

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



ITEM: 3.21  
(ID # 23360)

MEETING DATE:  
Tuesday, November 07, 2023

FROM : HUMAN RESOURCES:

SUBJECT: SUBJECT: HUMAN RESOURCES: Classification and Compensation Recommendation to adjust the salary of the Supervising Storekeeper job classification and amend Ordinance No. 440 Pursuant to Resolution No. 440-9405, All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Supervising Storekeeper classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9405.

ACTION: Policy

*Michael Bowers*  
Michael Bowers, HR Director

10/23/2023

*Jennifer Cruikshank*  
Jennifer Cruikshank, Chief Executive Officer - Health System

10/24/2023

---

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Jeffries and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington and Perez  
Nays: None  
Absent: Gutierrez  
Date: November 7, 2023  
xc: H.R.

Kimberly A. Rector  
Clerk of the Board

By: *Brina Scott*  
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:</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 23/24</b>	

**C.E.O. RECOMMENDATION:** [CEO use]

**BACKGROUND:**

**Summary**

The Supervising Storekeeper classification is used in the Fire Department and Riverside University Health System - Medical Center (RUHS-MC). The Service Employees International Union, Local 721 (SEIU) has requested that the County review the compaction between the Supervising Storekeeper and the subordinate level Storekeeper classification.

The results of the review illustrated that compaction exists between the two classifications as there is only a 0.96% 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 maximum base salary of the Supervising Storekeeper classification be increased by approximately 4.54% to correct the compaction issue. This adjustment will ensure that the supervisory and subordinate levels are separated by the required 5.5% dictated by the SEIU MOU.

**Salary Adjustment:**

**Supervising Storekeeper:** It is recommended to adjust the salary plan/grade from SEUS 200 (\$43,960 - \$60,341) approximately, to SEUS 200 (\$43,960 - \$63,056) approximately. There is no immediate cost associated with this salary adjustment.

**Impact on Residents and Businesses**

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

**Additional Fiscal Information**

There is no cost to this action as there will be no adjustments to any of the current incumbents.

**ATTACHMENTS**

1. Resolution No. 440-9405

RESOLUTION NO. 440-9405

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on November 7, 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>
15834	Supervising Storekeeper	SEUS 200 (\$43,960 - \$60,341)	SEUS 200 (\$43,960 - \$63,056)

ROLL CALL:

Ayes: Jeffries, Washington, Spiegel, and Perez  
Nays: None  
Absent: Gutierrez

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

11.07.2023 3.21