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2 days after the date of adoption.

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

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

ATTEST:

NANCY ROMERO  
Clerk of the Board

By \_\_\_\_\_  
Deputy

(SEAL)



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

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

Chair

ATTEST:

NANCY ROMERO

Clerk of the Board

By \_\_\_\_\_

Deputy

(SEAL)

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

330



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
October 25, 2005

**SUBJECT:** Exempt Management, Management, Confidential, and Other Unrepresented Employees Salaries and Benefits Recommendation and Adoption of Resolution No. 2005-475; and approve the introduction of Ordinance Nos. 781.9 and 781.10, 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. 2005-475, for Exempt Management, Management, Confidential, and Other Unrepresented Employees, to replace and supersede Resolution No. 2005-372; and 2) Approve the Introduction of Ordinance Nos. 781.9 and 781.10, and adopt the Ordinances on the following agenda.

**BACKGROUND:** On October 25, 2005 the Board approved a 45-month contract including salary and benefit adjustments for union-represented attorneys in the District Attorney's Office, which average 4% per year. The compensation of our Unrepresented Management employees in the District Attorney's Office and elsewhere must now be reviewed and adjusted. In addition, the salaries of the District Attorney and Sheriff need alignment.

(Continued on next page)

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

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 1,280,745	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 281,764	Budget Adjustment:	Yes
	Annual Net County Cost:	\$ 563,527	For Fiscal Year:	2005-06

<b>SOURCE OF FUNDS:</b> County Departments	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 by unanimous vote, IT WAS ORDERED that Resolution 2005-475 is adopted and that the above ordinances are approved as introduced with waiver of the reading.

Ayes: Buster, Tavaglione, Stone, Wilson and Ashley  
 Nays: None  
 Absent: None  
 Date: November 8, 2005  
 xc: HR, COB  
WR

Nancy Romero  
Clerk of the Board  
By:   
Deputy

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

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

**BACKGROUND (continued)**

The recommended actions include the following:

**District Attorney Unrepresented/Management Salary Adjustments**

Historically, the Board of Supervisors, pursuant to Board Policy C-20, has granted wage and salary adjustments to the unrepresented positions included in the District Attorney Management group, commensurate with those negotiated by employees represented by the Riverside County Deputy District Attorneys Association (RCDDAA). We recommend changes in the Management Resolution to grant compensation adjustments to Unrepresented and Management attorneys consistent with those granted to RCDDAA-represented employees, as follows:

Effective October 27, 2005:	4% wage increase
Effective December 7, 2006:	2% wage increase
Effective December 20, 2007:	3% wage increase
Effective October 23, 2008:	3% wage increase

**Elected Official Salary Adjustment-District Attorney and Sheriff**

The salary of the elected District Attorney needs to be adjusted to provide parity with the first year pay increase granted to subordinate attorneys. The increases reflected in the attached Ordinance are consistent with the above scheduled increases.

Staff also recommends the Board adjust the salary of the elected Sheriff, to maintain parity with the elected District Attorney, while continuing to grant increases tied to subordinate staff previously approved by the Board on August 23, 2005, Agenda No. 3.54.

**Benefit Adjustments for Unrepresented and Management Employees**

Human Resources also recommend the following to address escalating medical costs:

1. Increase the retiree medical contribution to \$256 per month for those employees retiring after November 1, 2005, and covered by the Exempt Management, Management, Confidential, and Other Unrepresented Employees Resolution, with five or more years of County service.
2. Increase flexible credit allowances granted to employees in Groups 1, 2, 3, 4, non-attorneys in Group 5, and Group 6, as described in Article 1 of the Exempt Management, Management, Confidential, and Other Unrepresented Employees Resolution, to \$706 per month, for those electing medical options, and to \$534 per month for those waiving medical coverage, effective Pay Period 25-05.

3. Changes to the Flexible Benefit Program Options available for part time employees and other employees waiving medical coverage, addressing equity issues.

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, unrepresented and confidential employees, we must make sure our compensation keeps pace.

The approval of the recommended action will maintain equity of manager's compensation 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.