

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



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
January 20, 2010

**SUBJECT:** Authorization to Provide Two (2) Years of Additional Service Credit to eligible County employees (excluding Elected Officials, Parks, Flood, Waste, and Special Districts, except for Regional Conservation Authority) covered under the County of Riverside's Miscellaneous CalPERS contract.

**RECOMMENDED MOTION:** That the Board of Supervisors (1) authorize the County of Riverside to offer two (2) years of additional service credit to all eligible employees covered under the County's Miscellaneous contract and employed in both an eligible classification and department as listed in Attachments 2 and 3; (2) certify compliance with Government Code section 7507 (Attachment 4) and Government Code section 20903 (Attachment 5); and (3) On February 9, 2010, adopt Resolution 2010-055 (Attachment 6) and sign the Certification of Governing Body's Action (Attachment 7) to establish the window period in accordance with CalPERS requirements.

Approval of this action will provide a retirement incentive for all County employees covered by the CalPERS Miscellaneous Plan who are over age 50 with five or more years of service, excluding Elected Officials (by law), the County Executive Officer (by Policy), and all Special Districts except for the Regional Conservation Authority. Safety employees are not included in this action.

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

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$10,036,510	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ TBD	Budget Adjustment:	No
	Annual Net County Cost:	\$ TBD	For Fiscal Year:	2012/13 \$21,992,390

<b>SOURCE OF FUNDS:</b> Departmental Revenues	<b>Positions To Be Deleted Per A-30</b>	<input type="checkbox"/>
	<b>Requires 4/5 Vote</b>	<input type="checkbox"/>

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

APPROVE

BY:   
Karen L. Johnson

**County Executive Office Signature**

- Dept Recomm.:  Policy
- Per Exec. Ofc.:  Policy
- Consent
- Consent

**Prev. Agn. Ref.:** \_\_\_\_\_ **District:** \_\_\_\_\_ **Agenda Number:** \_\_\_\_\_

**3.54b**

**BACKGROUND:**

Riverside County is facing one of its most significant financial challenges ever. The County Executive Officer estimates discretionary revenue shortfalls of approximately \$76 million for FY 10/11, with additional property tax and sales tax revenue losses next year. Together, these revenue losses and the County's ongoing costs have created a structural deficit of approximately \$71 million. The County needs to restructure and significantly reduce its costs for the next several years. The County Executive Officer has estimated that up to 1,500 lay-offs, mostly in general government operations funded by property and sales taxes may be required. The recommended action will provide a valuable tool to help County managers restructure their operations, eliminate vacant positions, and limit the number of lay-offs to a more acceptable level.

In January of 2009 the County of Riverside offered the early retirement option to 3,400 eligible employees. A total of 651 County employees retired (19% of those eligible) at that time. The total estimated cost for the January 2009 retirement option is the cost of the additional service credit provided to these retirees. In addition, an immediate payout of leave accruals, rather than at the time of a later retirement, was included as a cost to the current year's budget, even though those costs would have been paid at the time of retirement anyway. The cost impact reflecting both the service credit cost and the leave payouts totaled \$44,239,945. However, the County also saved money due to the annual leave or vacation leave not accrued by those who retired early. Assuming the vacated positions remain frozen, the County will save a total of \$13,414,674 by June 30, 2010. Each year thereafter the County will save approximately \$45,028,174 per year. Attachment 8 provides a summary report analyzing the cost savings and demographics of the 2009 early retirement incentive for Miscellaneous employees.

As a result of the ongoing revenue losses experienced by the County, and as an alternative to layoffs, it is requested that the Board of Supervisors authorize the early retirement option to eligible age-appropriate County employees covered by the CalPERS Miscellaneous contract who:

1. Have attained 50 years of age;
2. Have five or more years of service credit with CalPERS; and
3. Retire within the respective 180-day retirement window specified in Attachment 1.

The designated early retirement window period will be February 11, 2010 through August 9, 2010.

To implement this change it is necessary to provide two certifications to CalPERS, as provided in Attachments 4 and 5:

1. The Certification of Compliance with Government Code section 7507 (Attachment 4), which certifies the cost of this benefit is being made public; and
2. The Certification of Compliance with Government Code section 20903 (Attachment 5), which confirms the County's need to take this action, and that:
  - a. Impending layoffs constitute at least one percent of the job classifications, departments, or organizational units designated by the County; and
  - b. By this action it is the intent of the County to create unfilled vacancies thereby resulting in a permanent overall reduction in the work force.

CalPERS requires the County to certify that it is our intention that at least one vacancy in any position in any department or organizational unit shall remain permanently unfilled for each employee who is granted this incentive, thereby resulting in an overall reduction in the workforce. CalPERS does audit these programs, so it is important to track the positions that are left vacant. At the same time, please note that the position left vacant need not be the one from which the employee retired, or at the same level, or even in the same department. This allows the County to consider effective changes to the organizational structure, while confirming the ultimate goal of reduced costs overall.

No earlier than two weeks after this public notice, this item must be returned to the Board's agenda for final adoption of the formal resolution and for signature of the Certification of Governing Body's Action. A sample of the final Resolution and Certification are attached as Attachment 6 and 7.

The cost of this action can be paid in one of two ways: the estimated cost can be paid in a lump sum to CalPERS, or it can be added to the County's actuarial accrued liability, which will result in an employer contribution rate increase over 20 years. CalPERS increases the employer rate based on the number of employees who elect the early retirement option. The rate increase is spread equally among all County departments or divisions covered under the County's Miscellaneous contract.

Based on our experience with the previous early retirement option, we believe 15% (approximately 527) of those eligible may accept the proposed incentive. This would result in an estimated service credit cost of \$21,992,390. We recommend that this cost be paid as an increase to the CalPERS employer rate and amortized over 20 years, so that current savings during this financial crisis are maximized. The average service credit cost per employee is \$41,723. The average pension increase as a result of the early retirement option is estimated at \$261 per month. After FY2011, the annual savings from elimination of 527 positions is estimated to be over \$46 million per year.

Below we have provided cost estimates for this action, along with projected salary savings due to the resulting vacant positions. If all eligible employees within the proposed window period elect the early retirement option, the increased cost to the Miscellaneous contract would be approximately \$146,615,935, or a 1.468% increase in the employer contribution rate for a period of 20 years.

<b>Estimated Costs</b>	<b>8% Accept Incentive</b>	<b>15% Accept Incentive</b>	<b>25% Accept Incentive</b>	<b>100% Accept Incentive</b>
Number of Employees	281	527	879	3,514
Annual Compensation & Benefit Savings	\$24,769,239	\$46,442,324	\$77,403,873	\$309,615,493
Service Credit Cost in Dollars	\$11,729,275	\$21,992,390	\$36,653,984	\$146,615,935
Leave Balance Estimates	\$5,352,805	\$10,036,510	\$16,727,516	\$66,910,064
Total Cost (Service Credit Cost + Leave Balances Estimate)	\$17,082,080	\$32,028,900	\$53,381,500	\$213,525,999
Employer Contribution Rate Increase as a % of payroll beginning in FY 2012/2013	.117%	.220%	.367%	1.468%

**Form 11 – Early Retirement Incentive**

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The expected increase in the employee contribution rate is .220% of payroll beginning FY 12/13. The total service credit cost is \$21,992,390 or \$1,661,057 per year when amortized over 20 years. The leave balance payments are amounts that will be required to be paid by the County in any event, and not a cost of giving the early retirement incentive, but we included them as part of the cost due to their impact on the current year budget.

In summary, we recommend moving forward with an early retirement incentive for a 180-day window as a way to mitigate the impact of the budget reductions. The results from the prior incentive have proven to be successful in reducing costs, and the flexibility in identifying positions to be eliminated will allow the County to balance the impact across departments as necessary. If the Board directs us to exclude certain departments or positions from eligibility, revised cost estimates and dates can be prepared for the next meeting.

Eligible County Classifications

Job Code	Description
62201	ACCESS CONTROL TECHNICIAN
77411	ACCOUNTANT I
77412	ACCOUNTANT II
15911	ACCOUNTING ASSISTANT I
15929	ACCOUNTING ASSISTANT I - C
15912	ACCOUNTING ASSISTANT II
15918	ACCOUNTING ASSISTANT II - C
15928	ACCOUNTING MANAGER
15915	ACCOUNTING TECHNICIAN I
15919	ACCOUNTING TECHNICIAN I - C
15916	ACCOUNTING TECHNICIAN II
15927	ACCOUNTING TECHNICIAN II - C
15307	ACR TECHNICIAN I
15308	ACR TECHNICIAN II
15309	ACR TECHNICIAN III
74121	ADMIN ANALYST
74611	ADMIN DIR - CHA
13964	ADMIN SECRETARY II
74105	ADMIN SVCS ANALYST I
74106	ADMIN SVCS ANALYST II
74110	ADMIN SVCS ANALYST II - C
74114	ADMIN SVCS ASST
74191	ADMIN SVCS MGR I
74113	ADMIN SVCS MGR II
74273	ADMIN SVCS MGR III
74213	ADMIN SVCS OFFICER
74199	ADMIN SVCS SUPV
74200	ADMIN SVCS SUPV - C
13401	ADMISSIONS & COLLECTIONS CLERK
78705	AG & STANDARDS INVESTIGATOR I
78706	AG & STANDARDS INVESTIGATOR II
78708	AG & STANDARDS INVESTIGATOR IV
78707	AG & STANDARDS INVESTIGATOR III
74240	AG COMMS/SLR OF WTS & MEASURES
78601	AG INSPECTOR
73999	AGENCY PROGRAM ADMINISTRATOR
74617	AGENCY PROGRAM SUPERVISOR
62711	AIR CONDITIONING MECHANIC
68301	AIRCRAFT MECHANIC
62105	AIRPORT OPS & MAINT SUPERVISOR
62101	AIRPORT OPS & MAINT WORKER I
62100	AIRPORT OPS & MAINT WORKER II
57782	ANESTHESIOLOGY TECHNICIAN
73508	ANIMAL ADOPTION COUNSELOR
73518	ANIMAL BEHAVIORIST
62380	ANIMAL CARE TECHNICIAN
73507	ANIMAL CONTROL OFFICER I
73505	ANIMAL LICENSE INSPECTOR
73522	ANIMAL SERVICES DIRECTOR
79821	APPEALS SPECIALIST
74322	APPRAISER II
74319	APPRAISER TECHNICIAN
74320	APPRAISER TRAINEE
74840	ARCHAEOLOGIST
13518	ARCHIVES & RECORDS TECH
13526	ARCHIVIST/RECORDS ANALYST I
13527	ARCHIVIST/RECORDS ANALYST II
13528	ARCHIVIST/RECORDS MANAGER
52263	ARMORER/RANGEMASTER

