

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



ITEM: 3.23
(ID # 18421)

MEETING DATE:
Tuesday, March 22, 2022

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES DEPARTMENT: Classification & Compensation Recommendation to adjust the salary of the Revenue and Recovery Supervisor I classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9248, All Districts. (Total Cost \$9,412, 100% Department Budgets)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Revenue and Recovery Supervisor I classification; and,
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9248.

ACTION:Policy



Brenda Dieckrichs, Assistant CEO / Human Resources Director 2/23/2022

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 440-9248 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: March 22, 2022
xc: HR

Kecia R. Harper
Clerk of the Board

By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:
COST	\$1,884	\$7,528	\$9,412	\$7,528
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: Department Budget			Budget Adjustment: No	
			For Fiscal Year: FY 21/22 and 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Human Resource's Classification and Compensation Unit received a request to conduct a compaction review of the Revenue and Recovery Supervisor I in relation to the journey subordinate level Revenue and Recovery Technician II. The Service Employees International Union Memorandum of Understanding (SEIU MOU) defines salary compaction as the maximum base salary of a supervisor's salary grade/plan for their classification is less than five and one-half percent (5.5%) of the maximum base salary for the classification held by a subordinate employee that is supervised by the supervisor.

The results of the review illustrated that compaction exists between the two classifications as there is only a 1.2% spread between the classifications at the maximum rate. Per the SEIU MOU, Article 30, Section 2, supervisory classifications requiring salary adjustment due to compaction will be adjusted so that the deficiency of less than 5.5% in the maximum base salary of the supervisory classification is corrected. As such, it is therefore recommended that the salary range of Revenue and Recovery Supervisor I be increased by approximately 4.2% so that the compaction issue is corrected. This adjustment will ensure that the supervisory and subordinate levels are separated by the required 5.5% dictated by the SEIU MOU.

Salary Adjustment

Revenue and Recovery Supervisor I: It is recommended to adjust the salary plan/grade from SEUS 224 (\$44,891-\$66,399) to SEUS 224 (\$44,891-\$69,225).

Impact on Residents and Businesses

The proposed compaction fix will have no impact on residents or businesses.

Additional Fiscal Information

There are currently two incumbents in the Revenue and Recovery Supervisor I classification, with one incumbent's salary at max rate. It is requested that the max rate incumbent receive an immediate 4% adjustment and that their anniversary date is preserved.

The current fiscal year cost to increase the maximum salary by approximately 4.2% is \$942 per budgeted position for a total cost of \$1,884. The total cost for the next fiscal year will be

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approximately \$3,764 per budgeted position for a total cost of \$7,528. Broken out by Department, the total cost for the Probation Department is \$2,052 and the total cost for RUHS-MC is \$4,104. All figures include benefits and related employer costs. Both Departments have indicated they can absorb the cost of the adjustments.

Attachments:

1. Resolution No. 440-9248



Meghan Hahn, Senior Management Analyst 3/10/2022

RESOLUTION NO. 440-9248

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on March 22, 2022, 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>
15315	Revenue and Recovery Supervisor I	SEUS 224 (\$44,891-\$66,399)	SEUS 224 (\$44,891-\$69,225)

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