

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

207



FROM: Human Resources Dept.

SUBMITTAL DATE:
August 8, 2006

SUBJECT: Classification addition to the District Attorney's Office and parity adjustment for the Undersheriff as outlined in Resolution No. 440-8679; and introduction of Ordinance No. 781.11, Establishing Compensation and Benefits for Elected Officials Other than Members of the Board of Supervisors.

RECOMMENDED MOTION: That the Board of Supervisors 1) Approve the recommendation contained in the attached Resolution No. 440-8679, and 2) Approve the Introduction of Ordinance No. 781.11, and adopt the Ordinance on the following agenda.

BACKGROUND: As a result of salary increases granted to subordinate employees the compensation of our Independent Elected Officials (Assessor/County Clerk/Recorder, Auditor-Controller, District Attorney, Treasurer-Tax Collector, and Sheriff/Coroner/Public Administrator) needs to be reviewed and adjusted.

(continued on page 2)

Ronald W. Komers
Asst. County Executive Officer/HR Director

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 27,856	In Current Year Budget:	NO
	Current F.Y. Net County Cost:	\$ 6,128	Budget Adjustment:	NO
	Annual Net County Cost:	\$ 7,801	For Fiscal Year:	2006/2007

SOURCE OF FUNDS: Department Budgets

Positions To Be Deleted Per A-30

Requires 4/5 Vote

C.E.O. RECOMMENDATION: **APPROVE**

County Executive Office Signature

- Consent
- Policy
- Consent
- Policy

Dep't Recomm.:

Per Exec. Ofc.:

Prev. Agn. Ref.:

District:

Agenda Number:

3.42

BACKGROUND (continued)

In addition, the District Attorney has requested that a new classification of Chief Assistant District Attorney be created in the District Attorney's Office at a level between the District Attorney and the Assistant District Attorney classifications. The salary of the District Attorney will have to be adjusted to facilitate the creation of this new position, and maintain appropriate supervisor-subordinate salary differentials.

Four factors affect our recommended adjustments for the salaries of Independent Elected Officials.

First, there have been regular, cost of living adjustments and benefit enhancements for general County employees. These increases have been negotiated with the unions representing County employees and approved by the Board. In addition, to maintain the County's competitive ability to attract and retain management, and other unrepresented staff, the Board has approved salary and benefit increases for these groups. If the Board took no action to adjust Independent Elected Officials' salaries, the gap between the Officials and their staff would shrink and eventually result in the department heads earning less than the employees in their departments. Salary adjustments negotiated for represented employees for this year are on different timetables and in varying amounts. This pattern of differential increases continues into 2007 and beyond. This makes it difficult to apply a simple policy of granting to Elected Officials the increases authorized for their subordinate staff.

Second, in October 1999 the Board adopted a policy that the salary of an appointed Department Head should be no less than 5.5% higher than his or her highest paid subordinate. At the time the Board did not extend this same policy to the Elected Officials, who also head County departments. However, in 2002 the Board established a sub-committee comprised of two members of the Board of Supervisors which recommended applying the policy requiring a minimum 5.5% salary differential to Elected Department Heads. The result was that the salaries were adjusted at that time to achieve a minimum 5.5% differential.

Third, the growth of the County has required the creation of new positions in the hierarchical chain of County departments. In many cases this creates a "compaction" problem. Often the existing wage scales are not sufficiently separated so that a new position can be inserted without modification. Historically the solution has been to adjust the salary of the immediate supervisor to accommodate the new position but that change has a ripple effect up the supervisory chain. Therefore the addition of the new classification often requires a salary increase for the Elected Official in order to maintain the appropriate salary differential established by Board policy.

Finally, pursuant to the recommendations of the 1998 Blue Ribbon Committee for independent Elected Officials, the Board's policy has been that the Assessor/County Clerk/Recorder, County Auditor-Controller, and Treasurer-Tax Collector be paid the same salary. The Sheriff and the District Attorney have received a salary that was different from the three aforementioned positions and, until 2005, different from each other. In December 2005 the Board made a policy decision that the District Attorney and the Sheriff should be paid at the same level. This policy change recognized that, whereas the District Attorney is the chief prosecutorial officer in the County, the Sheriff, as the chief law enforcement officer, manages a larger department that is responsible for most of the day-to-day law enforcement activities in the County.

