

ORDINANCE NO. 781.4  
 AN ORDINANCE OF THE COUNTY OF RIVERSIDE AMENDING  
 ORDINANCE NO. 781 ESTABLISHING COMPENSATION AND BENEFITS  
 FOR ELECTED OFFICIALS OTHER THAN MEMBERS OF THE BOARD OF  
 SUPERVISORS

The Board of Supervisors of the County of Riverside, State of California, ordains as follows:

Section 1. Section 2 of Ordinance No. 781, as amended by Ordinance No. 781.3, is further amended to read as follows:

BASE SALARY:

A. The pay grade levels of the following classifications shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74520	Assessor/County Clerk/Recorder	\$116,825
75212	County Auditor-Controller	\$116,825
74542	District Attorney	\$160,720
74544	Sheriff/Coroner/Public Administrator	\$148,759
74532	Treasurer-Tax Collector	\$116,825

B. Effective 9/19/2002, the pay grade levels of the following classifications shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74520	Assessor/County Clerk/Recorder	\$134,295
75212	County Auditor-Controller	\$134,295
74532	Treasurer-Tax Collector	\$134,295

C. Effective 12/26/2002, the pay grade level of the following classification shall be as follows:

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 CLERK OF SUPERVISORS

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74544	Sheriff/Coroner/Public Administrator	\$153,222

D. Effective 1/9/2003, the pay grade level of the following classification shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74542	District Attorney	\$165,542

E. Effective 6/26/2003, the pay grade level of the following classification shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74544	Sheriff/Coroner/Public Administrator	\$157,819

F. Effective 11/26/2003, the pay grade level of the following Classification shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74544	Sheriff/Coroner/Public Administrator	\$161,922

G. Effective 12/25/2003, the pay grade level of the following classification shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74544	Sheriff/Coroner/Public Administrator	\$170,023

Section 2. This Ordinance shall take effect thirty (30) days after the date of adoption.

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

BY: \_\_\_\_\_

Chair

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ATTEST:

NANCY ROMERO

Clerk to the Board

By \_\_\_\_\_

Deputy

(SEAL)

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

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**FROM:** Human Resources Dept.      **SUBMITTAL DATE:** October 9, 2003

**SUBJECT:** Introduction of Ordinance No. 781.4; Adoption of Resolution 440-8514, Parity Adjustment of At-Will Classifications in the Sheriff's Department

**RECOMMENDED MOTION:** That the Board of Supervisors approve the introduction of Ordinance No. 781.4, and adopt the ordinance on the following agenda, and approve the recommendations contained in the attached Resolution No. 440-8514.

**BACKGROUND:** On December 23, 2002, the Board of Supervisors approved additional compensation in the amount of \$150 bi-weekly in deferred compensation contributions (approximately 2.9% of salary) to provide an incentive for the five incumbents of the Chief Deputy Sheriff classification to accept "At-Will" status. The approximately 2.9% incentive was less than the County's past incentive amount of 5.5% of salary. This recommendation is to grant an additional 2.6% parity salary adjustment to these "At-Will" classifications to provide an incentive consistent with past County practice.

Ronald W. Komers  
Asst. County Executive Officer/  
Human Resources Director

**FINANCIAL DATA:**

<b>CURRENT YEAR COST:</b> \$29,750	<b>ANNUAL COST:</b> \$42,000
<b>NET COUNTY COST:</b> \$24,395	<b>IN CURRENT YEAR BUDGET:</b> YES
<b>BUDGET ADJUSTMENT:</b> NO	<b>FOR FY:</b> 2004
<b>SOURCE OF FUNDS:</b> Budgeted General Funds and Contract Revenues	

**C.E.O. RECOMMENDATION:**

**APPROVE**

**COUNTY EXECUTIVE OFFICER SIGNATURE**

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Tavaglione, seconded by Supervisor Buster and duly carried by unanimous vote, IT WAS ORDERED that Ordinance 781.4 is approved as introduced, and that Resolution 440-8514 is adopted as recommended.

Ayes: Buster, Tavaglione, Venable, Wilson and Ashley  
 Noes: None  
 Absent: None  
 Date: October 21, 2003  
 xc: HR, Auditor, COB

Nancy Romero  
 Clerk to the Board  
 By   
 Deputy

**Prev. Agn. Ref.**

**Dist.**

**AGENDA NO.**

Consent Policy  
 Consent Policy

Department Recommendation:  
Per Executive Office:

## **RECOMMENDATIONS**

In order to provide a competitive incentive to incumbents in the current non-"At-Will" Chief Deputy Sheriff classification to accept "At-Will" status and be reclassified to the new "At-Will" classifications, it is recommended to grant a parity adjustment of approximately 2.6% to the "At-Will" Chief Deputy Sheriff classification. This salary increase, along with the \$150 bi-weekly contribution to deferred compensation, will provide a salary equivalent to a 5.5% incentive (see Attachment "A" – Chief Deputy Sheriff At-Will Proposal to the Board of Supervisors dated December 23, 2002 and Attachment "B" – Additional Compensation-At Will dated September 23, 2003). Incumbents who choose to remain in the (not "At-Will") Chief Deputy Sheriff classification may do so, but will not receive the proposed 2.6% salary increase or \$150 bi-weekly contribution to deferred compensation. Additionally, the 2.6% parity salary action will cause compaction to higher levels of Sheriff's management (Assistant Sheriff, Undersheriff and the Sheriff/Coroner/Public Administrator). Therefore, in order to retain a 5.5% salary differential between levels of Sheriff's management, the same 2.6% parity salary adjustment is recommended for these classifications as well. This parity salary adjustment will affect only the "At-Will" series shown below:

1. Chief Deputy Sheriff (37582) – from salary plan/grade LEX 130 L11 (\$92,813 – 121,323) to LEX 135 L11 (\$95,250 – 124,488).
2. Chief Deputy Sheriff A (37583) – from salary plan/grade LEX 139 L11 (\$97,248 – 127,104) to LEX 145 L11 (\$99,764 – 130,392).
3. Chief Deputy Sheriff B (37584) – from salary plan/grade LEX 145 L11 (\$99,764 – 130,392) to LEX 153 L11 (\$102,361– 133,782).
4. Assistant Sheriff (37579) – from salary plan/grade LEX 151 L11 (\$100,580 – 131,451) to LEX 155 L11 (\$103,193 – 134,869).
5. Assistant Sheriff A (37580) – from salary plan/grade LEX 157 L11 (\$105,391 – 137,718) to LEX 160 L11 (\$108,127 – 141,315).
6. Assistant Sheriff B (37581) – from salary plan/grade LEX 160 L11 (\$108,127 – 141,315) to LEX 164 L11 (\$110,936 – 144,989).
7. Undersheriff (74541) – from salary plan/grade LEX 163 L1 (\$149,083) to LEX 167 L1 (\$152,959).
8. Sheriff/Coroner/Public Administrator (74544) – from salary plan/grade ELO 112 L1 (\$157,819) to ELO 114 L1 (\$161,922).

Currently, there are three incumbents in the new "At-Will" Chief Deputy Sheriff classification. However, there are three incumbents in the non-"At-Will" Chief Deputy Sheriff class. There are three incumbents in the Assistant Sheriff class, one Undersheriff incumbent and one Sheriff/Coroner/Public Administrator. The estimated cost for recommended parity adjustments will be approximately \$42,000 per year. The Sheriff's Department recommended these changes and agrees to pay for the costs through the department's existing net County allocations.