Job Code	Description
76423	ASSOC ENGINEER
74112	ASSOC MANAGEMENT ANALYST
74135	ASSOC MEDICAL CENTER ADMIN
76825	ASSOC P H PROF ENG/ GEOLOGIST
74829	ASSOC TRANSPORTATION PLANNER
78737	ASST AG COMMISSIONER-SEALER
74376	ASST ASSESSOR-COUNTY CLK-REC
76478	ASST CHF WASTE MGMT ENGINEER
76422	ASST CIVIL ENGINEER
74265	ASST CLERK OF THE BOARD
73954	ASST COMMUNICABLE DISEASE SPEC
74225	ASST COUNTY AUDITOR-CONTROLLER
74242	ASST COUNTY EXEC OFFGR/H/EDA
74128	ASST COUNTY EXECUTIVE OFFICER
78334	ASST DIETARY SERVICES MANAGER
74141	ASST DIR OF COMMUNITY ACTION
74231	ASST DIR OF EDA
74274	ASST DIR OF FLEET SVCS
73966	ASST DIR OF NURSING SVCS
74243	ASST DIR OF PUBLIC SOCIAL SVCS
79815	ASST DIR OF VETERANS SVCS
74197	ASST DIR, FACILITIES MGMT
74098	ASST DIR, PURCH & FLEET SVCS
78539	ASST DISTRICT ATTORNEY
66561	ASST DISTRICT ROAD MAINT SUPV
76421	ASST ENGINEER
74100	ASST HOSPITAL ADMINISTRATOR I
62346	ASST HOSPITAL ENV SVCS MGR
74775	ASST HUMAN RESOURCES DIRECTOR
77486	ASST INVESTMENT MANAGER
13486	ASST MEDICAL RECORDS MANAGER
79803	ASST MENTAL HEALTH DIRECTOR
73924	ASST NURSE MANAGER
77493	ASST PATIENT ACCT OFFGR,RCRMC
74819	ASST PLANNING DIRECTOR
37506	ASST PUBLIC ADMINISTRATOR
78557	ASST PUBLIC DEFENDER
79807	ASST REG MGR-CHILDREN SOC SVCS
74834	ASST REGISTRAR OF VOTERS
77435	ASST TREASURER/TAX COLLECTOR
97325	AUDIO-VIDEO TECHNICIAN
77442	AUDITOR/APPRaiser II
66406	AUTOMOTIVE MECHANIC I
66411	AUTOMOTIVE MECHANIC II
66412	AUTOMOTIVE MECHANIC III
66405	AUTOMOTIVE MECHANIC III - CERT
66415	AUTOMOTIVE SERVICE SUPERVISOR
66417	AUTOMOTIVE SERVICE WRITER
62952	AUTOMOTIVE SERVICES WORKER
57745	BEHAVIORAL HLTH SPECIALIST II
79751	BEHAVIORAL HLTH SPECIALIST III
79706	BEHAVIORAL HLTH SPECIALIST IV
66419	BLDG & MAINTENANCE SUPER-CORR
33232	BLDG INSPECTOR II
62739	BLDG MAINT MECHANIC-ADULT DET
62732	BLDG MAINT SUPERINTENDENT
62740	BLDG MAINTENANCE MECHANIC
62771	BLDG MAINTENANCE SUPERVISOR
62730	BLDG MAINTENANCE WORKER

Job Code	Description
13496	BOARD ASSISTANT
74515	BOARD OF SUPV CHIEF OF STAFF
69501	BRIDGE CREW WORKER
77409	BUDGET/REIMBURSEMENT ANALYST
86110	BUSINESS PROCESS ANALYST I
86108	BUSINESS PROCESS ANALYST I - C
86111	BUSINESS PROCESS ANALYST II
15808	BUYER ASSISTANT
15811	BUYER I
15812	BUYER II
13628	CA CHILDREN SVCS TECH COORD
13627	CA CHILDREN SVCS TECH II
98740	CARDIAC SONOGRAPHER
98755	CARDIOPULMONARY MANAGER
13933	CEO EXECUTIVE ASSISTANT
57775	CERTIFIED MEDICAL ASSISTANT
13451	CERTIFIED MEDICAL RECORD CODER
74255	CHA DIRECTOR/P.H. OFFICER
74608	CHA INTERNAL AUDIT & COMP MGR
73997	CHA PROGRAM CHIEF I
73996	CHA PROGRAM CHIEF II
74107	CHA PROGRAM COORDINATOR I
37566	CHA PROGRAM COORDINATOR II
79735	CHAPLAIN
77415	CHF ACCOUNTANT
78528	CHF ASST DISTRICT ATTORNEY
98714	CHF CLINICAL LAB SCIENTIST
74326	CHF DEP ASSESSOR/CO CLK/REC
37490	CHF DEP CHILD SUPPORT ATTORNEY
74296	CHF DEP COUNTY EXEC OFFICER
78535	CHF DEP DISTRICT ATTORNEY
74811	CHF DEP PLANNING DIRECTOR
13332	CHF DEP REGISTRAR OF VOTERS
77438	CHF DEP TREAS/TAX COLLECTOR
77439	CHF DEP TREAS/TAX COLLECTOR II
79537	CHF DEP PROBATION - ADMN SVCS
76666	CHF ENGINEERING GEOLOGIST
74140	CHF FINANCE OFFICER, CHA
74139	CHF FINANCE OFFICER, RCRMC
73893	CHF FORENSIC PATHOLOGIST
77271	CHF INFO SECURITY OFFICER
74268	CHF INFORMATION OFFICER
73968	CHF NURSING OFFICER
73878	CHF OF DENTISTRY
73884	CHF OF FAMILY MED & PRIM CARE
73885	CHF OF MEDICAL SPECIALTY
73886	CHF OF MEDICAL STAFF
73888	CHF OF MEDICAL SVCS, CHA
73892	CHF OF PSYCHIATRY
37569	CHF PUBLIC DEFENDER INVESTIGTR
74235	CHF TECHNOLOGY OFFICER
73469	CHF THERAPIST FOR PHC
73523	CHF VETERINARIAN
37549	CHILD SUPPORT INTERVIEWER
37551	CHILD SUPPORT SPECIALIST
37557	CHILD SUPPORT SVCS PROGRAM MGR
37554	CHILD SUPPORT SVCS REG MGR
37556	CHILD SUPPORT SVCS SUPERVISOR
79811	CHILDREN'S SOCIAL SVC SUPV I

Eligible County Classifications

Job Code	Description
73967	ASSOC CHF NURSING OFFICER
76424	ASSOC CIVIL ENGINEER
79812	CHILDREN'S SOCIAL SVC SUPV II
79808	CHILDREN'S SOCIAL SVC WKR III
79809	CHILDREN'S SOCIAL SVC WKR IV
79810	CHILDREN'S SOCIAL SVC WKR V
13521	CLAIMS ADJUSTER I
13522	CLAIMS ADJUSTER II
13520	CLAIMS ADJUSTER TRAINEE
74259	CLERK OF THE BOARD
74022	CLINICAL INFORMATICS OFFICER
98546	CLINICAL LAB ASSISTANT
98715	CLINICAL LAB SCIENTIST - Q.C.
98712	CLINICAL LAB SCIENTIST II
73616	CLINICAL PHARMACIST
79711	CLINICAL PSYCHOLOGIST
79740	CLINICAL THERAPIST I
79744	CLINICAL THERAPIST I - BLYTHE
79742	CLINICAL THERAPIST II
79760	CLINICAL THERAPIST II - C
13435	CODE ENFORCEMENT AIDE
33246	CODE ENFORCEMENT DIVISION MGR
33241	CODE ENFORCEMENT OFFICER I
33242	CODE ENFORCEMENT OFFICER II
33240	CODE ENFORCEMENT OFFICER III
13423	CODE ENFORCEMENT TECHNICIAN
73521	COMMANDER OF FIELD SERVICES
73956	COMMUNICABLE DISEASES SPEC
74163	COMMUNITY ACTION DIVISION SUPV
33256	COMMUNITY IMPROVEMENT SPEC II
74151	COMMUNITY PRGM SPECIALIST I
74152	COMMUNITY PRGM SPECIALIST II
57792	COMMUNITY SERVICES ASSISTANT
52264	COMMUNITY SERVICES OFFICER I
52265	COMMUNITY SERVICES OFFICER II
79710	COMPLIANCE CONTRACTS OFFICER
79860	COMPUTER BASED TRAINING OFFCR
79862	COMPUTER BASED TRAINING SUPV
33201	CONSTRUCTION INSPECTOR I
33202	CONSTRUCTION INSPECTOR II
74293	CONTRACTS & GRANTS ANALYST
74291	CONTRACTS & SERVICES OFFICER
54431	COOK
54430	COOKS ASSISTANT
73468	COORDINATING THERAPIST
37498	CORONER TECHNICIAN
37625	CORONERS LIEUTENANT
37516	CORONERS LIEUTENANT A (D)
37517	CORONERS LIEUTENANT B (D)
37502	CORONER CORPORAL
37512	CORONER CORPORAL A
37513	CORONER CORPORAL B
37503	CORONER SERGEANT
37514	CORONER SERGEANT A
37515	CORONER SERGEANT B
54420	CORRECTIONAL COOK
54422	CORRECTIONAL FOOD SVCS SUPV
54453	CORRECTIONAL SR FOOD SVC WRKR
74254	COUNTY COUNSEL

Job Code	Description
62755	BLDG SERVICES ENGINEER
13395	CUSTOMER SUPPORT REP I
13396	CUSTOMER SUPPORT REP II
13397	CUSTOMER SUPPORT REP III
62327	CUSTOMER SVC OPERATIONS MGR
74094	CVPE ASST DIR/OUTRCH SPEC, PTS
13928	CVPE EXECUTIVE ASSISTANT I
98731	CYTOLOGIST
74545	D.A. EXECUTIVE OFFICER
74543	D.A. INFORMATION OFFICER
13997	D.A. LEGISLATIVE ADMINISTRATOR
37878	D.A. PROGRAM MANAGER
13918	D.A. PUBLIC SAFETY DISPATCHER
13919	D.A. SECRETARY
13786	DATA ENTRY OPERATOR II
57731	DENTAL ASSISTANT
73877	DENTIST
78735	DEP AG COMMISSIONER-SEALER
77426	DEP AUDITOR-CONTROLLER
37494	DEP CHILD SUPP ATTORNEY III
37492	DEP CHILD SUPP ATTORNEY IV
37492	DEP CHILD SUPP ATTORNEY IV-S
13901	DEP CLERK OF THE BOARD
37500	DEP CORONER I
37501	DEP CORONER II
37510	DEP CORONER II-A
37511	DEP CORONER II-B
78511	DEP COUNTY COUNSEL I
78512	DEP COUNTY COUNSEL II
78513	DEP COUNTY COUNSEL III
78514	DEP COUNTY COUNSEL IV
78516	DEP COUNTY COUNSEL IV-S
74138	DEP COUNTY EXECUTIVE OFFICER
74298	DEP DIR - CULTURAL SERVICES
74288	DEP DIR FOR ADMIN-SR SVCS SYS
76610	DEP DIR FOR ARCHITECTURE & ENG
62734	DEP DIR FOR BLDG MAINTENANCE
74915	DEP DIR FOR REAL PROPERTY
74289	DEP DIR FOR SENIOR PROGRAMS
73556	DEP DIR I, CHA
73557	DEP DIR II, CHA
74279	DEP DIR OF ADMINISTRATION - IT
74196	DEP DIR OF EDA
79885	DEP DIR OF PUBLIC SOCIAL SVCS
76405	DEP DIR OF TRANSPORTATION
37879	DEP DIR, COUNTY FIRE DEPT-ADMIN
74546	DEP DIR, D.A. ADMINISTRATION
74275	DEP DIR, FACILITIES MGT - ADMIN
78531	DEP DISTRICT ATTORNEY I
78532	DEP DISTRICT ATTORNEY II
78533	DEP DISTRICT ATTORNEY III
78534	DEP DISTRICT ATTORNEY IV
78538	DEP DISTRICT ATTORNEY IV-S
78543	DEP DISTRICT ATTORNEY IV-T
37880	DEP FIRE MARSHAL
74780	DEP HUMAN RESOURCES DIRECTOR
74257	DEP P.H. OFFICER
37523	DEP PUBLIC ADMINISTRATOR
78551	DEP PUBLIC DEFENDER I

