

**Resolution**

**Board of Equalization Commitment to Upward Mobility, Recruitment and Retention**

WHEREAS, the Board of Equalization (BOE) prides itself on working collaboratively with Service Employee International Union (SEIU), Local 1000 with the understanding that only in working together can we best fulfill the mission of the BOE; and

WHEREAS, the employees of the BOE are SEIU, Local 1000 members; and

WHEREAS, the SEIU Local 1000 is committed to the working conditions of all represented employees, ensuring the BOE is a thriving organization and committed to all Californians having a good life; and

\* WHEREAS, the BOE employees have a direct responsibility in BOE's ability to fulfill its mission, including the collection of revenue in the billions of dollars; and

WHEREAS, the BOE is committed to a staffing infrastructure that will expand revenue generation by supporting upward mobility opportunities and the establishment of strategies to attract and retain skilled audit and compliance staff; and

THEREFORE, BE IT RESOLVED that we, the Members of the Board of Equalization, hereby call on BOE management to conduct a BOE classifications salary study with comparable classifications, commission data that identifies the length of employment for employees who are responsible for audit and compliance functions, identify the average time to fully train and gain experience to reach journey level abilities for audit and compliance employees; and

THEREFORE, BE IT FURTHER RESOLVED, that we, the Members of the Board of Equalization, call on BOE management to also, provide a staffing succession plan for audit and compliance functions, provide career ladders for audit and compliance staff from entry to the top classification level and identify classification compaction areas; and

THEREFORE, BE IT FURTHER RESOLVED, that we, the Members of the Board of Equalization, call on BOE management to, within 60 days of the resolution being enacted, hold a public discussion to review all this data.

Adopted at Culver City, California, this \_\_\_ day of February 2016, by the State Board of Equalization.

STATE BOARD OF EQUALIZATION



Appeal Name: Margarita Maldonado  
Case ID: \_\_\_\_\_ ITEM #. PE.1  
Date: 2/23/16 Exhibit No: 2.1  
TP FTB DEPT **PUBLIC COMMENT**