

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



ITEM: 3.17
(ID # 22920)

MEETING DATE:
Tuesday, September 12, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Classification & Compensation Recommendation to adjust the salary of the Lead Custodian classification and amend Ordinance No. 440 pursuant to Resolution No. 440-9397 submitted herewith, All Districts. [Total cost: \$0, with an ongoing cost of \$0, 100% department funded]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Lead Custodian classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9397.

ACTION: Policy


Michael Bowers, HR Director 8/30/2023

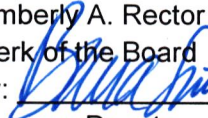

Jennifer Cruikshank, Chief Executive Officer - Health System 8/30/2023


Rose Salgado, Director of Facilities Management 8/31/2023

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.

Ayes: Jeffries, Spiegel, Perez, Washington, and Gutierrez
Nays: None
Absent: None
Date: September 12, 2023
xc: H.R.

Kimberly A. Rector
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	\$0	\$0	\$0	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS:			Budget Adjustment:	No
			For Fiscal Year:	23/24

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Human Resources Department has identified that salary compaction exists between the Custodian and Lead Custodians. Under the Service Employee International Union Local 721 (SEIU) MOU, Article 30, Section 2, Salary Adjustments due to Compaction: "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.." Therefore, it is recommended to adjust the salary of the Lead Custodian to establish the 5.5% spacing required by the MOU.

Classifications to be Adjusted:

Lead Custodian: The recommended salary plan/grade SEUS 103 (\$35,040 - \$45,388) to salary plan/grade SEUS 104 (\$35,040 - \$45,717). There are currently 18 incumbents in this classification.

Additional Financial Information:

There is no cost to this action as there will be no adjustments to any of the current incumbents in the Lead Custodian classification and no anniversary dates are to be adjusted.

Impact on Residents and Businesses

Approval of this recommendation will have no direct impact to residents or businesses.

Attachments:

Attachment A: 440-9397


 Alonzo Barrera, Principal Management Analyst 9/17/2023

RESOLUTION NO. 440-9397

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on September 12, 2023, that pursuant to Section 8(c) of Ordinance No. 440, the Director of Human Resources 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>
62322	Lead Custodian	SEUS 103	SEUS 104

ROLL CALL:

Ayes: Jeffries, Washington, Spiegel, Perez and Gutierrez
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.

KIMBERLY A. RECTOR, Clerk of said Board

By:  _____
Deputy

09.12.2023 3.17