Job Code	Description
74183	DEVELOPMENT SPECIALIST I
74184	DEVELOPMENT SPECIALIST II
74185	DEVELOPMENT SPECIALIST III
98797	DIAGNOSTIC IMAGING MANAGER
57755	DIETETIC TECHNICIAN
78311	DIETITIAN I
78312	DIETITIAN II
74236	DIR OF BUILDING & SAFETY
37489	DIR OF CHILD SUPPORT SERVICES
33247	DIR OF CODE ENFORCEMENT
74133	DIR OF COMMUNITY ACTION
73543	DIR OF ENVIRONMENTAL HEALTH
74193	DIR OF ENVIRONMENTAL PROGRAMS
74246	DIR OF LEADERSHIP & ORG DEV
73879	DIR OF PATIENT CARE MGMT
73881	DIR OF PUBLIC HEALTH
73970	DIR OF PUBLIC HEALTH NURSING
74248	DIR OF PUBLIC SOCIAL SERVICES
74232	DIR OF PURCHASING & FLEET SVCS
74290	DIR OF SENIOR SERVICE SYSTEMS
74210	DIR OF VETERANS SERVICES
66509	DISTRICT ROAD MAINTENANCE SUPV
37528	DOCUMENTS EXAMINER
37597	DPSS CHIEF OF INVESTIGATIONS-B
74182	DPSS CONTRACTS & SVCS OFFICER
74904	DPSS FACILITIES PROJ PLANNER
13416	DPSS OFFICE SUPPORT SUPV
77427	DPSS SR INTERNAL AUDITOR
85060	ECOLOGICAL RESOURCES SPEC II
74297	EDA DEVELOPMENT MANAGER
74461	EDA MARKETING & INFO OFFICER
74299	EDA PROCUREMENT SVCS MGR
13007	ELECTIONS ANALYST
13001	ELECTIONS COORD - SERVICES
13002	ELECTIONS COORD ASST
62402	ELECTIONS TECH - OPERATIONS
13005	ELECTIONS TECH II - SERVICES
13004	ELECTIONS TECH III - SERVICES
98741	ELECTROCARDIOGRAPH TECH
98761	ELECTROENCEPHALO TECH, REG
13419	ELIGIBILITY SERVICES CLERK
15921	ELIGIBILITY SPECIALIST I
15922	ELIGIBILITY SPECIALIST II
15923	ELIGIBILITY SPECIALIST III
15924	ELIGIBILITY SPECIALIST SUPV I
15925	ELIGIBILITY SPECIALIST SUPV II
15920	ELIGIBILITY SPECIALIST TRAINEE
13604	ELIGIBILITY SUPERVISOR
13601	ELIGIBILITY TECHNICIAN I
13602	ELIGIBILITY TECHNICIAN II
13603	ELIGIBILITY TECHNICIAN III
13804	EMERGENCY COMMAND CENTER SUPV
79708	EMERGENCY MEDICAL SERVICE SPEC
74168	EMERGENCY SERVICES COORDINATOR
74169	EMERGENCY SERVICES PROG SUPV
13469	EMPLOYEE BENEFITS & REC SUPV
74473	EMPLOYEE TRANS COORDINATOR - C
79891	EMPLOYMENT SVCS COUNSELOR II
57728	EMPLOYMENT SVCS TECH

Eligible County Classifications

Job Code	Description
74104	COUNTY COUNSEL ADMIN ASST
13934	COUNTY COUNSEL LEGAL SUPP ASST
74249	COUNTY DIR OF TRANSPORTATION
74130	COUNTY FINANCE DIRECTOR
76487	COUNTY SURVEYOR
66502	CREW LEAD WORKER
77459	CRIME ANALYST
13471	CRIME ANALYST SUPERVISOR
37534	CRIMINAL INFORMATION TECH (D)
13411	CROSSING GUARD SUPERVISOR
62324	CUSTODIAL SUPERVISOR
62323	CUSTODIAL SVCS SUPERINTENDENT
62321	CUSTODIAN
76419	ENGINEERING PROJECT MGR
97431	ENGINEERING TECH I
97432	ENGINEERING TECH II
33225	ENV COMPLIANCE INSPECTOR II
73530	ENV HEALTH SPEC I
73531	ENV HEALTH SPEC I - DESERT
73541	ENV HEALTH SPEC II - DESERT
73545	ENV HEALTH SPEC III
73544	ENV HEALTH SPEC III - DESERT
73546	ENV HEALTH SPEC IV
73548	ENV HEALTH SPEC IV - DESERT
98572	ENV HEALTH TECHNICIAN I
98573	ENV HEALTH TECHNICIAN II
74803	ENV PLANNER II
74805	ENV PLANNER III
74115	EPIDEMIOLOGY ANALYST
66475	EQUIPMENT FLEET SUPERVISOR
62920	EQUIPMENT MAINT WORKER
66511	EQUIPMENT OPERATOR I
66512	EQUIPMENT OPERATOR II
15824	EQUIPMENT PARTS HELPER
15825	EQUIPMENT PARTS STOREKEEPER
66413	EQUIPMENT SERVICE SUPV
62931	EQUIPMENT TIRE INSTALLER
37521	ESTATE INVESTIGATOR
15829	ESTATE PROPERTY TECHNICIAN
73889	EXCLUSIVE CARE DIR OF MED SPEC
73880	EXCLUSIVE CARE PLAN MANAGER
13925	EXECUTIVE ASSISTANT I
13926	EXECUTIVE ASSISTANT II
74148	EXECUTIVE OFFICER OF LAFCO
13929	EXECUTIVE SECRETARY
76124	FACILITIES ENERGY MGMT COORD
76601	FACILITIES PROJECT MGR I
76602	FACILITIES PROJECT MGR II
76608	FACILITIES PROJECT MGR III
62107	FAIRGROUND OPS & MAINT WKR
37537	FINGERPRINT EXAMINER I
37538	FINGERPRINT EXAMINER II
37536	FINGERPRINT TECHNICIAN II
37874	FIRE DEPT DEPUTY DIRECTOR-OES
37870	FIRE PREVENTION TECHNICIAN I
37877	FIRE PROTECTION ENGINEER
37872	FIRE SAFETY SPECIALIST
37876	FIRE SAFETY SUPERVISOR

Job Code	Description
78552	DEP PUBLIC DEFENDER II
78553	DEP PUBLIC DEFENDER III
78554	DEP PUBLIC DEFENDER IV
78560	DEP PUBLIC DEFENDER IV-S
78556	DEP PUBLIC DEFENDER V
37525	DEP PUBLIC GUARDIAN
77434	DEP TREASURER/TAX COLLECTOR
74740	DEPT H.R. COORDINATOR
77104	GIS ANALYST
77110	GIS RESEARCH SPECIALIST I
77106	GIS SENIOR ANALYST
77103	GIS SPECIALIST I
77105	GIS SUPERVISOR ANALYST
92701	GRAPHIC ARTS ILLUSTRATOR
62142	GROUPS CREW LEAD WORKER
62171	GROUPS WORKER
73587	HAZARDOUS MTRLS MGMT SPEC III
73588	HAZARDOUS MTRLS MGMT SPEC IV
73561	HAZARDOUS WASTE INSP I
79835	HEALTH CARE SOCIAL SVCS SUPV
79824	HEALTH CARE SOCIAL WORKER
73457	HEALTH EDUCATION ASST I
73458	HEALTH EDUCATION ASST II
73484	HEALTH EDUCATOR
57793	HEALTH SERVICES ASSISTANT
57790	HEALTH SERVICES ASSISTANT - C
76402	HEALTHCARE ADMIN SURVEYOR
66451	HEAVY EQUIPMENT MECHANIC
66524	HIGHWAY MAINT SUPERINTENDENT
66526	HIGHWAY OPS SUPERINTENDENT
98537	HISTOLOGY TECHNICIAN
74250	HOSPITAL ADMINISTRATOR
13403	HOSPITAL ADMISSIONS SUPERVISOR
74211	HOSPITAL BUD REIMBURSEMENT OFF
62344	HOSPITAL ENV SVCS SUPV
77491	HOSPITAL FISCAL OFFICER
72901	HOSPITAL PATIENT ADVOCATE
98561	HOSPITAL SUPPLY TECHNICIAN
54480	HOUSE MANAGER
73925	HOUSE SUPERVISOR
62341	HOUSEKEEPER
66532	HOUSING AUTHORITY MAINT WKR I
66533	HOUSING AUTHORITY MAINT WKR II
97460	HOUSING PROGRAM ASSISTANT I
97461	HOUSING PROGRAM ASSISTANT II
97462	HOUSING SPECIALIST I
97463	HOUSING SPECIALIST II
97464	HOUSING SPECIALIST III
74771	HUMAN RESOURCES ANALYST I
74772	HUMAN RESOURCES ANALYST II
13439	HUMAN RESOURCES CLERK
13440	HUMAN RESOURCES CLERK - C
74773	HUMAN RESOURCES DIV MGR I
74676	HUMAN RESOURCES DIV MGR II
74674	HUMAN RESOURCES SERVICES MGR
13611	HUMAN RESOURCES TECHNICIAN I
13612	HUMAN RESOURCES TECHNICIAN II
73572	INDUSTRIAL HYGIENIST I
73573	INDUSTRIAL HYGIENIST II

Job Code	Description
13467	ENERGY PROGRAM TECHNICIAN I
97421	ENGINEERING AIDE
78452	ENGINEERING DIVISION MANAGER
86190	IT APPS DEVELOPER III - C
86115	IT BUSINESS SYS ANALYST II
86117	IT BUSINESS SYS ANALYST III
86121	IT COMMUNICATIONS ANALYST II
86124	IT COMMUNICATIONS ANALYST III
86130	IT COMMUNICATIONS TECH II
86131	IT COMMUNICATIONS TECH III
86138	IT DATABASE ADMIN II
86139	IT DATABASE ADMIN III
98554	IT FORENSICS EXAMINER II
98555	IT FORENSICS EXAMINER III
86153	IT NETWORK ADMIN II
86149	IT NETWORK ADMIN II - C
86155	IT NETWORK ADMIN III
86150	IT NETWORK ADMIN III - C
86143	IT OFFICER I
86141	IT OFFICER II
86144	IT OFFICER III
86105	IT SUPV APPS DEVELOPER
86159	IT SUPV APPS DEVELOPER - C
86119	IT SUPV BUSINESS SYS ANALYST
86142	IT SUPV BUSINESS SYS ANALYST - C
86125	IT SUPV COMMUNICATIONS ANALYST
86135	IT SUPV COMMUNICATIONS TECH
86140	IT SUPV DATABASE ADMIN
86157	IT SUPV NETWORK ADMIN
86158	IT SUPV NETWORK ADMIN - C
86167	IT SUPV SYSTEMS ADMINISTRATOR
86177	IT SUPV SYSTEMS OPERATOR
86187	IT SUPV USER SUPPORT TECH
86170	IT SUPV USER SUPPORT TECH - C
86197	IT SUPV WEB DEVELOPER
86164	IT SYSTEMS ADMINISTRATOR II
86165	IT SYSTEMS ADMINISTRATOR III
86171	IT SYSTEMS OPERATOR I
86174	IT SYSTEMS OPERATOR II
86175	IT SYSTEMS OPERATOR III
86181	IT USER SUPPORT TECH I
86183	IT USER SUPPORT TECH II
86179	IT USER SUPPORT TECH II - C
86185	IT USER SUPPORT TECH III
86180	IT USER SUPPORT TECH III - C
86191	IT WEB DEVELOPER I
86195	IT WEB DEVELOPER II
86199	IT WEB DEVELOPER II - C
86196	IT WEB DEVELOPER III
76420	JUNIOR ENGINEER
62202	LABORER
74821	LAFCO SECRETARY
33252	LAND USE TECHNICIAN II
66575	LANDFILL SAFETY MONITOR
54611	LAUNDRY WORKER
54610	LAUNDRY WORKER - ADULT DET
79722	LAW ENFORCEMENT PSYCHOLOGIST
13940	LAW OFFICE SUPERVISOR I
13941	LAW OFFICE SUPERVISOR II

