

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

691



FROM: Human Resources Dept.

SUBMITTAL DATE:
February 17, 2006

SUBJECT: Classification additions to the Human Resources Department – Occupational Health and Wellness Division, and parity adjustment for the Agricultural Commissioner/Sealer of Weights and Measures as outlined in Resolution No. 440-8648.

RECOMMENDED MOTION: That the Board approves the recommendation contained in the attached Resolution No. 440-8648.

Departmental Concurrence

BACKGROUND: The Human Resources Department recommends creating two new classes in the Occupational Health and Wellness Division. These classes will expedite the prescreening of applicants for sworn law enforcement officer positions to ensure their fitness and suitability in accordance with the Police Officer Standards and Training (POST) requirements. The addition of these classes will greatly assist the acquisition of critically needed Sheriff's Department staff. The Sheriff supports the establishment of these classifications.

One additional recommendation is the result of a parity study conducted for the Agricultural Commissioner/Sealer of Weights and Measures.

[Handwritten Signature]

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

FINANCIAL DATA	Current F.Y. Total Cost:	\$0	In Current Year Budget:	N/A
	Current F.Y. Net County Cost:	\$0	Budget Adjustment:	
	Annual Net County Cost:	\$0	For Fiscal Year:	2005-06

SOURCE OF FUNDS:	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 *Alec A. Beaman*

- Consent
- Policy
- Consent
- Policy

Dept's Recomm.:
Per Exec. Ofc.:

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

3.29

CLASSIFICATION ADDITIONS

Law Enforcement Psychologist: It is recommended to add this class to the Class & Salary Listing at salary plan/grade MCO 553 L13 (\$67,203.76 - \$92,272.13). The Human Resources Department requests this class to enhance the County's Sheriff's Department pre-employment testing and evaluation program, expediting the recruitment of viable law enforcement officers consistent with California Police Officers Standards and Training (P.O.S.T.) guidelines.

Reporting to the Occupational Health & Wellness Medical Director, incumbents of this class direct and provide psychological services such as pre-employment testing and evaluation, and provide professional consultation with Human Resources, Sheriff's Department management and other authorized parties. An external parity study determined that Los Angeles County, Los Angeles City, Glendale City and Long Beach City employ similar classes. The median salary range was the City of Glendale's at \$80,976 – \$100,381. Los Angeles County, the only California County that employs an equivalent class, assigns a salary range of \$74,935 - \$93,092. The proposed salary for this new Riverside County class is equivalent to the Mental Health Services Manager class, which possesses equivalent qualifications, minimum requirements, knowledge, skills and abilities; thus maintaining internal parity. Since this request is only to add the classification to the Class and Salary Listing, there is no cost impact at this time. The class specification is attached.

Polygraph Examiner: It is recommended to add this class to the Class & Salary Listing at salary plan/grade MCO 352 L12 (\$52,434.51 - \$70,082.69). The Human Resources Department requests this class to enhance the Sheriff's Department pre-employment testing and evaluation program, expediting the recruitment of viable law enforcement officers consistent with California Police Officers Standards and Training (P.O.S.T.) guidelines. This class would augment the currently contracted polygraph examinations conducted by a local service provider.

Reporting to the Occupational Health & Wellness Medical Director, incumbents of this class direct and provide polygraph examination services as part of the pre-employment testing and evaluation of prospective Sheriff's personnel, and provide professional consultation with Human Resources, Sheriff Department management and other authorized parties. An external parity study determined that only San Bernardino County uses a full-time regular polygraph position exclusively for conducting polygraph examinations during the background investigation process. San Bernardino County's Polygraph Examiner class salary range is \$55,328.00 - \$70,720.00. Other law enforcement agencies contacted use in-house sworn personnel such as sheriffs or criminal investigators/polygraph examiners and/or contract with individuals or polygraph service providers, who typically are retired law enforcement personnel with certification/experience in this specialized field. Since San Bernardino County is the only local jurisdiction to compare for salary parity purposes, it is recommended to provide similar, competitive compensation. Since this request is only to add the classification to the Class and Salary Listing, there is no cost impact at this time. The class specification is attached.

PARITY INCREASE RECOMMENDATIONS:

Agricultural Commissioner/Sealer of Weights and Measures: It is recommended that the Agricultural Commissioner/Sealer of Weights and Measures classification be granted a parity salary grade adjustment of approximately 10%, from salary plan/grade MC1 194 L12 (\$85,648 – \$114,680) to MC1 217 L13 (\$91,757 – \$126,193). This adjustment will restore internal parity with equivalent high-echelon Department Heads, such as the Executive Director of the Housing Authority and the Animal Services Director. There is one incumbent in this class.

