

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



ITEM: 3.30
(ID # 29258)

MEETING DATE:
Tuesday, December 09, 2025

FROM : HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM -
MEDICAL CENTER

SUBJECT: HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM –
MEDICAL CENTER: Classification & Compensation Recommendation to adjust the salary of
the Food and Nutrition Services Supervisor job classification and amend Ordinance No. 440
pursuant to Resolution No. 440-9516 submitted herewith, All Districts. [Total Cost \$0, with an
ongoing cost of \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Food and Nutrition Services
Supervisor job class; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9516.

ACTION:Policy

Tami Douglas-Schatz
Tami Douglas-Schatz, Director of Human Resources

11/20/2025


Jennifer Cruikshank
Jennifer Cruikshank, Chief Executive Officer – Health System

11/24/2025

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Date: December 9, 2025
xc: HR, RUHS-MC

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 Budget			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Human Resources Classification and Compensation (Class & Comp) Division is recommending the following salary adjustment to the *Food and Nutrition Services Supervisor* job class to resolve compaction, which has arisen due to the *Senior Cook* job class making more than the supervisory level classification at the maximum. Per the Memorandum of Understanding (MOU) between the County of Riverside and Service Employees International Union (SEIU), Local 721, if it is determined that the reporting relationship between the supervisor's classification and the subordinate's classification is appropriate and that compaction exists, Human Resources and the union will meet and confer (if requested by the Union) over salary adjustments to remedy the 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.

To resolve the compaction, it is recommended to adjust the salary of the *Food and Nutrition Services Supervisor* job class to be 5.5% above at the maximum the salary of the subordinate *Senior Cook* job class (see *Figure 1*). In addition, Class & Comp reviewed the minimum of the salary range and also noted that the minimum of the *Senior Cook* classification exceeded the supervisor. In order to ensure that full range is adequately spaced out between the two classifications, it is also recommended to adjust the minimum of the range. This will ensure adequate alignment of the salaries between the two classifications as noted in *Figure 1*.

Figure 1:

Job Classification	Current Salary		Proposed Salary	
	Min	Max	Min	Max
Food and Nutrition Services Supervisor (SEIU)	\$44,507.30	\$63,507.81	\$53,596.03	\$73,779.46
(% difference)	-12.39%	-9.19%	5.50%	5.50%
Senior Cook (LIUNA)	\$50,801.92	\$69,933.14	\$50,801.92	\$69,933.14

The recommended salary adjustment does not disrupt the current career/salary progression of cook-related job classes within Riverside County.

Salary Adjustments:

Food and Nutrition Services Supervisor: It is recommended to adjust the salary plan/grade SEUS 142 (\$44,507 - \$63,508/year) to salary plan/grade SEUS 157 (\$53,596 - \$73,779/year).

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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 resolve current compaction issues. Ultimately, the recommended salary adjustment will position the County to provide a competitive salary, as well as ensure proper salary progression.

Additional Fiscal Information

There are no upfront costs associated with this request.

The impacted department has approved the recommended salary adjustment. A budget adjustment is not required.

Attachments:

1. Resolution No. 440-9516.


Cesar Bernal, PRINCIPAL MGMT ANALYST 12/3/2025

1 RESOLUTION NO. 440-9516

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on December 9, 2025, 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:
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8

9 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
10 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
54433	Food and Nutrition Services Supervisor	SEUS 142	SEUS 260

11

12 ROLL CALL:

13 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

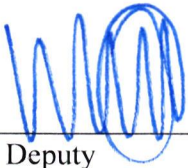
14 Nays: None

15 Absent: None

16 Abstain: None

17
18 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on
19 the date therein set forth.

20 KIMBERLY A. RECTOR, Clerk of said Board

21 
22 By: _____
23 Deputy

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27 /kc
11/18/2025
28 440 Resolutions\KC

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