RECOMMENDATIONS:

1. Add the new classification of **Chief Assistant District Attorney** to the Class & Salary listing at salary plan/grade MAT 138/L13 (\$143,078 - \$197,282). The District Attorney's Office requests this single incumbent, At-Will classification to oversee all District Attorney programs, divisional and satellite offices/units, and to ensure Countywide consistency in policy implementation and quality of services. 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.
2. Grant the Undersheriff a parity salary grade adjustment of approximately 8% to salary plan/grade LEX 193/L1 (\$197,282) to be at the same level as the Chief Assistant District Attorney.
3. Adopt ORDINANCE NO. 781.11, ESTABLISHING COMPENSATION AND BENEFITS FOR ELECTED OFFICIALS OTHER THAN MEMBERS OF THE BOARD OF SUPERVISORS.

Board policy has been to provide increases to Elected Department Heads that coincide with increases granted to their subordinate staff. In January 2006, the Board approved 2006 salary increases for employees represented by SEIU of 4.5% and in July 2006 for employees represented by LIIUNA of 4.0%, plus parity adjustments. Staff has recommended, in a separate agenda item, a 4% increase be applied to employees covered under the Resolution of the County of Riverside and Other Agencies Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented Employees.

It is recommended that the salaries for independent Elected Officials be increased by 4% to keep pace with the increases granted to County employees included in the larger representational units and the proposed increase for employees covered by the Resolution of the County of Riverside and Other Agencies Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented Employees.

District Attorney: In order to maintain a 5.5% differential between the District Attorney and the newly created Chief Assistant District Attorney classification, it is recommended that the District Attorney's salary be increased to \$208,933 annually. It is further recommended that no future link to the Sheriff's salary be maintained, and that the Board policy requiring at least 5.5% differential from subordinates not apply prospectively.

Sheriff/Coroner/Public Administrator: In order to maintain parity with the District Attorney it is recommended that the Sheriff's salary also be increased to \$208,933 annually. It is further recommended that no future link to the District Attorney's salary be maintained, and that the Board policy requiring at least a 5.5% differential from subordinates not apply prospectively.

The Board has previously approved increases for the Sheriff/Coroner/Public Administrator to match those given prospectively to his subordinate staff. The increase contained herein supersedes those previously granted and the January 4, 2007 and October 11, 2007 increase are replaced by this Ordinance.

4. That, hereafter, Elected Officials be granted the same salary and benefit increases granted by the Board of Supervisors to other department heads, covered by the Resolution of the County of Riverside and Other Agencies Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented Employees, rather than increases granted to their union-represented subordinates.

Costs associated with the recommended actions will be borne by the affected Departments.

1 **Section 3. BENEFITS.**

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3 In addition to the base salary established in Section 2 above, each elected official
4 shall receive the following benefits:

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6 **A. Flexible Benefits**— The monthly flexible benefit contribution applicable to Group
7 1 employees as defined and outlined in the most recent version of *A Resolution*
8 *of the County of Riverside and Other Agencies Providing Salaries and Related*
9 *Matters for Exempt Management, Management, Confidential, and Other*
10 *Unrepresented Employees.*

11
12 **B. Life and Disability Insurance**

13 A fully paid life insurance policy in the amount of fifty thousand dollars (\$50,000).
14 Additional group term life insurance may be purchased.

15
16 **C. Paid Annual Leave**

17 An equivalent payment in lieu of leave redemption equal to 7.7% of base salary.

18
19 **D. Automobile Allowance**

20 \$550 per month plus the IRS standard mileage rate for business miles as
21 amended from time to time or, at the Supervisors option, an automobile provided
22 by the County.

1 **E. Retirement**

2 As provided by the Public Employees Retirement System and the *Resolution of*
3 *the County of Riverside and Other Agencies Providing Salaries and Related*
4 *Matters for Exempt Management, Management, Confidential, and Other*
5 *Unrepresented Employees*, including alternative equivalent payments to the
6 County of Riverside Deferred Compensation Program.

7
8 **F. Deferred Compensation**

9 Participation in the County's 401(a) and 457 Plan, with County contributions
10 equivalent to County Department Heads, as provided in the *Resolution of the*
11 *County of Riverside and Other Agencies Providing Salaries and Related Matters*
12 *for Exempt Management, Management, Confidential, and Other Unrepresented*
13 *Employees*.

14
15 **Section 4. REPEAL OF PRIOR ORDINANCES**

16 All prior Ordinances or resolutions inconsistent with the provisions herein are
17 hereby repealed.

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19 **Section 5. EFFECTIVE DATE**

20 This Ordinance shall take effect the beginning of the pay period thirty (30) days
21 after the date of adoption.

