

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



ITEM: 3.49
(ID # 25574)

MEETING DATE:
Tuesday, July 30, 2024

FROM : HUMAN RESOURCES AND WASTE

SUBJECT: HUMAN RESOURCES and WASTE: Classification & Compensation recommendation to adjust the salary of the Waste Management Projects Supervisor; and amend Ordinance No. 440 pursuant to Resolution No. 440-9440 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 Waste Management Projects Supervisor; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9440.

ACTION: Policy


Andrew Cortez

7/11/2024


Tami Douglas-Schatz, Director of Human Resources

7/17/2024

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: July 30, 2024
xc: H.R., Waste

Kimberly A. Rector
Clerk of the Board

By: 
Deputy

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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: 100% Department Funded			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Human Resources Classification and Compensation (Class and Comp) Division is recommending the following salary adjustment to resolve compaction between two Department of Waste Resources (Waste) job classes.

The *Waste Management Projects Supervisor* and *Operations and Maintenance Supervisor* are SEIU-represented job classes. Per the SEIU MOU, Salary Compaction exists when "the maximum base salary of the 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 when that classification is currently filled by an employee that is supervised by the supervisor, the employee or union may request a compaction evaluation according to this section."

Class and Comp recommends adjusting the salary of the *Waste Management Projects Supervisor* to be 5.5% above (at both the minimum and maximum) the salary range of the subordinate *Operations and Maintenance Supervisor*, which will resolve the current compaction between the two job classes. This adjustment ensures that the supervisory and subordinate levels are separated by the required salary difference dictated by the SEIU MOU (see *Figure 1*).

Figure 1:

Job Classification	Current Salary		Proposed Salary	
	Minimum	Maximum	Minimum	Maximum
Waste Management Projects Supervisor	\$85,073	\$111,248	\$86,428	\$113,019
(%difference)	3.85%	3.85%	5.50%	5.50%
Operations and Maintenance Supervisor	\$81,922	\$107,127	\$81,922	\$107,127

Salary Adjustments

Waste Management Projects Supervisor: It is recommended to adjust the salary plan/grade from SEUS 774 (\$85,073 - \$111,248/year) to salary plan/grade SEUS 791 (\$86,428 - \$113,019/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents below the new proposed minimum base salary.

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses.

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Additional Fiscal Information

Based on a bring to minimum implementation, there are no immediate upfront costs to the department as all incumbents are currently above the new proposed minimum salary.

Waste has approved the recommended salary adjustment, and any associated salary increases will be absorbed through their respective budget.

Attachment

- Resolution No. 440-9440

	
_____ Jason Farin, Principal Management Analyst 7/17/2024	_____ Cesar Bernal, PRINCIPAL MGMT ANALYST 7/19/2024

1 RESOLUTION NO. 440-9440

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on July 30, 2024, that pursuant to Section 8(c) of Ordinance No. 440, the Director
5 of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative
6 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>
66578	Waste Management Projects Supervisor	SEUS 774	SEUS 791

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15 ROLL CALL:


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

17 Nays: None

18 Absent: None

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20 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.

21 KIMBERLY A. RECTOR, Clerk of said Board

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23 By:  _____
24 Deputy

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27 /kc
07/11/2024
28 440 Resolutions\KC

07/30/2024 3.49