Eligible County Classifications

Job Code	Description
37873	FIRE SYSTEMS INSPECTOR
77497	FISCAL ANALYST
77499	FISCAL MANAGER
74217	FLEET SERVICES OPERATIONS MGR
66416	FLEET SERVICES TECHNICIAN
54475	FOOD SVCS MGR-ADULT DETENTION
54451	FOOD SVCS WORKER
73895	FORENSIC PATHOLOGIST III
73894	FORENSIC PHOTO LAB TECHNICIAN
92741	FORENSIC TECHNICIAN II
37531	FORENSIC TECHNICIAN II
74095	FOUNDATION EXECUTIVE DIR RCRMC
62951	GARAGE ATTENDANT
66414	GARAGE BRANCH SUPV
62141	GARDENER
13325	GATE SERVICES ASSISTANT
62108	LEAD FAIRGRND OPS & MAINT WRKR
96563	LEAD HOSPITAL SUPPLY TECH
62340	LEAD HOUSEKEEPER
62222	LEAD MAINTENANCE CARPENTER
62232	LEAD MAINTENANCE ELECTRICIAN
62272	LEAD MAINTENANCE PLUMBER
62742	LEAD MAINTENANCE SVCS MECHANIC
62433	LEAD OFFSET EQUIPMENT OPERATOR
66582	LEAD TRAFFIC CONTROL PAINTER
66592	LEAD TREE TRIMMER
15836	LEAD TRUCK DRIVER - DELIVERY
13930	LEGAL SUPPORT ASST I
13931	LEGAL SUPPORT ASST II
13936	LEGAL SUPPORT ASST II - C
74783	LIABILITY CLAIMS PROGRAM SUPV
57741	LICENSED PSYCHIATRIC TECH
57753	LICENSED VOC NURSE - ADULT DET
57751	LICENSED VOC NURSE I
57752	LICENSED VOC NURSE II
57750	LICENSED VOC NURSE II - C
57748	LICENSED VOC NURSE II - CHA
57749	LICENSED VOC NURSE III - CHA
73517	LIEUTENANT OF FIELD SERVICES
74817	LOCAL GOVT ANALYST II
74205	M.H. DIRECTOR
62330	M.H. FAC HOUSEKEEPING SUPV
79728	M.H. PEER POLICY & PLNG SPEC
79726	M.H. PEER SPECIALIST
79725	M.H. PEER SPECIALIST TRAINEE
79717	M.H. SERVICE SUPV-A
79723	M.H. SERVICE SUPV-A - BLYTHE
79718	M.H. SERVICE SUPV-B
79806	M.H. SERVICES ADMINISTRATOR
79796	M.H. SERVICES PROGRAM MGR
62793	MACHINIST - WELDER
13445	MAIL CLERK
66529	MAINTENANCE & CONST WRKR
62221	MAINTENANCE CARPENTER
62231	MAINTENANCE ELECTRICIAN
62735	MAINTENANCE MECHANIC
62251	MAINTENANCE PAINTER
62271	MAINTENANCE PLUMBER
74173	MANAGED CARE DIRECTOR

Job Code	Description
72712	INFO SECURITY ANALYST III
73955	INSTITUTIONAL NURSE
15908	INSURANCE BILLING CLERK
15906	INSURANCE BILLING SUPV I
15907	INSURANCE BILLING SUPV II
79872	INTAKE SPECIALIST
37570	INVESTIGATIVE TECH I
37571	INVESTIGATIVE TECH II
77487	INVESTMENT MANAGER
86101	IT APPS DEVELOPER II
86103	IT APPS DEVELOPER III
13960	MEDICAL STAFF COORDINATOR
57771	MEDICAL THERAPY UNIT AIDE
13821	MEDICAL TRANSCRIPTIONIST II
13425	MEDICAL TRANSPORTATION COORD
13433	MEDICAL TRANSPORTATION TECH
13404	MEDICAL UNIT CLERK
13431	MESSENGER
13490	MGR. QA & INFECTION CONTROL
73509	MOBILE SPAY/NEUTER CLINIC OP
13511	MSAG COORDINATOR
13443	MUSEUM ASSISTANT
73534	NATURAL RESOURCES MGR - EPD
73923	NURSE MANAGER
73982	NURSE PRACTITIONER II
73984	NURSE PRACTITIONER III
57781	NURSING ASSISTANT
73941	NURSING EDUCATION INSTRUCTOR
78345	NUTRITIONIST
78346	NUTRITIONIST - C
86118	OASIS BUSINESS PROCESS MGR
72722	OASIS DIRECTOR
73439	OCC INJURY & ILLNESS SPEC
74002	OCCUPATIONAL HLTH NRS CONSLTNT
73438	OCCUPATIONAL THERAPIST I
73436	OCCUPATIONAL THERAPIST II
57773	OCCUPATIONAL THERAPY ASST
13864	OFFICE ASSISTANT I
13865	OFFICE ASSISTANT II
13872	OFFICE ASSISTANT II - C
13866	OFFICE ASSISTANT III
13873	OFFICE ASSISTANT III - C
74090	OFFICE ON AGING PROGRAM SPEC I
74091	OFFICE ON AGING PROGRAM SPEC II
57729	OFFICE ON AGING SERVICES ASST
62430	OFFSET EQUIPMENT OPERATOR
66507	OPS & MAINT SUPERVISOR
73513	OPS CHIEF, ANIMAL SERVICES
57791	OPHTHALMOLOGY AIDE
98789	ORTHOPEDIC TECHNICIAN
33229	OSHPD INSPECTOR OF RECORD
78750	P.H. MICROBIOLOGIST II
73490	P.H. PROGRAM DIRECTOR
78508	PARALEGAL I
78507	PARALEGAL I - C
78506	PARALEGAL II
78505	PARALEGAL II - C
13858	PARKING ATTENDANT I

Job Code	Description
72712	LEAD AIR CONDITIONING MECHANIC
57783	LEAD ANESTHESIOLOGY TECHNICIAN
66504	LEAD BRIDGE CREW WORKER
62322	LEAD CUSTODIAN
13398	LEAD CUSTOMER SUPPORT REP
62932	LEAD EQUIPMENT TIRE INSTALLER
73446	PHYSICAL THERAPIST II
73974	PHYSICIAN ASSISTANT II
73799	PHYSICIAN ASSISTANT II - C
73976	PHYSICIAN ASSISTANT III
73802	PHYSICIAN II
73803	PHYSICIAN III
73804	PHYSICIAN IV
73815	PHYSICIAN IV - C
13951	PLANNING COMMISSION SECRETARY
74230	PLANNING DIRECTOR
13499	PLANNING TECHNICIAN I
92271	PLANNING TECHNICIAN II
92272	PLANNING TECHNICIAN III
76415	PLANS EXAMINER II
76416	PLANS EXAMINER III
76418	PLANS EXAMINER V
73913	PRE HOSPITAL LIAISON NURSE
77414	PRINCIPAL ACCOUNTANT
77445	PRINCIPAL AUDITOR/APPRaiser
33235	PRINCIPAL BUILDING INSPECTOR
97413	PRINCIPAL CONST INSPECTOR
78515	PRINCIPAL DEP COUNTY COUNSEL
74325	PRINCIPAL DEPUTY ACCR
74221	PRINCIPAL DEVELOPMENT SPEC
97434	PRINCIPAL ENG TECH
97438	PRINCIPAL ENG TECH - PLS/PIPE
74768	PRINCIPAL HR ANALYST
74134	PRINCIPAL MGMT ANALYST
74809	PRINCIPAL PLANNER
74922	PRINCIPAL REAL PROPERTY AGENT
62435	PRINTING PRODUCTION SUPERVISOR
62422	PRINTING TECH SPECIALIST I
62423	PRINTING TECH SPECIALIST II
62438	PRINTING/MAIL SERVICES MGR (D)
57794	PROBATION ASSISTANT
79530	PROBATION SPECIALIST
15813	PROCUREMENT CONTRACT SPEC
74132	PROGRAM OPERATIONS SUPERVISOR
79819	PROGRAM SPECIALIST II
79815	PROGRAM SPECIALIST II, C.S.S.
86146	PROPERTY TAX SYSTEM IT OFFICER
74174	PROVIDER RELATIONS SUPERVISOR
74245	PUBLIC DEFENDER
37563	PUBLIC DEFENDER INVEST II
37565	PUBLIC DEFENDER INVEST III
37522	PUBLIC GUARDIAN INVESTIGATOR
97465	PUBLIC HOUSING PROPERTY MGR
74460	PUBLIC INFORMATION OFFICER
74295	PUBLIC INFORMATION SPEC - C
74233	PUBLIC INFORMATION SPECIALIST
13806	PUBLIC SAFETY COMM OFFICER I
13807	PUBLIC SAFETY COMM OFFICER II
74144	PURCHASING MANAGER



