

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



FROM: Human Resources Dept.

SUBMITTAL DATE:
August 15, 2005

SUBJECT: Management, Confidential, and Other Unrepresented Employees Salaries and Benefits Recommendation and Adoption of Resolution No. 2005-372; and, approve the Introduction of Ordinance No. 781.8, Establishing Compensation and Benefits for Elected Officials Other than Members of the Board of Supervisors

RECOMMENDED MOTION: That the Board of Supervisors 1) Approve Resolution No. 2005-372, for Management, Confidential, and Other Unrepresented Employees, and replace and supersede Resolution No. 2005-280; and, 2) Approve the Introduction of Ordinance No. 781.8 and adopt the ordinance on the following agenda.

BACKGROUND: The Board has approved a three year contract including salary and benefit adjustments for represented management in the Sheriff's Department, which averages 4% per year. The salaries of our nearly 1,200 Unrepresented Management must now be reviewed.

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

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 3,319,334	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 898,061	Budget Adjustment:	Yes
	Annual Net County Cost:	\$ 1,077,673	For Fiscal Year:	2005-06

SOURCE OF FUNDS: 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

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Stone, seconded by Supervisor Buster and duly carried, IT WAS ORDERED that Resolution 2005-372 is approved as recommended, and that the above ordinance is approved as introduced with waiver of the reading.

Ayes: Buster, Tavaglione, Stone and Ashley
Nays: None
Absent: Wilson
Date: August 23, 2005
xc: HR, COB

Nancy Romero
Clerk of the Board
By:
Deputy

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

**ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD**

Consent
 Policy
 Dept't Recomm.:
 Policy
 Per Exec. Ofc.:

The increases reflected in the attached Ordinance are consistent with the above scheduled increases with the exception of the January 5, 2006, 3.5% increase--which we recommend be implemented approximately three (3) months earlier due to the delay in the effective date of the Ordinance. The recommended increases will maintain a 5.5% differential between the Sheriff/Coroner/Public Administrator and Undersheriff.

Independent Elected Official Salary Adjustment

On September 10, 2002, the Board of Supervisors directed that recommendations for the salaries of independent elected officials be considered one year at a time, in accordance with cost-of-living adjustments (COLAs) of their subordinate staff. Independent elected officials received their last salary increase of 2.71% in September, 2004. Subordinate employees in the Offices of the Assessor/Clerk-Recorder, Auditor-Controller and Treasurer/Tax Collector are provided herein for a 4% cost-of-living pay increase on September 1, 2005. Ordinance 781.8 would establish the same pay changes for independent elected officials effective 30 days after adoption. We recommend these actions in order to maintain the current pay differentials between the officials and their assistant directors.

As the County continues to grow, our need for skilled managers becomes more critical. In order to be successful in attracting and retaining our valuable managers, we must make sure our salaries keep pace.

The approval of the recommended action will maintain equity of manager's salaries within the County, when compared to represented employees, and facilitate our on-going recruitment/retention efforts.

Costs associated with these adjustments will be borne by the affected Departments.