

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

540A



FROM: County Counsel
SUBJECT: Ordinance No. 348.4496

SUBMITTAL DATE: April 25, 2007

RECOMMENDED MOTION: That the Board of Supervisors adopt Ordinance No. 348.4496 amending the zoning in the Nuevo Area shown on Map No. 2.2231 Change of Zone Case No. 7273.

BACKGROUND: Change of Zone Case No. 7273 was approved by the Board of Supervisors on May 16, 2006.

Mark Iron

JOE RANK
County Counsel

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

County Executive Office Signature

Joe France

Policy
 Policy

Consent
 Consent

Department Recommendation:
Per Executive Office:

2007.04.25 11:50
Prev. Agn. ref.

Dist. FIFTH

AGENDA NO.

inform them of the revisions to Board Policy C-7 and the new program's purpose, policies, and procedures. The ESP staff has been making every effort to educate the departments on the need for such a program and how it will benefit each department, as well as the County on a whole.

At the meetings, specific Difficult-to-Recruit or Retain (DTR) positions requiring education and specific degrees, certifications, and licenses needed within the department for the identified positions were also discussed and requested. During this time, concerns and recommended improvements to the program were heard and addressed. Some departments have shown a resistance to the new program due to the centralization of the program and their inability to "choose" who is able to pursue an education.

We believe our corporate program design to be sound. According to a recent study released by the Institute for Corporate Productivity, published in March 2007's Talent Management magazine, "Companies that used "external" tuition-assistance administration programs had more employee participation than companies that administered their programs in-house". Without the participation, neither the employee nor the employer gets the results that are desired.

A payroll stuffer will go out in an April paycheck. We expect in influx of applications after this County-wide advertisement.

PROGRAM EXPENSES

The expected total cost for Textbook and Tuition Reimbursement for 300 applicants, should they qualify, is \$5,221,200.00.

DEGREE WITH AVERAGE # OF YEARS TO COMPLETE	# OF CURRENT APPLICANTS	ESTIMATED TOTAL PROGRAM COST PER PERSON	ESTIMATED TOTAL COST PER DEGREE
Associate of Science (Nursing, Veterinarian Technology, X-Ray Technician), Certificate/License Programs – 2 Yrs	43	\$3000.00	\$129,000.00
Bachelors – 4 Yrs	120	\$19,400.00	\$2,328,000.00
Masters – 2 Yrs	39	\$20,000.00	\$780,000.00
Professional – 3 Yrs (J.D., M.D., Ph.D.)	5	\$36,000.00	\$180,000.00
Unknown – using Bachelors for estimate – 4 Yrs.	93	\$19,400.00	\$1,804,200.00
TOTAL	300		\$5,221,200.00

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

540A



FROM: County Counsel

SUBMITTAL DATE: April 25, 2007

SUBJECT: Ordinance No. 348.4496

RECOMMENDED MOTION: That the Board of Supervisors adopt Ordinance No. 348.4496 amending the zoning in the Nuevo Area shown on Map No. 2.2231 Change of Zone Case No. 7273.

BACKGROUND: Change of Zone Case No. 7273 was approved by the Board of Supervisors on May 16, 2006.

Joe Rank

JOE RANK
County Counsel

C.E.O. RECOMMENDATION:

APPROVE

County Executive Office Signature

Joe Grande

Policy
 Policy

Consent
 Consent

Department Recommendation:
Per Executive Office:

Prev. Agn. ref.

Dist. FIFTH

AGENDA NO.