

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



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
November 14, 2011

**SUBJECT:** Human Resources General Fund Rate Charge for Fiscal Year 2012-13

**RECOMMENDED MOTION:** That the Board of Supervisors approve the Assistant County Executive Officer/Human Resources Director's recommendation for Human Resources rates charged to departments for FY 2012-13, as outlined in Attachment "A", and authorize the use of the methodology which annually sets rates based on filled positions as outlined in Attachment "B".

**BACKGROUND:** The proposed rates in Attachment "A" have been reduced to meet the 28% budget cut targets established by the Executive Office. The rates recognize the value of a highly-qualified workforce while bringing department costs down in difficult financial times. Priorities change in tough times and the County will continue to face financial challenges prior to the economic climate improving. Human Resources is well positioned to provide solutions that reduce the need for deep service cuts. While there is now less emphasis on recruitment, employee relations and cost containment have become more critical.

  
 \_\_\_\_\_  
 Barbara A. Olivier  
 Asst. County Executive Officer/Human Resources Dir.

|                       |                               |      |                         |         |
|-----------------------|-------------------------------|------|-------------------------|---------|
| <b>FINANCIAL DATA</b> | Current F.Y. Total Cost:      | \$ 0 | In Current Year Budget: | Yes     |
|                       | Current F.Y. Net County Cost: | \$ 0 | Budget Adjustment:      | No      |
|                       | Annual Net County Cost:       | \$ 0 | For Fiscal Year:        | 2012/13 |

|  |   |                          |
|--|---|--------------------------|
| <b>SOURCE OF FUNDS:</b> Departmental Budgets | <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

**County Executive Office Signature** 

Consent      Policy  
 Consent      Policy

Dept't Recor  
 Per Exec. Ofc.:

**Prev. Agn. Ref.:** | **District:** All | **Agenda Number:** 3.30

FISCAL PROCEDURES APPROVED  
 RAUL ANGULO, CPA, AUDITOR-CONTROLLER  
 BY   
 RUSSELL S. DOMINSKI  
 Departmental Concurrence