

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



**ITEM: 3.24**  
(ID # 21221)

**MEETING DATE:**  
Tuesday, February 28, 2023

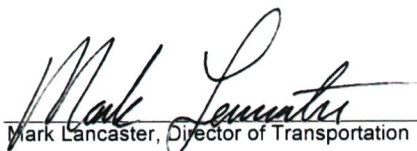
**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES & TRANSPORTATION: Classification and Compensation recommendation to adjust the salary of the Highway Maintenance Superintendent job classification; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9347, All Districts. [\$0]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the salary adjustment to the Highway Maintenance Superintendent job classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9347.

**ACTION:Policy**

  
Mark Lancaster, Director of Transportation

2/14/2023

  
Michael Bowers, Assistant HR Director

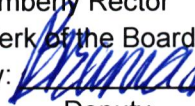
2/14/2023

---

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9347 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, and Gutierrez  
Nays: None  
Absent: Perez  
Date: February 28, 2023  
xc: HR, Trans.

Kimberly Rector  
Clerk of the Board  
By:   
Deputy

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: N/A</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 22/23</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The Transportation Department oversees the design, operation, and maintenance of 2,248 miles of county-maintained roads and 108 bridges. The department protects the health and safety of residents and improves quality of life through a variety of critical activities. These include engineering design, construction, and maintenance of county roads; review of plans and construction of transportation facilities by private land development; and land surveying and map processing.

The Human Resources Classification and Compensation (Class & Comp) Division received a request from Transportation to review the salary range of the Highway Maintenance Superintendent classification. Due to limited market data for the Highway Maintenance Superintendent classification, the proposed salary range for this classification is established based upon the historical percent difference between the Highway Maintenance Superintendent and Highway Operations Superintendent, which is 17.16% at the minimum and 17.25% at the maximum (see Figure 1).

**Figure 1:**

<b>Classification</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
Highway Operations Superintendent (Current)	\$98,736	\$152,911
<i>(% difference)</i>	<b>17.16%</b>	<b>17.25%</b>
Highway Maintenance Superintendent (Proposed)	\$84,274	\$130,414

This will result in increasing the Highway Maintenance Superintendent's minimum base salary approximately 7.46% from \$78,423/year to \$84,274/year, and maximum base salary approximately 7.49% from \$121,323/year to \$130,414/year.

**Salary Adjustments:**

**Highway Maintenance Superintendent:** It is recommended to adjust the salary plan/grade MRP 291 (\$78,423 - \$121,323/year) to salary plan/grade MRP 354 (\$84,274 - \$130,414/year).

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

**Impact on Residents and Businesses**

This request does not have a direct impact on residents and businesses. Adjusting the salary range for the job classification above will position the County to provide a competitive salary that is within market and better equip the County to continue to attract and retain staff in this position.

**Additional Fiscal Information**

Adjustment of the Highway Maintenance Superintendent salary range will have no immediate upfront costs to the Department since the department is not requesting a salary increase for the sole incumbent. However, the difference in costs between the previous maximum salary and the new maximum salary is approximately \$9,091, plus an approximate \$4,091 in benefits, for a total of \$13,182.

**ATTACHMENTS**

1. Resolution No. 440-9347

  
Alonzo Barrera, Principal Management Analyst 2/22/2023

# Attachment 1

**(INSERT completed Resolution No. 440-XXX)**

1 RESOLUTION NO. 440-9347

2  
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in  
4 regular session assembled on February 28, 2023, that pursuant to Section 8(c) of Ordinance No. 440, the  
5 Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440,  
6 operative at the beginning of the pay period following the date of approval, as follows:

7

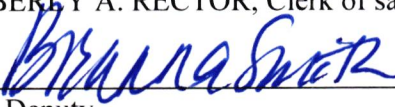
8 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
66524	Highway Maintenance Superintendent	MRP 291	MRP 354

10 ROLL CALL:

11  
12 Ayes: Jeffries, Spiegel, Washington, and Gutierrez  
13 Nays: None  
14 Absent: Perez

15 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the  
16 date therein set forth.

17 KIMBERLY A. RECTOR, Clerk of said Board

18 By:   
19 Deputy

20 02.28.2023 3.24