A market review of the Park Maintenance Supervisor-Parks classification (Attachment B) illustrated that the salary was below market by -20% at the minimum of the range, and - 4.95% at the maximum end of the range compared to the surrounding counties. Based on the study findings, as well as the compaction review, it is recommended that a parity adjustment be made to the Park Maintenance Supervisor-Parks classification to bring the salary up to the current market average. This will allow County of Riverside to recruit and retain the best talent by adequately compensating employees for their work.

Salary Adjustment:

Park Maintenance Supervisor-Parks: It is recommended to adjust the salary plan/grade from PKS 101/L18 (\$37,878-\$59,671) to salary plan/grade PKS 104/L14 (\$44,859 - \$63,316). There is one incumbent currently in this classification. Adjusting the range will result in an increase for the existing incumbent of approximately \$2,424 for the remaining of FY 18/19.

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ATTACHMENTS:

- A. Resolution No. 440-9098**
- B. Park Maintenance Supervisor Market Data**

RESOLUTION NO. 440-9098

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on December 4, 2018, 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 the beginning of the pay period following approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
85026	Park Maintenance Supervisor-Parks	PKS 101/L18	PKS 104/L14

ROLL CALL:

Ayes: Jeffries, Tavaglione, Washington, Perez 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 Kecia Harper-Ihem
Deputy

/kc
11/19/2018
440 Resolutions\KC

External Market Survey Data

Park Maintenance Supervisor- Parks

Riv Co Class Code: 85026

Jurisdiction	Title	Min Salary	Max Salary	Spread
Los Angeles County	Regional Park Superintendent I	\$52,665	\$69,075	31.16%
Orange County	Park Maint. Supv. II	\$44,013	\$59,010	34.07%
San Bernardino County	Assistant Park Superintendent	\$48,069	\$65,978	37.26%
San Diego County	Senior Park Maintenance Worker	\$44,075	\$54,142	22.84%
Ventura County	Maintenance Supervisor	\$49,400	\$65,692	32.98%
	County Mean:	\$47,644	\$62,779	31.77%
	County Median:	\$48,069	\$65,692	36.66%
Riverside County	Park Maintenance Supervisor-Parks	\$37,878	\$59,671	57.53%
	Dollar Difference from Mean:	-\$9,766	-\$3,108	
	Percentage difference from mean:	-20.50%	-4.95%	
	Dollar difference from median:	-\$10,191	-\$6,021	
	Percentage difference from median:	-21.20%	-9.17%	

Notes:

Run Date: 9/27/2018

Date Prepared/Revised: 9/28/2018

By: