

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



ITEM: 3.34

(ID # 17840)

MEETING DATE:

Tuesday, December 14, 2021


FROM : HUMAN RESOURCES AND Transportation; Flood Control; Waste Resources :

SUBJECT: HUMAN RESOURCES, TRANSPORTATION, FLOOD CONTROL, AND WASTE RESOURCES: Classification & Compensation recommendation to adjust the salaries of engineering classifications; grant equity increases to eligible incumbents; and amend Ordinance No. 440 pursuant to Resolution No. 440-9234 submitted herewith, All Districts. [Total Cost-\$941,306; 100% Department Budgets]

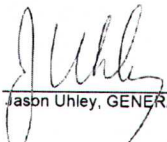
RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve minimum salary adjustments for engineering classifications.
2. Approve a maximum salary adjustment for the Associate Civil Engineer classification.
3. Approve equity increases for eligible engineer incumbents.
4. Amend Ordinance No. 440 pursuant to Resolution No. 440-9234.

ACTION:Policy


Brenda Diederichs, Assistant CEO / Human Resources Director 11/30/2021


Mark Lancaster, Director of Transportation 12/1/2021

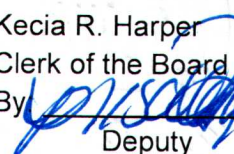

Jason Uhley, GENERAL MGR-CHF FLD CNTRL ENG 12/6/2021


Hans Kemkamp, General Manager - Chief Engineer 12/6/2021

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, seconded by Supervisor Spiegel and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9234 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: December 14, 2021
xc: HR, Flood, Trans. Waste

Kecia R. Harper
Clerk of the Board
By 
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 584,245	\$ 357,061	\$ 941,306	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Departmental			Budget Adjustment: No	
			For Fiscal Year: 21/22	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Departments within the County's Public Works & Community Services Portfolio provide an array of critical services which are essential to the quality of life, safety, and well-being of County residents and visitors. The Transportation Department oversees the design, operation, construction, and maintenance of county infrastructure. The Flood Control District is responsible for stormwater management including planning and operating regional storm drains, channels, and levees. The Department of Waste Resources protects the health of the general public by managing the County's solid waste system and ensuring all applicable local, state, federal, and land use regulations are met. Effective management of public works projects in these departments requires a full staff of Engineers to complete the necessary tasks, meet project deadlines, and oversee assigned work. However, a competitive market in the engineering field and the County's delay in pursuing salary adjustments for engineers have contributed to various, ongoing operational difficulties for these departments. The departments report that stagnant starting rates have made it difficult to land top candidates in the recruitment process, especially for the entry levels. Additionally, although revenues and funds continue to increase for these departments, staffing at the experienced levels has declined over the past decade. The shortage in experienced engineers greatly hinders the departments' ability to meet strategic goals, deliver projects on time, and to bring more engineering work to the County.

Given these difficulties, Transportation, Flood Control, and Waste Resources jointly requested a market study of the following engineering classifications: Junior Engineer, Assistant Engineer, Assistant Civil Engineer, Associate Engineer, Associate Civil Engineer, Senior Civil Engineer, and Engineering Project Manager. Previous market reviews using standard methods failed to yield results that would meaningfully address the salary concerns for these classifications as the surveys failed to include the primary public agencies recruiting engineers in our area. The current study utilized an expanded market approach targeted at addressing the Portfolio's specific concerns with improving the County's competitiveness in attracting and retaining top talent.

The study performed by the Classification & Compensation Unit included collecting data from the surrounding 5 jurisdictions as well as 6 other agencies identified as regional competitors. Those agencies were: Caltrans, Riverside County Transportation Commission, Western Municipal Water District, Eastern Municipal Water District, the City of Riverside, and the City of Corona. The study found market deficiencies for each of Riverside County's engineering classifications, particularly at the minimum. While the data show that max rates of the classifications are also trailing the market, the most recently approved SEIU MOU and

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

Management Resolution included provisions over the next two years that will address the market deficiencies at the maximum. By 2023, 4.5% will be added to the max salary of each classification. In all cases except for the Associate Civil Engineer, these max salary increases will align each classification to the current market within about 1%. As such, the recommendations outlined below will focus mostly on minimum salary increases.

The following salary adjustments are requested based on benchmarking the Associate Civil Engineer minimum salary to the market average and building sensible progressions for the rest of the series.

Salary Adjustments:

Junior Engineer: From salary plan/grade ESEU 417 (\$60,863 - \$90,046) to salary plan/grade ESEU 423 (\$73,555 - \$90,046). This adjustment increases the minimum salary by approximately 20.9%.

Assistant Engineer: From salary plan/grade SEU 417 (\$68,016 - \$100,705) to salary plan/grade SEU 483 (\$78,704 - \$100,705). This adjustment increases the minimum salary by approximately 15.7%.

Assistant Civil Engineer: From salary plan/grade SEU 446 (\$71,716 - \$106,212) to salary plan/grade SEU 507 (\$84,213 - \$106,212). This adjustment increases the minimum salary by approximately 17.4%.

Associate Engineer: From salary plan/grade SEU 470 (\$75,645 - \$111,998) to salary plan/grade SEU 523 (\$90,108 - \$111,998). This adjustment increases the minimum salary by approximately 19.1%.

Associate Civil Engineer: From salary plan/grade SEU 485 (\$79,718 - \$118,083) to salary plan/grade SEU 537 (\$96,416 - \$120,799). This adjustment increases the minimum salary by approximately 20.9% and the maximum salary by approximately 2.3%.

Senior Civil Engineer: From salary plan/grade SEUS 560 (\$91,076 - \$134,932) to salary plan/grade SEUS 584 (\$103,165 - \$134,932). This adjustment increases the minimum salary by approximately 13.3%.

Engineering Project Manager: From salary plan/grade MRP 479 (\$96,338 - \$146,277) to salary plan/grade MRP 647 (\$110,386 - \$146,277). This adjustment increases the minimum salary by approximately 14.6%.

The above actions would require that all current incumbents below the new minimum of their classification be advanced to new minimum. If the incumbent's advancement to the new minimum results in less than a 4% increase, it is requested that the incumbent receive the full

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

4% increase. It is further requested that incumbents who do not require advancement to the new minimum receive a 4% salary increase for equity purposes. In the event that the incumbent's position in the range cannot accommodate a 4% increase, it is requested that the incumbent be advanced to the maximum salary of their classification. It is requested that all employees retain their current anniversary dates. Incumbents currently at the top of the range will receive no increase, except for those in the Associate Civil Engineer classification.

Impact on Residents and Businesses

Approval of the recommended adjustments will allow Public Works departments to attract and retain skilled staff to provide critical services to County residents and visitors.

Additional Fiscal Information

The \$584,245 reflected in the current fiscal year column above illustrates the current year cost of the recommended salary adjustments, across all 3 impacted departments and including benefits. The cost includes the advancement of incumbents to the new minimum, 4% equity increases for eligible incumbents, and advancements to the new maximum salary for incumbents not eligible for the 4% increase. Broken out by department, the cost for Transportation is \$177,696. The cost for Flood Control is \$315,718. The cost for Waste Resources is \$90,831.

The \$357,061 reflected in the next fiscal year column above illustrates the estimated cost of merit increases in the next full fiscal year. Ongoing costs are subject to change as the departments gain or lose incumbents, and as the incumbents reach the max rates. All up-front and ongoing costs will be absorbed in the individual departments' budgets with no additional Net County Cost required.

Attachments:

Attachment A. Resolution No. 440-9234

Attachment B. Associate Civil Engineer Market Survey


Meghan Hahn, Senior Management Analyst 12/6/2021

RESOLUTION NO. 440-9234

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on December 14, 2021, 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>
76422	Assistant Civil Engineer	SEU 446	SEU 507
76421	Assistant Engineer	SEU 417	SEU 483
76424	Associate Civil Engineer	SEU 485	SEU 537
76423	Associate Engineer	SEU 470	SEU 523
76419	Engineering Project Manager	MRP 479	MRP 647
76420	Junior Engineer	ESEU 417	ESEU 423
76425	Senior Civil Engineer	SEUS 560	SEUS 584

ROLL CALL:

Ayes: Spiegel, Jeffries, Washington, Perez and Hewitt
 Nays: None
 Absent: None
 Abstained:

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

11/29/2021

440 Resolutions\KC

12.14.2021 3.34

External Market Survey Data

Associate Civil Engineer

Riv Co Class Code: 76424

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	Associate Civil Engineer	3433	\$100,974	\$128,899	27.66%
Orange County	Civil Engineer	1815GE	\$107,786	\$123,510	14.59%
San Bernardino County	Engineer III	16909	\$85,155	\$120,203	41.16%
San Diego County	Civil Engineer	3635	\$88,712	\$108,950	22.81%
Ventura County	Engineer IV	696	\$81,564	\$122,219	49.84%
CalTrans	Associate Transportation Engineer (Registered)	3169	\$99,948	\$125,100	25.17%
RCTC	No Comparable Class				
Eastern Municipal Water Dist.	Associate Civil Engineer II	22033	\$112,861	\$140,566	24.55%
Western Municipal Water Dist.	Engineer I		\$94,326	\$140,393	48.84%
City of Riverside	No Comparable Class				
City of Corona	No Comparable Class				
	Mean:		\$96,416	\$126,230	30.92%
	Median:		\$97,137	\$124,305	27.97%
Riverside County	Associate Civil Engineer	76424	\$79,718	\$118,083	48.13%
	Dollar difference from Mean:		-\$16,697	-\$8,147	
	Percentage difference from mean:		-17.32%	-6.45%	
	Dollar difference from median:		-\$17,419	-\$6,222	
	Percentage difference from median:		-17.93%	-5.01%	

Notes:

Run Date: 4/13/2021

Date Prepared/Revised: 6/8/2021

By: Mwinston