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



**FROM:** Human Resources Dept.

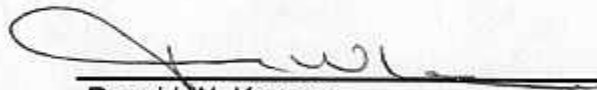
**SUBMITTAL DATE:**  
December 23, 2003

**SUBJECT:** Introduction of Ordinance No. 781.5; Adoption of Resolution 440-8534. A Parity Adjustment of At-Will classification in the District Attorney's Office and Salaries of Independent Elected Officials.

**RECOMMENDED MOTION:** That the Board of Supervisors approve the introduction of Ordinance No. 781.5 and adopt the ordinance on the following agenda; approve the recommendation contained in the attached Resolution No. 440-8534.

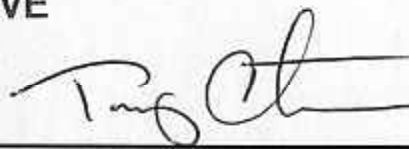
**BACKGROUND:** The District Attorney wants to ensure responsive and effective administrative operations. To accomplish this, it is desirable to have the four senior management direct-reports placed into an "At-Will" status. To assist in reaching this goal, we are recommending the creation of a new "At-Will" classification that parallels the current management class. To provide an incentive for incumbents to move to the new "At-Will" Class, a 5.5% higher salary range is recommended. The classification to be affected is Assistant District Attorney.

Departmental Concurrence

  
\_\_\_\_\_  
Ronald W. Komers  
Asst. County Executive Officer/HR Director

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 29,265	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 14,966	Budget Adjustment:	No
	Annual Net County Cost:	\$ 43,234	For Fiscal Year:	2004

<b>SOURCE OF FUNDS:</b> Departmental Budgets	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

**C.E.O. RECOMMENDATION:**  
**APPROVE**  
  
\_\_\_\_\_  
**County Executive Office Signature**

- Dep't Recomm.:  Consent  Policy
- Per Exec. Ofc.:  Consent  Policy

**Prev. Agn. Ref.:** | **District:** ALL | **Agenda Number:**

3.16

**RECOMMENDATION:** In order to provide a competitive incentive to incumbents in the Assistant District Attorney classification to accept "At-Will" status and be reclassified to the new "Assistant District Attorney At-Will" class, it is recommended to establish the new "At-Will" classification approximately 5.5% higher than the current class. The job specification is attached. Incumbents who choose to remain in the current class may do so, but will not receive the 5.5% higher salary. If all four incumbents move to the new class, the original class will be inactivated in the Class and Salary Listing. The addition of this class will cause salary compaction with the District Attorney class. Therefore, in order to retain a 5.5% salary differential between levels of the District Attorney's management, the same 5.5% salary adjustment is recommended for the District Attorney class as well. It is recommended that the effective date for these actions be effective simultaneously on February 19, 2004.

The following actions are recommended:

1. Add the New "At-Will" Assistant District Attorney classification to the Class & Salary Listing at salary plan/grade MAT 131 L12 (\$122,921 – 165,011).
2. Grant a Parity Salary Adjustment to the District Attorney classification (because of salary compaction) from salary plan/grade ELO 115 L1 (\$164,975) TO ELO 115 L1 (\$174,694).

The total annual cost of implementing this proposal would be \$43,560 annually. The District Attorney recommended the change and agrees to pay for the costs through the department's existing net County allocations.

**MARCH ELECTED OFFICIALS SALARY ADJUSTMENT:** The second part of this recommendation is to adjust independent elected officials' salaries for 2004 to prevent compaction with the pay of their subordinates. Rank and file non-Safety employees and managers are scheduled for a cost-of-living adjustment of 4% on March 18, 2004, and a 2.7% step September 30, 2004. Represented attorneys and management attorneys are scheduled for a 3% cost-of-living increase on March 18, 2004. These same increases are reflected in recommended Ordinance No. 781.5, to maintain a 5.5% differential for four of the independent elected officials: Assessor/County Clerk Recorder, County Auditor-Controller, District Attorney, and Treasurer-Tax Collector. No change is included for the Sheriff/Coroner/Public Administrator since there are no scheduled pay changes for law enforcement units in 2004.

The total annual cost of implementing this part of the recommendation would be \$21,375. The Assessor/County Clerk Recorder, County Auditor-Controller, District Attorney and Treasurer-Tax Collector agree to pay for the costs through the department's existing net County allocations.



ORDINANCE NO. 781.5  
 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. 781.4, 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:

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 11/27/2003, 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

H. Effective 2/19/2004, the pay grade level of the following classification shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
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1	74542	District Attorney	\$174,694
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3 I. Effective 3/18/2004, the pay grade level of the following

4 classification shall be as follows:

5	CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
6	74520	Assessor/County Clerk/Recorder	\$139,667
7	75212	County Auditor-Controller	\$139,667
8	74542	District Attorney	\$179,953
9	74532	Treasurer-Tax Collector	\$139,667

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11 J. Effective 9/30/2004, the pay grade level of the following

12 classification shall be as follows:

13	CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
14	74520	Assessor/County Clerk/Recorder	\$143,452
15	75212	County Auditor-Controller	\$143,452
16	74532	Treasurer-Tax Collector	\$143,452

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18 Section 2. This Ordinance shall take effect the beginning of the pay

19 period thirty (30) days after the date of adoption.

20 BOARD OF SUPERVISORS OF THE COUNTY

21 OF RIVERSIDE, STATE OF CALIFORNIA

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

24 Chair

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