

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



FROM: Executive Office

SUBMITTAL DATE:
June 23, 2009

SUBJECT: Management Pay Cuts

RECOMMENDED MOTION: That the Board receive and file this report

BACKGROUND: The Board has previously authorized the County Executive Officer to implement reductions to management pay and benefits to help manage our fiscal crisis. Unrepresented management staff immediately took a 50% reduction to the county contribution to the 401(a) account. We also reduced by 75% the benefit of cashing in leave time. These actions represent a 3.8% reduction to management. On 4/7/09, I also requested that the Board suspend a 5.5% increase to CEO compensation.

We now are ready to accept an even greater share of the fiscal responsibility. Effective July 2, 2009, I will implement a 10% reduction in management pay/benefits. This includes rolling over the existing cut to 401(a). These cuts take effect in fiscal year 2009/2010 and then sunset but can be extended if needed.

Merit increases for this group will also be suspended during this period. Controls on cashing in leave time, while not a hard cut, will remain in place to help our budget efforts.

This unrepresented management group includes the County Executive Officer, Department Heads, Management personnel, and confidential positions, approximately 1500 regular County staff in all Departments.

Departmental Concurrence

FINANCIAL DATA	Current F.Y. Total Cost:	\$	In Current Year Budget:	
	Current F.Y. Net County Cost:	\$		Budget Adjustment:
	Annual Net County Cost:	\$		For Fiscal Year:

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 *Bill Stern*

- Policy
- Policy
- Consent
- Consent

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er Exec. Ofc.:

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COUNTY OF RIVERSIDE

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