Eligible County Classifications

Job Code	Description
74120	MANAGEMENT ANALYST
73425	MANAGER REHABILITATIVE SVCS
73948	MANAGER, AMBULATORY CARE
74154	MANAGING DIRECTOR OF EDA
73609	MANAGING PHARMACIST - EX CARE
74669	MANAGING PSYCH-LE & ASSESSMENT
15857	MATERIALS MGMT MANAGER
62901	MECHANICS HELPER
92752	MEDIA PRODUCTION SPECIALIST
73890	MEDICAL DIRECTOR, MH SERVICES
97351	MEDICAL ELECTRONICS TECHNICIAN
13280	MEDICAL INTERPRETER/TRANSLATOR
13286	MEDICAL LIBRARY COORDINATOR
13446	MEDICAL RECORDS CODER
13489	MEDICAL RECORDS MANAGER
13487	MEDICAL RECORDS TECHNICIAN I
13488	MEDICAL RECORDS TECHNICIAN II
13449	MEDICAL REGISTRAR
79832	MEDICAL SOCIAL WORKER II
98726	RADIOLOGIC TECHNOLOGIST SUPV
74919	REAL PROPERTY AGENT I
74918	REAL PROPERTY AGENT II
74917	REAL PROPERTY AGENT III
13491	REAL PROPERTY COORDINATOR
62971	RECORDS & SUPPORT ASSISTANT
73461	RECREATION THERAPIST
66571	RECYCLING SPECIALIST II
79894	REGIONAL MGR, CALWORKS
79817	REGIONAL MGR, CHILD SOC SVCS
79893	REGIONAL MGR, ESS
79883	REGIONAL MGR, SOCIAL SERVICES
73951	REGISTERED NURSE I
73952	REGISTERED NURSE II
74018	REGISTERED NURSE II - W
73953	REGISTERED NURSE III
73989	REGISTERED NURSE III - C
73991	REGISTERED NURSE IV
73993	REGISTERED NURSE IV - C
73992	REGISTERED NURSE V
73994	REGISTERED NURSE V - C
73501	REGISTERED VETERINARY TECH
74833	REGISTRAR OF VOTERS
74012	RESEARCH & POLICY ANALYST
77462	RESEARCH ANALYST
79837	RESEARCH SPECIALIST I
79838	RESEARCH SPECIALIST II
98753	RESP CARE PRACT I, REG ELIG
98757	RESP CARE PRACT II, REG
15315	REVENUE & RECOVERY SUPV I
15317	REVENUE & RECOVERY SUPV II
15312	REVENUE & RECOVERY TECH I
15313	REVENUE & RECOVERY TECH II
74884	SAFETY COORDINATOR - C
73576	SAFETY INDSTRL HYGIENIST III-C
74281	SATELLITE FACILITIES COORD
13923	SECRETARY I
13924	SECRETARY II
13920	SECRETARY II - C
73515	SERGEANT OF FIELD SERVICES

Job Code	Description
13859	PARKING ATTENDANT II
52740	PARKING/ORD ENFORCEMENT OFFICR
98536	PATHOLOGY AIDE
77450	PATIENT ACCOUNTS MANAGER
77467	PATIENT ACCTS OFFICER, RCRMC
73998	PATIENT SVCS COORDINATOR
74001	PATIENT SVCS COORDINATOR - C
79701	PATIENTS RIGHTS ADVOCATE
73611	PHARMACIST
73622	PHARMACIST - C
73615	PHARMACY DIRECTOR
13418	PHARMACY TECHNICIAN II
57770	PHYSICAL THERAPIST ASSISTANT
73445	PHYSICAL THERAPIST I
79873	SOCIAL SERVICES WORKER I
79874	SOCIAL SERVICES WORKER II
79875	SOCIAL SERVICES WORKER III
79876	SOCIAL SERVICES WORKER IV
79878	SOCIAL SERVICES WORKER V
73456	SPEECH-LANGUAGE PATHOLOGIST
77413	SR ACCOUNTANT
77423	SR ACCOUNTANT - C
15913	SR ACCOUNTING ASST
15926	SR ACCOUNTING ASST - C
74127	SR ADMINISTRATIVE ANALYST
13406	SR ADMISSIONS & COLL CLERK
66302	SR AIRCRAFT MECHANIC
73519	SR ANIMAL ADOPTION COUNSELOR
73514	SR ANIMAL BEHAVIORIST
73506	SR ANIMAL LICENSE INSPECTOR
74323	SR APPRAISER
13519	SR ARCHIVES & RECORDS TECH
97326	SR AUDIO-VIDEO TECHNICIAN
77443	SR AUDITOR/APPRaiser
15286	SR AUTO EQUIPMENT PARTS STRKPR
66410	SR AUTOMOTIVE MECHANIC
33233	SR BUILDING INSPECTOR
62731	SR BUILDING MAINTENANCE WORKER
15810	SR BUYER ASSISTANT
37552	SR CHILD SUPPORT SPECIALIST
57711	SR CITIZEN NUTRITION PROG ASST
57710	SR CITIZEN NUTRITN PRG STE MGR
76425	SR CIVIL ENGINEER
13523	SR CLAIMS ADJUSTER
98548	SR CLINICAL LAB ASSISTANT
98713	SR CLINICAL LAB SCIENTIST
73608	SR CLINICAL PHARMACIST
79715	SR CLINICAL PSYCHOLOGIST
33243	SR CODE ENFORCEMENT OFFICER
73961	SR COMMUNICABLE DISEASES SPEC
74158	SR COMMUNITY PROG SPECIALIST
33203	SR CONSTRUCTION INSPECTOR
54432	SR COOK
54421	SR COOK - DETENTION
37489	SR CORONER TECHNICIAN
77460	SR CRIME ANALYST
74186	SR DEVELOPMENT SPECIALIST
85070	SR ECOLOGICAL RESOURCES SPEC
79709	SR EMERGENCY MEDICAL SVCS SPEC

Job Code	Description
13427	QUALITY ASSURANCE COORDINATOR
76431	RADIO COMMUNICATIONS ENG I
76429	RADIO COMMUNICATIONS ENG II
98733	RADIOLOGIC SPECIALIST I
98734	RADIOLOGIC SPECIALIST II
98736	RADIOLOGIC SPECIALIST SUPV
98724	RADIOLOGIC TECHNOLOGIST II
98721	RADIOLOGIC TECHNOLOGIST II - C
73575	SR INDUSTRIAL HYGIENIST
73969	SR INSTITUTIONAL NURSE
15909	SR INSURANCE BILLING CLERK
77421	SR INTERNAL AUDITOR
37572	SR INVESTIGATIVE TECHNICIAN
98592	SR LABORATORY ASSISTANT
76484	SR LAND SURVEYOR
13932	SR LEGAL SUPPORT ASST
13937	SR LEGAL SUPPORT ASST - C
13450	SR LIABILITY CLAIMS TECH - C
79727	SR M.H. PEER SPECIALIST
74150	SR MANAGEMENT ANALYST
92753	SR MEDIA PRODUCTION SPECIALIST
97355	SR MEDICAL ELECTRONICS TECH
13426	SR MEDICAL RECORDS TECHNICIAN
13434	SR MEDICAL TRANSPORTATION TECH
78344	SR NUTRITIONIST
98790	SR ORTHOPEDIC TECHNICIAN
73613	SR PHARMACIST
13420	SR PHARMACY TECHNICIAN
13421	SR PHARMACY TECHNICIAN - C
37588	SR POLYGRAPH EXAMINER
62424	SR PRINTING TECH SPECIALIST
15814	SR PROCUREMENT CONTRACT SPEC
79820	SR PROGRAM SPECIALIST
79816	SR PROGRAM SPECIALIST - C.S.S.
74234	SR PUBLIC INFO SPECIALIST
13808	SR PUBLIC SAFETY COMM OFFICER
98725	SR RADIOLOGIC TECHNOLOGIST
74921	SR REAL PROPERTY AGENT
74886	SR SAFETY COORDINATOR
13798	SR SHERIFF 911 COMM OFFICER
13789	SR SHERIFF REC/MARRANTS ASST
13973	SR SUPPORT SERVICES CLERK
15820	SR SUPPORT SERVICES TECHNICIAN
76483	SR SURVEYOR
15325	SR TAX COLLECTION INVESTIGATOR
73466	SR THERAPIST
79882	SR TRAINING OFFICER
74881	SR TRANSPORTATION PLANNER
79913	SR VETERANS SERVICES REP
79783	SR VICTIM/WITNESS CLAIMS TECH
78793	SR WEIGHTS & MEASURE INSPECTOR
79863	STAFF DEVELOPMENT MANAGER
79861	STAFF DEVELOPMENT OFFICER
73817	STAFF PSYCHIATRIST II
73818	STAFF PSYCHIATRIST III
73819	STAFF PSYCHIATRIST IV
13917	STAFF WRITER
62751	STATIONARY ENGINEER
15831	STOCK CLERK

Eligible County Classifications

Job Code	Description
54631	SEWING SERVICES WORKER
13796	SHERIFF 911 COMM OFFICER I
13797	SHERIFF 911 COMM OFFICER II
13473	SHERIFF COMMUNICATIONS MANAGER
13809	SHERIFF COMMUNICATIONS SUPV
13818	SHERIFF CORRECTIONS ASST I
13819	SHERIFF CORRECTIONS ASST II
13817	SHERIFF CORRECTIONS ASST TRNEE
13824	SHERIFF COURT SVCS ANALYST
13811	SHERIFF COURT SVCS ASST II
13812	SHERIFF COURT SVCS ASST III
13790	SHERIFF REC/WARRANTS ASST I
13791	SHERIFF REC/WARRANTS ASST II
13792	SHERIFF REC/WARRANTS ASST III
13475	SHERIFF RECORDS MANAGER
13476	SHERIFF RECORDS/WARRANTS SUPV
52262	SHERIFF SERVICE OFFICER II
74548	SHERIFF'S LEGISLATIVE ASST
66580	SIGN MAKER
79886	SOCIAL SERVICE PLANNER
57728	SOCIAL SERVICES ASSISTANT
79880	SOCIAL SERVICES SUPERVISOR II
78710	SUPV AG & STANDARDS INVEST II
73502	SUPV ANIMAL CARE TECHNICIAN
74324	SUPV APPRAISER
13524	SUPV ARCHIVES & REC TECH I
13525	SUPV ARCHIVES & REC TECH II
77444	SUPV AUDITOR-APPRAISER
79753	SUPV BEHAVIORAL HEALTH SPEC
13994	SUPV BOARD ASSISTANT
33244	SUPV CODE ENFORCEMENT OFFICER
33258	SUPV COMM IMPROVEMENT SPEC
33204	SUPV CONSTRUCTION INSPECTOR
54433	SUPV COOK
13399	SUPV CUSTOMER SUPPORT REP
74327	SUPV DEP ACCR
78538	SUPV DEP DISTRICT ATTORNEY
37527	SUPV DEP PUBLIC ADMIN
78555	SUPV DEP PUBLIC DEFENDER
37526	SUPV DEP PUBLIC GUARDIAN
78314	SUPV DIETITIAN
79890	SUPV EMPLOYMENT SVCS COUNSELOR
73547	SUPV ENV HEALTH SPEC - DESERT
73550	SUPV ENV HEALTH SPECIALIST
76606	SUPV FACILITIES PROJECT MGR
37539	SUPV FINGERPRINT EXAMINER
37871	SUPV FIRE PREVENTION TECH
54456	SUPV FOOD SERVICE WORKER
37532	SUPV FORENSIC TECHNICIAN
73582	SUPV HAZ MAT MGMT SPECIALIST
73963	SUPV INSTITUTIONAL NURSE
37573	SUPV INVESTIGATIVE TECH
76403	SUPV LAND SURVEYOR
33253	SUPV LAND USE TECHNICIAN
13986	SUPV LEGISLATIVE ASSISTANT
13452	SUPV MEDICAL RECORDS CODER
13432	SUPV MEDICAL RECORDS TECH

