

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



ITEM
3.14
(ID # 10042)

MEETING DATE:

Tuesday, June 11, 2019

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Classification and Compensation recommendation to approve the salary adjustment for the Temporary Assistant - Professional Student Intern classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9114 submitted herewith; All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustment for the Temporary Assistant - Professional Student Intern classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9114.

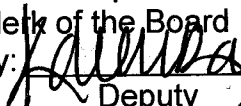
ACTION:


Brenda Diederichs, Assistant CEO / Human Resources Director 6/4/2019

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9114 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: June 11, 2019
xc: HR

Kecia Harper
Clerk of the Board
By: 
Deputy

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STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: N/A			Budget Adjustment:	No
			For Fiscal Year:	18/19

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Human Resources Classification and Compensation Division received a request to review the salary range of the Temporary Assistant – Professional Student Intern classification from the Educational Support Program due to the recent increase to \$12.00 an hour for the minimum wage.

The Educational Support Program is a leader in innovative professional development services that focuses on educating our own employees, building partnerships, and eliminating the existing skills and knowledge gap in today's workforce. The Student Internship program offers a unique, hands-on experience that complements classroom knowledge and serves as a foundation to launch a successful public service career.

In 2016, Governor Brown signed Senate Bill 3 (SB 3), that approved incrementally increasing the minimum wage in California up to \$15.00 per hour by the year 2022. Businesses considered large with 26 or more employees began complying with SB 3 on January 1, 2017, including Riverside County. Effective January 1, 2019, the minimum hourly rate for employees within large businesses increased to \$12.00.

The Student Intern program's method of paying Temporary Assistant - Professional Student Interns is based on the number of semesters and/or units completed. Presently, the intern pay is structured to provide greater compensation for higher levels of education and for more desirable fields of study (i.e., engineering and information technology), with high school students or recent graduates earning the minimum of the range and doctoral students earning the max of the range. The salary plan/grade EXE 136 was created specifically for the intern program and is just broad enough to contain all intern pay rates. Therefore, any increase to the bottom of the range ultimately affects the entire pay structure. With the recent minimum wage increase, all intern pay rates were adjusted up by \$1.00 to preserve the relative pay differences, except for doctoral student pay because it was constrained by the top of the range. Consequently, the 6.5% spread between master's-level interns and doctoral-level interns was reduced to 1.2%. In order to restore operational functionality to the intern pay grade and maintain pay equity among interns, it is recommended to adjust the max of the EXE 136 salary range by \$1.00, equivalent to the minimum wage increase.

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SALARY ADJUSTMENTS

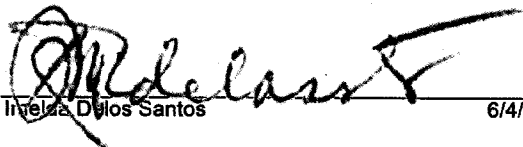
Temporary Assistant - Professional Student Intern: It is recommended to grant this classification an approximate 5.2% salary adjustment from salary plan/grade EXE 136 (\$24,960 - \$39,998) to EXE 136 (\$24,960 - \$42,078). The proposed salary adjustment will maintain the salary spread between the intern levels. There are currently no doctoral incumbents.

Impact on Residents and Businesses

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

ATTACHMENT:

- A. Resolution No. 440-9114


Inez D. Santos 6/4/2019

REVISED

RESOLUTION NO. 440-9114

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on June 11, 2019, 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>
13896	Temporary Assistant - Professional Student Intern	EXE 138 (\$24,960 - \$39,998)	EXE 140 (\$24,960 - \$42,078)

ROLL CALL:

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
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 R. Harper, Clerk of said Board

By 
Deputy

/kc
Revised
06/18/2019

Item 3.14
06/11/2019

/kc
05/28/2019
440 Resolutions\KC

06.11.19

3.14