

WT  
12/01/2010

## Settlement Agreement

Between:

Service Employees International Union, Local 721

(hereinafter known as SEIU)

-and-

County of Riverside

(hereinafter known as County)

The parties hereto agree to the following in connection with the matter of the resolution of Salary Compaction for Supervisory Unit classifications within SEIU:

- 1) The County agrees to make salary adjustments to the following classifications under the guidelines set forth in Article 30, Section 2 with the exception that the first salary corrections will be made retroactive to July 15, 2010 (PP#16-2010) and the second salary corrections will be made on December 30, 2010 (PP#02-2011).
  - a. SALARY ADJUSTMENT A
    - i. Law Office Supervisor II
    - ii. Supervising Archives & Records Technician II
  - b. SALARY ADJUSTMENT B
    - i. Correctional Food Services Supervisor
    - ii. Supervising Archives & Records Technician I
    - iii. Supervising Deputy Assessor-County Clerk-Recorder
  - c. SALARY ADJUSTMENT C
    - i. Technical Engineering Unit Supervisor (11%)
    - ii. Supervising Respiratory Care Practitioner (20.1%)
- 2) The parties agree to amend Article 30, Section 2(C) of the 2010-2011 MOU to:

*During the term of this agreement, the maximum base salary of a supervisory classification shall be maintained at a minimum rate of five and one-half percent (5.5%) above that received by their highest paid subordinate classification. Salary adjustments following the guidelines set forth in Section 2 (A) and (B) shall be made to any supervisory classification that is determined to be compacted during the term of this agreement with the exception that such adjustments will become effective the first day of the pay period following the date the SEIU Compaction Evaluation Form was submitted to the County. This special provision will expire on 06/30/2011.*

BM.

3) Principal Engineering Technician Equivalent Classifications

The 2010-2011 MOU resolved salary compaction for the Principal Engineering Technician classification by granting it a 7.7% salary range increase and by adding two salary steps to the top of the salary range. As a result, it is currently assigned to salary plan/grade SEU 612/L13; higher than two closely associated principal engineering technician classifications. The parties agree in order to maintain internal equity and impart fairness for the incumbents, the following salary adjustments be made:

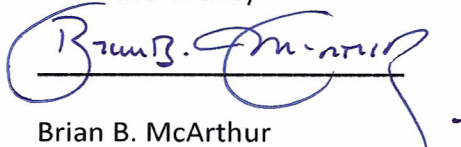
1. Principal Engineering Technician – PLS/PE: This professionally licensed level of the Principal Engineering Technician classification concept is now compensated 2.1% less than the non-licensed Principal Engineering Technician, which is inequitable. This adjustment adds two salary steps and incorporates a 7.75% increase into a new salary range/plan, equivalent to that granted to the Principal Engineering Technician. This adjustment restores an approximate 5.5% salary difference to motivate non-licensed Principal Engineering Technicians to become licensed, and also to reward Principal Engineering Technicians-PLS/PE for being professionally licensed. This salary adjustment would remove the current DTR designation.

Due to this salary plan revision, incumbents that are not currently at Step 13 would receive an increase on the new salary range at their current salary step paid retroactive to July 15, 2010 (PP#16-2010). Incumbents assigned to the top salary step of this classification will be granted a one-step advance from Step 13 to Step 14 paid retroactive to July 15, 2010 and a second one-step advance to Step 15 on December 30, 2010. Other incumbents would be eligible for step advances when merit increases resume.

2. Principal Engineering Technician – WRMD: This classification is equivalent to the Principal Engineering Technician, but allocated to incumbents in the Waste Resources Management District bargaining unit. This classification will be granted a parity adjustment to incorporate a 0.86% increase into a new salary range/plan to make it equivalent to the increases granted to the Principal Engineering Technician. No additional salary steps would be added to the range/plan and this salary adjustment would remove the current DTR designation. Due to this salary plan revision, incumbents would receive a salary increase on the new salary range at their current salary step paid retroactive to July 15, 2010.

Dated this 1<sup>st</sup> day of December, 2010.

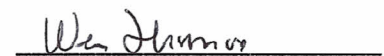
For the County

  
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Brian B. McArthur

*Director of Employee Relations*

For the Union

  
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Wendy Thomas

*SEIU 721 Regional Vice President*