Job Code	Description
79802	SR EMPLOYMENT SVCS COUNSELOR
97433	SR ENG TECH
97437	SR ENG TECH - PLS/PE
33226	SR ENV COMPLIANCE INSPECTOR
73539	SR ENVIRONMENTAL PLANNER
66513	SR EQUIPMENT OPERATOR
13448	SR FLEET SERVICES ASSISTANT
54452	SR FOOD SERVICE WORKER
13326	SR GATE SERVICES ASST
92243	SR GIS SPECIALIST
73563	SR HAZARDOUS WASTE INSP
66455	SR HEAVY EQUIPMENT MECHANIC
98562	SR HOSPITAL SUPPLY TECHNICIAN
66534	SR HOUSING AUTHORITY MAINT WKR
74774	SR HUMAN RESOURCES ANALYST
13131	SR HUMAN RESOURCES CLERK
13133	SR HUMAN RESOURCES CLERK - C
13823	SUPV MEDICAL TRANSCRIPTIONIST
78347	SUPV NUTRITIONIST
13867	SUPV OFFICE ASSISTANT I
13860	SUPV OFFICE ASSISTANT I - C
13868	SUPV OFFICE ASSISTANT II
78755	SUPV P.H. MICROBIOLOGIST
52744	SUPV PARKING/ORD OPS OFFICER
13436	SUPV PHARMACY TECHNICIAN
73621	SUPV PHARMACY TECHNICIAN - C
13609	SUPV PROGRAM SPECIALIST
37567	SUPV PUBLIC DEFENDER INVEST
74920	SUPV REAL PROPERTY AGENT
73500	SUPV REG VETERINARY TECHNICIAN
73834	SUPV RESEARCH SPECIALIST
98754	SUPV RESP CARE PRACTITIONER
13822	SUPV SHERIFF CORRECTIONS ASST
13813	SUPV SHERIFF COURT SVCS ASST
62750	SUPV STATIONARY ENGINEER
15834	SUPV STOREKEEPER
73467	SUPV THERAPIST
79784	SUPV VICTIMWITNESS CLAIM TECH
37599	SUPV WELFARE FRAUD INV - B
57758	SURGICAL TECHNICIAN
77419	SYSTEMS ACCOUNTANT II
15322	TAX COLLECTION INVESTIGATOR I
97435	TECHNICAL ENG UNIT SUPERVISOR
77225	TECHNICAL SUPPORT MANAGER
57780	TELEMETRY TECHNICIAN
13861	TELEPHONE OPERATOR
13802	TELEPHONE RPT UNIT OFFICER II
74278	TLMA ADMIN SERVICES MANAGER
74000	TLMA DEPUTY DIRECTOR OF ADMIN
74270	TLMA DIRECTOR
74272	TLMA DIRECTOR OF ADMIN
74271	TLMA REGIONAL OFFICE MGR

Job Code	Description
15833	STOREKEEPER
76426	SUBDIVISION ENGINEER
79749	SUBSTANCE ABUSE SVCS PROG ADMIN
15835	SUPPLY SERVICES SUPERVISOR
15821	SUPPORT SERVICES SUPERVISOR
15826	SUPPORT SERVICES TECHNICIAN
77416	SUPV ACCOUNTANT
15914	SUPV ACCOUNTING ASSISTANT
15917	SUPV ACCOUNTING TECHNICIAN
15310	SUPV ACR TECHNICIAN
78709	SUPV AG & STANDARDS INVEST I
66581	TRAFFIC CONTROL PAINTER
97383	TRAFFIC SIGNAL SUPERVISOR
97381	TRAFFIC SIGNAL TECH
79881	TRAINING OFFICER
74810	TRANSPORTATION PROJ MGR - EC
15823	TRANSPORTATION WAREHOUSE WKR I
15822	TRANSPORTATION WAREHOUSE WKR II
66591	TREE TRIMMER
66516	TRUCK & TRAILER DRIVER
15832	TRUCK DRIVER - DELIVERY
66441	TRUCK MECHANIC
74802	URBAN/REGIONAL PLANNER II
74804	URBAN/REGIONAL PLANNER III
74806	URBAN/REGIONAL PLANNER IV
79912	VETERANS SERVICES REP II
73524	VETERINARY SURGEON
73503	VETERINARY TECHNICIAN
79787	VICTIM SERVICES ADVOCATE I
79788	VICTIM SERVICES ADVOCATE II
79790	VICTIM SERVICES ASST DIRECTOR
79779	VICTIM SERVICES DIRECTOR
79792	VICTIM SERVICES SUPERVISOR
79786	VICTIMWITNESS CLAIMS TECH
79781	VOLUNTEER SVCS COORDINATOR
79785	VOLUNTEER SVCS PROGRAM MGR
74208	WASTE MGMT PROGRAM ADMIN
74198	WASTE MGMT PROGRAM COORDINATOR
66578	WASTE MGMT PROJECTS SUPERVISOR
37591	WELFARE FRAUD INVESTIGATOR
37594	WELFARE FRAUD INVESTIGATOR-A
37595	WELFARE FRAUD INVESTIGATOR-B
78792	WGHTS & MEASURE INSPECTOR II
13472	WORKERS COMP CLAIMS TECH
13424	WORKERS COMP U/R TECH
13422	WORKERS COMP UR NURSE CASE MGR

## COUNTY OF RIVERSIDE EARLY RETIREMENT OPTION

Eligible Classifications:	All eligible Riverside County employees covered under the <i>Miscellaneous contract</i> and employed in one of the eligible classifications and departments attached.	
Eligible Retirement Dates:	February 11, 2010 through August 9, 2010.	
Estimated Cost of Eligible Employees:		
A. Assume all employees elect early retirement option	Service Credit Cost (County)	\$146,615,935
	Leave Balance Estimate	<u>\$66,910,064</u>
	Total Cost for County (County Service Cost + Leave Balances)	\$213,525,999
<hr/>		
B. Assume 15% of employees elect early retirement option	Service Credit Cost (County)	\$21,992,390
	Leave Balance Estimate	<u>\$10,036,510</u>
	Total Cost for County (County Service Cost + Leave Balances)	\$32,028,900

### County Departments

Dept ID	Descr	Dept ID	Descr	Dept ID	Descr
100	BOARD OF SUPERVISORS	250	RIVERSIDE COUNTY SHERIFF	540	VETERANS SERVICES
110	EXECUTIVE OFFICE	260	PROBATION	630	COOPERATIVE EXTENSION
113	HUMAN RESOURCES	270	FIRE PROTECTION	720	FACILITIES MANAGEMENT
115	COMMUNITY FACILITY DISTRICTS	280	AGRICULTURAL COMMISSIONER	730	PURCHASING
120	ASSESSOR-CLERK RECORDER	290	LOCAL AGENCY FORMATION COMM	740	INFORMATION TECHNOLOGY
130	AUDITOR - CONTROLLER	310	TLMA AGENCY	935	RCA
140	TREASURER - TAX COLLECTOR	311	BUILDING AND SAFETY		
150	COUNTY COUNSEL	312	PLANNING		
170	REGISTRAR OF VOTERS	313	TRANSPORTATION		
190	ECONOMIC DEVELOPMENT AGENCY	314	CODE ENFORCEMENT		
191	AVIATION	410	MENTAL HEALTH		
192	DESERT EXPO CENTER	420	DEPARTMENT OF HEALTH		
193	EDWARD DEAN MUSEUM	430	RGRMC		
210	SUPERIOR COURT OF CA	450	WASTE DISPOSAL		
220	DISTRICT ATTORNEY	510	DEPT OF PUBLIC SOCIAL SERVICES		
230	CHILD SUPPORT SERVICES	520	COMMUNITY ACTION		
240	PUBLIC DEFENDER	530	OFFICE ON AGING		

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
Actuarial and Employer Services Branch  
Public Agency Contract Services  
P.O. Box 942709  
Sacramento, CA 94229-2709  
(888) CalPERS (225-7377)

ATTACHMENT 4

CERTIFICATION OF COMPLIANCE WITH  
GOVERNMENT CODE SECTION 7507

I hereby certify that in accordance with Section 7507 of the Government Code the future annual costs as determined by the System Actuary for the increase in retirement benefit(s) have been made public at a public meeting of the

\_\_\_\_\_ of the  
Board of Supervisors  
(governing body)

\_\_\_\_\_ of  
County of Riverside  
(public agency)

on \_\_\_\_\_, which is at least two weeks prior to the  
(date)

adoption of the Resolution/Ordinance.

\_\_\_\_\_  
Clerk/Secretary

\_\_\_\_\_  
Title

Date \_\_\_\_\_

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
Actuarial and Employer Services Branch  
Public Agency Contract Services  
P.O. Box 942709  
Sacramento, CA 94229-2709  
(888) CalPERS (225-7377)

ATTACHMENT 5

CERTIFICATION OF COMPLIANCE WITH  
GOVERNMENT CODE SECTION 20903

In accordance with Government Code section 20903 and the contract between the Public Employees' Retirement System, the Board of Supervisors of the County of Riverside hereby certifies that:

1. Because of an impending curtailing of, or change in the manner of, performing service, the best interests of the agency will be served by granting such additional service credit.
2. The added cost to the retirement fund for all eligible employees who retire during the designated window period will be included in the contracting agency's employer contribution rate for the fiscal year that begins two years after the end of the designated period.
3. It has elected to become subject to Section 20903 because of impending mandatory transfers, demotions, and layoffs that constitute at least 1 percent of the job classifications, departments, or organizational units, as designated by the governing body, resulting from the curtailment of, or change in the manner of, performing its services.
4. Its intention at the time Section 20903 becomes operative is to keep all vacancies created by retirements under this section or at least once vacancy in any position in any department or other organizational unit permanently unfilled, thereby resulting in an overall reduction in the work force of such department or organizational unit.

THEREFORE, the Board of Supervisors of the County of Riverside hereby elects to provide the benefits of Government Code section 20903 to all eligible Miscellaneous members who retire within the designated period, February 11, 2010 through August 9, 2010.

BOARD OF SUPERVISORS OF THE  
COUNTY OF RIVERSIDE

By: \_\_\_\_\_  
Presiding Officer

Attest:

\_\_\_\_\_  
Clerk/Secretary

\_\_\_\_\_  
Date

BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE  
RESOLUTION TO  
GRANT ANOTHER DESIGNATED PERIOD  
FOR  
FOR TWO YEARS ADDITIONAL SERVICE CREDIT  
Resolution 2010-055

WHEREAS, the County of Riverside is a contracting Public Agency of the Public Employees' Retirement System; and

WHEREAS, said Public Agency desires to provide another designated period for Two Years Additional Service Credit, Section 20903, based on the contract amendment included in said contract with provided for Section 20903, Two Years Additional Service Credit, for eligible members;

NOW, THEREFORE, BE IT RESOLVED that the County of Riverside does seek to add another designated period and does hereby authorize this Resolution, indicating a desire to add a designated period from February 11, 2010 through August 9, 2010 for eligible Miscellaneous members in the County of Riverside.

Adopted and approved this \_\_\_\_\_ day of \_\_\_\_\_.

BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE

By: \_\_\_\_\_  
Presiding Officer

Attest:

\_\_\_\_\_  
Clerk/Secretary

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
Actuarial and Employer Services Branch  
Public Agency Contract Services  
P.O. Box 942709  
Sacramento, CA 94229-2709  
(888) CalPERS (225-7377)

ATTACHMENT 7

CERTIFICATION OF GOVERNING BODY'S ACTION

Resolution 2010-055

I hereby certify that the foregoing is a true and correct copy of a Resolution adopted by the

\_\_\_\_\_ of the  
Board of Supervisors  
(governing body)

\_\_\_\_\_ of  
County of Riverside  
(public agency)

on \_\_\_\_\_  
(date)

\_\_\_\_\_  
Clerk/Secretary

\_\_\_\_\_  
Title

Date \_\_\_\_\_



## **Impact of the Early Retirement Incentive For Riverside County Miscellaneous Members of CalPERS**

January 20, 2010

The County of Riverside offered an early retirement incentive to its employees in the California Public Employees' Retirement System (CalPERS) Miscellaneous Members' Pension Plan during a 90-day period from January 1, 2009 to March 31, 2009. At the time, there were 3,435 employees who were eligible for this incentive, and 651 (19%) elected to retire with the incentive. As the Board of Supervisors is considering offering another incentive period to respond to the ongoing economic challenges, this report will analyze the results produced from the 2009 offering.

### **Did the offer result in a reduction in the workforce?**

Yes. Exhibit I demonstrates that the overall County workforce decreased by 5.5% last year, a net total of 1,048 employees from December 31, 2008 to December 31, 2009. Over half of that decrease was accomplished through the retirement incentive program. The total number of retirements for Miscellaneous Members in 2007 and 2008 were 260 and 189, respectively. Total retirements in 2009 for this group were 716, more than three times the average number.

### **Were those who took the offer concentrated in certain employee groups or departments?**

No. There were seven departments that had no takers, but these were fairly small departments. Overall, the distribution across departments is reflective of the size of the department. As for employee groups, with the exception of the LIUNA Trades, Crafts, and Labor unit, the percentage of eligible employees who took the offer ranged from 16% to 33%, with the largest acceptance rate being the Prosecution unit. See Exhibit II for a breakdown by union.

Age and service seemed to be a better predictor of who would elect to retire. Employees over age 60 and those with 20 or more years of service were most likely to accept the offer. See Exhibit III.

**Has the County recovered the cost of the 2009 Miscellaneous Retirement Incentive?**

Yes. The cost of the two-year service credit is actually being spread over the next 20 years as an increase to the employer contribution to CalPERS. However, as Exhibit IV demonstrates, there will be a net savings of \$28, 379,433 as of June 30, 2010. Even after applying these savings to the required vacation and annual leave distributions, which are a liability that must be paid when an employee leaves the County in any case, there is a net savings of \$13,414,674 as of FYE 2010.

**Are there any further savings to be gained by another incentive?**

Yes, we believe there are. We have been advised through our Labor-Management Committees, that there are a significant number of employees who would take the opportunity now, given the ongoing fiscal crisis, the lack of salary increases, and the likelihood of further staff reductions. Of course, there are an additional 730 employees who first became eligible for the incentive within the past twelve months. The first incentive program was also limited by having a 90-day window that closed at the end of March, before the budget was adopted for 2009-10. The reality of the budget dilemma was not fully apparent before the window closed. If the new incentive is extended for the 180-day window as proposed, employees will be able to take into account both the County and State budget reduction proposals before they make their choice. Further, with a 180-day window, employees will have more flexibility related to vacation/annual leave distributions, as provided by their collective bargaining contracts. The extended window thus responds to the anecdotal feedback we received about why people did not take the first incentive.

In looking at the age and service distribution of eligible employees this year, there are 142 employees who have over 20 years of service and are over age 60. In addition, there are another 687 employees over age 60 with less than 20 years of service, and 706 employees between ages 50 and 60 with over 20 years of service. Based on these statistics, we expect approximately 15%, or 527, of the eligible employees to retire during the window period.

## Hire and Term Actions for Calendar Year 2009

DeptID	Department	12/31/08 Emp Count	2009 Hires	2009 Terms**	2009 Early Retires	2009 Other Retires	Other Actions ***	12/31/09 Emp Count	Emp Count Change	Percent Change
100	BOARD OF SUPERVISORS	59	2	1	3	0	6	63	4	6.8%
110	EXECUTIVE OFFICE	95	0	3	2	0	-2	88	-7	-7.4%
113	HUMAN RESOURCES	401	9	34	18	3	-2	353	-48	-12.0%
115	COMMUNITY FACILITY DISTRICTS	5	0	0	0	0	0	5	0	0.0%
120	ASSESSOR-CLERK RECORDER	456	2	10	38	0	-1	409	-47	-10.3%
130	AUDITOR - CONTROLLER	117	0	1	10	1	-1	104	-13	-11.1%
140	TREASURER - TAX COLLECTOR	117	1	6	8	0	4	108	-9	-7.7%
150	COUNTY COUNSEL	73	2	2	4	0	1	70	-3	-4.1%
170	REGISTRAR OF VOTERS	35	0	0	0	1	0	34	-1	-2.9%
190	ECONOMIC DEVELOPMENT AGENCY	348	60	20	16	0	13	385	37	10.6%
191	AVIATION	10	0	0	0	0	0	10	0	0.0%
192	DESERT EXPO CENTER	12	0	0	1	0	-1	10	-2	-16.7%
193	EDWARD DEAN MUSEUM	2	0	0	0	0	0	2	0	0.0%
220	DISTRICT ATTORNEY (Misc)	709	12	20	20	1	2	682	-27	-3.8%
	DISTRICT ATTORNEY (Safety)	135	1	0	11	2	1	124	-11	-8.1%
230	CHILD SUPPORT SERVICES	388	0	8	18	3	-3	356	-32	-8.2%
240	PUBLIC DEFENDER	298	13	18	6	0	0	287	-11	-3.7%
250	RIVERSIDE COUNTY SHERIFF (Misc)	1,035	34	67	29	5	1	969	-66	-6.4%
	RIVERSIDE COUNTY SHERIFF (Safety)	3,004	62	93	101	25	4	2,851	-153	-5.1%
260	PROBATION (Misc)	285	4	8	18	3	2	262	-23	-8.1%
	PROBATION (Safety)	593	1	10	31	2	-11	540	-53	-8.9%
270	FIRE PROTECTION	197	5	12	6	0	2	186	-11	-5.6%
280	AGRICULTURAL COMMISSIONER	55	2	3	0	0	0	54	-1	-1.8%
290	LOCAL AGENCY FORMATION COMM	5	0	0	0	0	0	5	0	0.0%
310	TLMA AGENCY	129	0	12	3	0	-2	112	-17	-13.2%
311	BUILDING AND SAFETY	60	1	8	12	1	7	47	-13	-21.7%
312	PLANNING	69	0	14	2	0	-3	50	-19	-27.5%
313	TRANSPORTATION	408	1	3	19	6	7	388	-20	-4.9%
314	CODE ENFORCEMENT	134	0	6	3	0	5	130	-4	-3.0%
410	MENTAL HEALTH	970	70	64	49	5	13	935	-35	-3.6%
420	DEPARTMENT OF HEALTH	1,519	34	146	83	4	17	1,337	-182	-12.0%
430	RCRMC	2,343	327	249	102	19	48	2,348	5	0.2%
450	WASTE DISPOSAL	221	1	15	5	0	2	204	-17	-7.7%
510	DEPT OF PUBLIC SOCIAL SERVICES	3,305	63	114	136	13	0	3,105	-200	-6.1%
520	COMMUNITY ACTION	37	4	3	3	0	4	39	2	5.4%
530	OFFICE ON AGING	68	3	9	1	0	-1	60	-8	-11.8%
540	VETERANS SERVICES	12	0	0	0	0	0	12	0	0.0%
630	COOPERATIVE EXTENSION	5	2	1	1	0	0	5	0	0.0%
720	FACILITIES MANAGEMENT	542	12	33	17	0	7	511	-31	-5.7%
730	PURCHASING	140	3	5	8	0	0	130	-10	-7.1%
740	INFORMATION TECHNOLOGY	200	2	5	8	0	2	191	-9	-4.5%
915	CSA	23	4	1	0	0	0	26	3	13.0%
931	PARKS	94	8	11	7	0	12	96	2	2.1%
935	RCHCA	10	0	0	0	0	0	10	0	0.0%
938	CHILD & FAM COMM	27	1	1	0	0	1	28	1	3.7%
943	WRMD	53	0	0	10	1	-1	41	-12	-22.6%
947	FLOOD	237	8	2	11	1	1	232	-5	-2.1%
985	PUBLIC AUTHORITY	27	1	0	2	0	-1	25	-2	-7.4%

<b>Miscellaneous:</b>	14,891	670	900	651	65	126	14,071	-820	-5.5%
<b>Safety:</b>	3,732	64	103	143	29	-6	3,515	-217	-5.8%
<b>*Special Districts:</b>	444	21	15	28	2	13	433	-11	-2.5%
<b>Totals:</b>	<b>19,067</b>	<b>755</b>	<b>1,018</b>	<b>822</b>	<b>96</b>	<b>133</b>	<b>18,019</b>	<b>-1,048</b>	<b>-5.5%</b>

\* Special Districts includes DeptID 915 through 947.

\*\* Terms includes all terminations other than retirement.

\*\*\* Other Actions includes promotions, transfers and TAP transitions.

**Miscellaneous Early Retirement Option  
January 1, 2009 - March 31, 2009**

<b>Union Code</b>	<b>Union Description</b>	<b>Total Eligible</b>	<b>Total No. Retired</b>	<b>Total % Retired</b>
CNF	Confidential	42	9	21%
MGT	Management	202	35	17%
PR7	Prosecution	21	7	33%
SE2	SEIU Professional	578	114	20%
SE8	SEIU Registered Nurses	195	39	20%
SE9	SEIU Para Professional	198	34	17%
SES	SEIU Supervisory	562	114	20%
UNA	Unrep Mgmt Attorneys	19	5	26%
UNC	Unrepresented Confidential	81	19	23%
UNM	Unrepresented Management	113	32	28%
UP4	LIUNA Inspection and Technical	340	54	16%
UP5	LIUNA Trades, Crafts and Labor	264	32	12%
UP6	LIUNA Supporting Services	820	157	19%
	<b>Totals</b>	<b>3435</b>	<b>651</b>	<b>19%</b>

**All Miscellaneous Eligible for Early Retirement Option  
January 1, 2009 - March 31, 2009**

Mode 52  
Average 57

Age	# Eligible	# Retired	%
<57	2213	174	7.86%
58	194	37	19.07%
59	221	48	21.72%
60	191	64	33.51%
61	133	56	42.11%
62	103	57	55.34%
63	91	34	37.36%
64	89	35	39.33%
>65	200	146	73.00%
	<b>3435</b>	<b>651</b>	<b>18.95%</b>

% of Final Comp	# Eligible
1-10	1
11-20	699
21-30	810
31-40	490
41-50	497
51-60	426
61-70	240
71-80	129
81-90	91
91-100	30
>100	22
	<b>3435</b>

Yrs of Service	# Eligible	# Retired	%
<7	699	49	7.01%
8-10	680	110	16.18%
11-15	620	100	16.13%
16-20	685	150	21.90%
21-25	419	115	27.45%
26-30	234	77	32.91%
31-35	83	39	46.99%
36-40	14	11	78.57%
41-45	1	0	0.00%
	<b>3435</b>	<b>651</b>	<b>18.95%</b>

Miscellaneous Early Retirement Incentive January 1, 2009 - March 31, 2009  
 Comparison By Department

