

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

951



**FROM:** Human Resources Dept.

**SUBMITTAL DATE:**  
January 24, 2005

**SUBJECT:** Management and Supervisory classifications in the Economic Development Agency as outlined in Resolution No. 440-8584.

**RECOMMENDED MOTION:** That the Board approves the recommendations contained in the attached Resolution No. 440-8584.

Departmental Concurrence

**BACKGROUND:** The Economic Development Agency (EDA) was created in the late 1980's by combining the County's Economic and Community Development Department with the Redevelopment Agency which had been operated by the Executive Office. In subsequent years EDA has expanded with the addition of the County's Private Industry Council (PIC) and Job Training department, the Riverside County Fair & National Date Festival, the Aviation Department, and the Edward Dean Museum. In 2000/2001, EDA assumed responsibility for the Housing Authority and became the lead agency for the County's habitat acquisition activities as part of the Riverside County Integrated Project. Despite this major growth within the Agency, several key positions within the EDA management salary structure have not maintained a competitive position with comparable classifications in other external County and City organizations. The following recommendations will increase the ability to attract and retain key leadership personnel within the organization and also remain competitive in the external job market.

*[Signature]*

Asst County Executive Officer/Director of Human Resources

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 2,070	In Current Year Budget:	YES
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	NO
	Annual Net County Cost :	\$ 0	For Fiscal Year:	2005

<b>SOURCE OF FUNDS:</b> Economic Development Agency Operating Funds	<b>Positions To Be Deleted Per A-30</b>	<input type="checkbox"/>
	<b>Requires 4/5 Vote</b>	<input type="checkbox"/>

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

County Executive Office Signature *[Signature]*

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

Prev. Agn. Ref.: \_\_\_\_\_ District: \_\_\_\_\_ Agenda Number: \_\_\_\_\_

3.15

### **SALARY ADJUSTMENTS:**

These salary adjustments represent the changes recommended by Human Resources based on an analysis of external surveys of numerous county and city organizations, and analysis of internal equity pay relationships.

**Managing Director of EDA** - from salary plan/grade MC1 226 L13 (\$94,034 - \$129,338) to salary plan/grade MC1 238 L13 (\$102,361 - \$140,849). There is one incumbent in this classification, which serves as the assistant agency head. This represents an 8.9% increase. It is also recommended that this position become "At-Will" to the Agency Director.

**Assistant Director of EDA** - from salary plan/grade MC1 187 L13 (\$81,071 - \$111,469) to salary plan/grade MC1 221 L13 (\$93,044 - \$127,974). This places Assistant Director of EDA in parity with the Planning Director and other Directors within TLMA. This represents a 14.8% increase. There are three incumbents in this classification.

**Deputy Director of EDA** - from salary plan/grade MCO 622 L13 (\$73,711 - \$101,321) to salary plan/grade MC1 185 L13 (\$78,963 - \$108,556). This places Deputy Director of EDA in parity with the Assistant Planning Director. This represents a 7.1% increase. There are four incumbents in this classification.

**Principal Development Specialist** - from salary plan/grade SEU 673 L11 (\$61,638 - \$80,418) to salary plan/grade SEU 689 L11 (\$66,747 - \$87,082). This places Principal Development Specialist in parity with Principal Planner. This represents an 8.3% increase. There are seventeen incumbents in this classification.

**Senior Development Specialist** - from salary plan/grade SEU 595 L11 (\$52,878 - \$68,951) to salary plan/grade SEU 616 L11 (\$55,151 - \$71,943). This places Senior Development Specialist in parity with Senior Planner. This represents a 4.3% increase. There are twenty incumbents in this classification.

### **IMPLEMENTATION:**

As a result of the deletion of two senior management positions, implementation of this proposal will produce a nominal salary and benefit increase of \$4,967 annually. None of these positions are funded by the general fund and there will be no Net County Cost. SEIU has already expended its parity pool budget for this contract period. Therefore, by agreement, the costs related to SEIU represented classifications, \$213,443, will be charged against their next contract period.

None of the recommended increases cause compaction that requires any additional action outside this proposal. The Agency Head concurs with these recommendations and indicates that there are sufficient funds for implementation. No additional Net County Funds are being requested for these changes.

