

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

242



FROM: Human Resources Dept.

SUBMITTAL DATE:
February 10, 2005

SUBJECT: Creation of a new Assistant District Attorney "At-Will" classification; Parity adjustment for the District Attorney, Assistant District Attorney and Assistant County Counsel, as outlined in Resolution No.440-8586; Introduction of Ordinance No. 781.7.

RECOMMENDED MOTION: That the Board of Supervisors approve the introduction of Ordinance No. 781.7, and adopt the Ordinance on the following agenda and approve the recommendation contained in the attached Resolution No. 440-8586.

BACKGROUND: The District Attorney wants to ensure responsive and effective administrative operations. To accomplish this goal, we are recommending the creation of a new "At-Will" classification (that parallels the current management class), with a 5.5% higher salary range. Establishing a new "At-Will" classification at a higher salary range provides an incentive for current incumbents without this designation to move to the new class. The addition of this class will cause salary compaction with the District Attorney. Therefore, in order to maintain a 5.9% salary differential between levels of the District Attorney's management, we recommend the same 5.5% salary adjustment for the District Attorney. Historically, the Assistant District Attorney classification has been in parity with the Assistant County Counsel class, and therefore we recommend a 5.5% parity adjustment for Assistant County Counsel.

Departmental Concurrence

[Signature]

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

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|-----------------------|-------------------------------|-----------|-------------------------|-----------|
| FINANCIAL DATA | Current F.Y. Total Cost: | \$ 33,419 | In Current Year Budget: | Yes |
| | Current F.Y. Net County Cost: | \$ 24,663 | Budget Adjustment: | No |
| | Annual Net County Cost: | \$ 44,540 | For Fiscal Year: | 2004-2005 |

| | | |
|---|---|--------------------------|
| SOURCE OF FUNDS: Departmental Budget | 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 *[Signature]*

- Policy
- Consent
- Policy
- Consent

COUNTY OF RIVERSIDE
 FEB 10 AM 8:42
 OFFICE EXECUTIVE

Prev. Agn. Ref.: _____ **District:** _____ **Agenda Number:** 3.29

BACKGROUND Continued

The District Attorney, Assistant District Attorney, and Assistant County Counsel will also receive an increase on June 23, 2005 based on a union negotiated 3% increase. Future negotiations will begin in April 2005 for pay increases subsequent to June 30, 2005. The total annual cost of implementing this proposal will be \$80,205 annually. The District Attorney and County Counsel Office recommend these changes and agree to pay for the costs through the department's existing net County allocations.

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

BY: _____
Chair

ATTEST:

NANCY ROMERO
Clerk to the Board

By _____
Deputy

(SEAL)

1 RESOLUTION NO. 440-8586

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on February 15, 2005, that pursuant to Section 4.C. of
5 Ordinance No. 440, the Assistant County Executive Officer/Director of Human Resources is authorized to
6 amend the Class and Salary Listing of Ordinance No. 440, with an operative date of March 31, 2005, as
7 follows:

| <u>Job Code</u> | <u>+/-</u> | <u>Class Title</u> | <u>Salary Plan/Grade</u> |
|-----------------|------------|-----------------------------|--------------------------|
| 78539 | + | Assistant District Attorney | MAT 131 |

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13 BE IT FURTHER RESOLVED that pursuant to Section 4.C.(2) of Ordinance No. 440, is authorized to
14 add the following classification(s) to Appendix II, operative on the date of approval:

| <u>Job Code</u> | <u>+/-</u> | <u>Class Title</u> |
|-----------------|------------|-----------------------------|
| 78539 | + | Assistant District Attorney |

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20 BE IT FURTHER RESOLVED that pursuant to Section 8.C. of Ordinance No. 440, the Assistant County
21 Executive Officer/Director of Human Resources is authorized to amend the Class and Salary Listing of
22 Ordinance No. 440, with an operative date of March 31, 2005, as follows:

| <u>Job Code</u> | <u>Class Title</u> | <u>From Salary Plan/Grade</u> | <u>To Salary Plan/Grade</u> |
|-----------------|--------------------------|-------------------------------|-----------------------------|
| 78517 | Assistant County Counsel | MAT 130 | MAT 131 |

1 BE IT FURTHER RESOLVED that pursuant to Section 5.A. of Ordinance No. 440, the Assistant County
2 Executive Officer/Director of Human Resources of Ordinance No. 440, is authorized to make the
3 following listed change(s), with an operative date of March 31, 2005, as follows:
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| <u>Job Code</u> | <u>+/-</u> | <u>Department ID</u> | <u>Class Title</u> |
|-----------------|------------|----------------------|-----------------------------|
| 78539 | + 4 | 2200100000 | Assistant District Attorney |

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