EXHIBIT IV

Dept ID	Department	No. of EE's Eligible	No. of Positions left open for EE's Who Retired*	1st Year Salary + Benefits Savings**	2nd Year Salary + Benefit Savings	CalPERS Service Credit Cost***	Savings After Two Years before NCC	NCC Percent	Two Year Savings After Net County Cost	Annual Salary & Benefit Savings Each Year Thereafter****	Annual Net County Cost Savings Thereafter****	Leave Payouts Triggered as a result of Early Retirement Incentive*****
100	BOARD OF SUPERVISORS	22	0	\$ 85,298.19	\$ 207,002.91	\$ 175,945.00	\$ 118,354.10	50.70%	\$ 58,691.63	\$ 207,002.91	\$ 104,960.48	\$ 170,604.05
110	EXECUTIVE OFFICE	36	3	\$ 26,353.97	\$ 122,867.16	\$ 118,876.00	\$ 32,346.15	81.10%	\$ 26,231.92	\$ 122,867.16	\$ 99,645.28	\$ 99,928.12
113	HUMAN RESOURCES	80	18	\$ 510,121.30	\$ 1,751,206.28	\$ 937,877.00	\$ 1,323,450.58	26.00%	\$ 344,097.15	\$ 1,751,206.28	\$ 455,313.93	\$ 429,209.90
115	COMMUNITY FACILITY DISTRICTS	2	0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%	\$ 0	\$ 0	\$ 0	\$ 0
120	ASSESSOR-CLERK RECORDER	116	38	\$ 793,741.22	\$ 2,794,611.32	\$ 1,688,079.00	\$ 1,900,273.64	39.80%	\$ 758,209.14	\$ 2,794,611.32	\$ 1,115,049.92	\$ 1,106,868.03
130	AUDITOR - CONTROLLER	36	10	\$ 241,957.68	\$ 895,620.57	\$ 474,638.00	\$ 662,940.25	59.60%	\$ 398,439.27	\$ 895,620.57	\$ 535,581.10	\$ 209,983.08
140	TREASURER-TAX COLLECTOR	24	8	\$ 141,968.11	\$ 482,682.75	\$ 383,490.00	\$ 311,160.88	39.80%	\$ 186,374.19	\$ 482,682.75	\$ 270,704.28	\$ 94,892.80
150	COUNTY COUNSEL	20	4	\$ 199,059.03	\$ 862,589.15	\$ 396,383.00	\$ 665,255.18	77.00%	\$ 512,248.49	\$ 862,589.15	\$ 664,193.65	\$ 392,912.99
170	REGISTRAR OF VOTERS	14	0	\$ 0	\$ 0	\$ 0	\$ 0	55.00%	\$ 0	\$ 0	\$ 0	\$ 0
190	ECONOMIC DEVELOPMENT AGENCY	108	16	\$ 297,840.43	\$ 1,194,750.04	\$ 716,292.00	\$ 776,298.47	0.00%	\$ 0	\$ 1,194,750.04	\$ 0	\$ 278,124.86
191	AVIATION	2	0	\$ 0	\$ 0	\$ 0	\$ 0	13.00%	\$ 0	\$ 0	\$ 0	\$ 0
192	DESERT EXPO CENTER	11	1	\$ 21,329.61	\$ 92,428.32	\$ 39,141.00	\$ 74,616.93	0.00%	\$ 0	\$ 92,428.32	\$ 0	\$ 28,756.13
193	EDWARD DEAN MUSEUM	2	0	\$ 0	\$ 0	\$ 0	\$ 0	46.50%	\$ 0	\$ 0	\$ 0	\$ 0
200	DISTRICT ATTORNEY	82	20	\$ 423,657.19	\$ 1,126,930.19	\$ 1,527,850.00	\$ 22,137.38	64.40%	\$ 14,256.47	\$ 1,126,930.19	\$ 725,356.64	\$ 1,370,519.07
230	CHILD SUPPORT SERVICES	111	18	\$ 353,121.40	\$ 1,357,754.87	\$ 804,730.00	\$ 906,146.27	2.10%	\$ 19,029.07	\$ 1,357,754.87	\$ 29,512.85	\$ 331,291.71
240	PUBLIC DEFENDER	43	6	\$ 220,569.07	\$ 650,140.05	\$ 569,827.00	\$ 300,882.12	99.10%	\$ 298,174.18	\$ 650,140.05	\$ 644,288.79	\$ 165,655.93
250	RIVERSIDE COUNTY SHERIFF	214	29	\$ 503,261.78	\$ 1,803,687.57	\$ 999,881.00	\$ 1,337,288.35	40.90%	\$ 549,942.76	\$ 1,803,687.57	\$ 737,781.84	\$ 487,640.51
260	PROBATION	103	18	\$ 273,244.43	\$ 1,158,793.41	\$ 624,806.00	\$ 807,171.84	36.80%	\$ 289,967.52	\$ 1,158,793.41	\$ 414,826.56	\$ 394,609.04
270	FIRE PROTECTION	23	6	\$ 100,817.30	\$ 340,625.48	\$ 248,331.00	\$ 193,111.79	20.50%	\$ 39,587.92	\$ 340,625.48	\$ 69,828.23	\$ 71,612.77
280	AGRICULTURAL COMMISSIONER	17	0	\$ 0	\$ 0	\$ 0	\$ 0	19.00%	\$ 0	\$ 0	\$ 0	\$ 0
290	LOCAL AGENCY FORMATION COMMISS	2	0	\$ 0	\$ 0	\$ 0	\$ 0	100.00%	\$ 0	\$ 0	\$ 0	\$ 0
310	TLMA AGENCY	40	3	\$ 108,118.44	\$ 351,505.45	\$ 190,794.00	\$ 268,829.89	0.00%	\$ 0	\$ 351,505.45	\$ 0	\$ 159,800.74
311	BUILDING AND SAFETY	35	12	\$ 287,015.79	\$ 1,105,925.23	\$ 555,383.00	\$ 635,558.02	0.00%	\$ 0	\$ 1,105,925.23	\$ 0	\$ 166,024.63
312	PLANNING	18	2	\$ 47,254.03	\$ 204,767.45	\$ 107,300.00	\$ 144,721.49	23.30%	\$ 33,720.10	\$ 204,767.45	\$ 47,710.82	\$ 63,578.25
313	TRANSPORTATION	135	19	\$ 389,978.97	\$ 1,426,162.50	\$ 949,658.00	\$ 866,483.47	0.00%	\$ 0	\$ 1,426,162.50	\$ 0	\$ 726,671.89
314	CODE ENFORCEMENT	11	3	\$ 83,928.42	\$ 293,499.37	\$ 178,009.00	\$ 201,418.78	83.20%	\$ 167,580.43	\$ 293,499.37	\$ 244,191.48	\$ 112,314.97
410	MENTAL HEALTH	266	49	\$ 710,733.42	\$ 2,375,437.46	\$ 2,021,416.00	\$ 1,064,754.88	8.72%	\$ 92,848.53	\$ 2,375,437.46	\$ 207,138.15	\$ 698,140.76
420	COMMUNITY HEALTH	311	63	\$ 1,822,362.18	\$ 6,855,349.61	\$ 3,843,271.00	\$ 4,634,440.79	24.60%	\$ 1,140,072.43	\$ 6,855,349.61	\$ 1,637,216.00	\$ 1,928,308.13
430	RCRMC	572	102	\$ 1,388,905.29	\$ 4,939,432.78	\$ 4,871,707.00	\$ 1,458,831.07	66.40%	\$ 967,203.03	\$ 4,939,432.78	\$ 3,279,783.37	\$ 2,786,751.22
450	WASTE MANAGEMENT	24	5	\$ 107,096.82	\$ 380,860.17	\$ 214,205.00	\$ 273,691.89	0.00%	\$ 0	\$ 380,860.17	\$ 0	\$ 115,689.00
510	DEPARTMENT OF PUBLIC SOCIAL SERV	705	136	\$ 2,638,484.28	\$ 9,638,622.54	\$ 5,100,873.00	\$ 7,176,233.82	6.15%	\$ 441,338.38	\$ 9,638,622.54	\$ 592,776.29	\$ 1,784,848.79
520	COMMUNITY ACTION	11	3	\$ 85,001.76	\$ 254,428.11	\$ 112,282.00	\$ 227,147.87	0.00%	\$ 0	\$ 254,428.11	\$ 0	\$ 54,425.12
530	OFFICE ON AGING	21	1	\$ 10,802.62	\$ 48,811.34	\$ 22,048.00	\$ 35,565.96	0.00%	\$ 0	\$ 48,811.34	\$ 0	\$ 1,533.63
540	VETERANS SERVICES	1	0	\$ 0	\$ 0	\$ 0	\$ 0	70.00%	\$ 0	\$ 0	\$ 0	\$ 0
630	COOPERATIVE EXTENSION	3	1	\$ 17,628.62	\$ 75,957.37	\$ 35,066.00	\$ 58,399.99	0.00%	\$ 0	\$ 75,957.37	\$ 0	\$ 4,366.67
720	FACILITIES MANAGEMENT	114	17	\$ 278,769.16	\$ 1,130,811.02	\$ 629,287.00	\$ 780,293.18	26.00%	\$ 202,878.23	\$ 1,130,811.02	\$ 294,010.87	\$ 275,193.68
730	PURCHASING	48	8	\$ 134,220.91	\$ 474,843.89	\$ 236,655.00	\$ 372,209.80	62.20%	\$ 231,514.50	\$ 474,843.89	\$ 286,228.50	\$ 103,977.28
740	INFORMATION TECHNOLOGY	55	8	\$ 244,380.77	\$ 773,571.64	\$ 455,486.00	\$ 562,456.41	26.00%	\$ 148,238.67	\$ 773,571.64	\$ 201,281.63	\$ 331,286.39
985	IHSS PUBLIC AUTHORITY	2	2	\$ 30,730.86	\$ 88,778.03	\$ 129,726.00	\$ 10,217.11	0.00%	\$ 0	\$ 88,778.03	\$ 0	\$ 78,256.39
	TOTAL	3438	651	\$ 12,579,611.08	\$ 45,028,174.06	\$ 29,228,952.00	\$ 26,379,433.11		\$ 6,912,637.00	\$ 45,028,174.06	\$ 12,665,216.33	\$ 14,964,759.31

\*Positions left open do not always equate to positions from which employees retired

\*\*Salary & Benefit Savings: Benefit Load of 44% used for Mgmt & Unrepresented; 38% for all others. An assumed 26% NCC used as estimated NCC for ISPs

\*\*\* CalPERS cost translates to an increase of .09551% ER rate increase paid over 20 years.

\*\*\*\* Savings after year two assumes that all positions remain vacant

\*\*\*\*\* Leave Payouts are a liability paid in the first year of the Early Retirement Incentive for employees who actually retired.

**All Miscellaneous Eligible for Early Retirement Option  
February 11, 2010 - August 9, 2010  
(Including Hospital)**

Mode 51  
Average 56

Age	# Eligible
<57	2218
58	262
59	205
60	163
61	174
62	135
63	91
64	66
<65	200
	<b>3514</b>

% of Final Comp	# Eligible
1-10	4
11-20	578
21-30	1036
31-40	546
41-50	493
51-60	369
61-70	252
71-80	134
81-90	57
91-100	30
>100	15
	<b>3514</b>

Yrs of Service	# Eligible
<7	366
8-10	938
11-15	816
16-20	546
21-25	519
26-30	226
31-35	83
36-40	18
41-50	2
	<b>3514</b>