

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

432



**FROM:** Human Resources Dept.

**SUBMITTAL DATE:**  
April 12, 2012

**SUBJECT:** County Executive Officer Compensation Package

**RECOMMENDED MOTION:** That your Board approve the annual salary of \$275,546 and the benefit package outlined in Attachment A, effective April 19, 2012 for Mr. Jay Orr's services as County Executive Officer.

**BACKGROUND:** Mr Jay Orr was selected as the preferred candidate for County Executive Officer in your deliberations last week, subject to agreement upon a compensation and benefit package. As for previous County Executive Officers, his benefits package includes those benefits provided to Management employees. In addition, deferred compensation of \$650 per biweekly pay period (\$16,900 per year) are also recommended.

Departmental Concurrence

*Barbara A. Olivier*

Barbara A. Olivier  
Asst. County Executive Officer/Human Resources Director

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$	Budget Adjustment:	No
	Annual Net County Cost:	\$	For Fiscal Year:	2011/12

<b>SOURCE OF FUNDS:</b> Departmental General Fund	<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*

*Larry Parrish*

**County Executive Office Signature**

LARRY PARRISH

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

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

The above recommendations are based on a survey of the nine California Counties most similar to our own County. Your Board has previously indicated your preference that our executives' salary and benefits package be equivalent to the mean or average compensation of the benchmark counties. As indicated in Attachment B, a base salary of \$275,546 meets that goal. To bring total compensation closer to median pay, additional deferred compensation in the amount of \$650 per biweekly pay period (\$16,900 per year) are also recommended. Without those benefits, the total compensation is 4% below the median, and 11% below the average, for the nine counties.

As a further comparison, the base salary for Riverside's City Manager is \$280,500, while that for Moreno Valley's City Manager is \$302,400.

**COMPENSATION for COUNTY EXECUTIVE OFFICER**

The Management benefits package includes:

Health Care – A flexible benefit plan is provided in the amount of \$751 monthly. Vision coverage is provided through Vision Service Plan at no cost to employee or eligible dependents.

Post Retirement Medical Contribution - \$256 per month is available for retirees' health insurance through the County.

Retirement – Public Employees' Retirement System (PERS) after five years of service and age 50. Benefit at age 60 is currently 3% of the highest 12-month period of earnings times years of service. Earnings for this purpose are limited by IRC 401(a)(17) to an indexed amount (currently \$225,000) unless grandfathered. The employee's contribution is 4 % of salary through June 30, 2012, and 8% of salary thereafter.

Deferred Compensation – Two voluntary deferred compensation 457 plans are available.

Supplemental Retirement – County contribution of \$50 per pay period (\$1,300 per year) towards 401(a) plan.

Annual Leave – Bi-weekly earnings of 1<3 years = 8.92 hours; 3<10 years = 10.46 hours; 10 or more years = 12 hours. Maximum accumulation is no more than 1,800 hours. Employee may receive pay in lieu of up to 80 hours per calendar year. Additional 80 hours may be approved by department head.

Holidays – Normally 12 paid holidays per year (any employee regularly scheduled to work on a paid holiday will be paid his/her regular rate for time worked and is entitled to 8 hours of holiday pay or compensatory time off).

Bereavement Leave – 5 days (3 paid, 2 from leave balance).

Long Term Disability (LTD) – Benefit pays 66.67% of earnings to a maximum of \$10,000 per month; 30 day waiting period; pays to age 65. Benefit can be coordinated with other available leave balances providing 100% of pay.

Life Insurance - \$50,000 term life paid by County. Additional Supplemental Life plan is available for purchase.

Education Reimbursement – May be reimbursed for actual cost, subject to availability of funds.

Automobile - An automobile allowance of \$550 per month is provided by the County.

If any of the above benefits are adjusted for Management employees, such adjustments will apply to the County Executive Officer.

**Additional Benefits for County Executive Officer:**

County-Paid Deferred Compensation - \$650 per biweekly pay period (\$16,900 per year) paid into one of the two deferred compensation plans offered to staff.

# External Market Survey Data

## COUNTY EXECUTIVE OFFICER

Riv Co Class Code: 74261

Jurisdiction	Title	Actual/Max Annual	Retirement Pickup	Hlth/Flex Pickup	Max		Def Comp Other	Total Package
					Annual Leave	Confr Bens		
Alameda County	County Administrator*	\$301,995	\$9,060	\$2,900	\$29,038	\$46,500	\$0	\$389,493
Contra Costa County	County Administrator*	\$250,000	\$0	\$14,981	\$33,653	\$1,020	\$7,200	\$306,854
Los Angeles County	Chief Executive Officer	\$338,458	\$0	\$0	\$13,017	\$27,076	\$64,307	\$442,858
Orange County	County Executive Officer	\$253,573	\$12,679	\$16,152	\$20,725	\$14,912	\$16,680	\$334,721
Sacramento County	County Executive Officer	\$258,200	\$0	\$7,236	\$41,677	\$9,000	\$15,000	\$331,113
San Bernardino County	Chief Executive Officer	\$305,000	\$19,754	\$10,000	\$62,163	\$41,442	\$17,000	\$455,359
San Diego County	Chief Administrator Officer	\$274,498	\$21,960	\$12,259	\$26,394	\$0	\$12,000	\$347,111
Santa Clara County	County Executive*	\$310,000	\$21,700	\$20,390	\$47,692	\$16,500	\$0	\$416,282
Ventura County	County Executive Officer	\$227,249	\$19,716	\$7,098	\$40,205	\$17,659	\$26,504	\$338,432

County Survey Mean:  
County Survey Median:

County Survey Mean:	\$279,886	\$11,652	\$10,113	\$34,952	\$19,345	\$17,632	\$373,580
County Survey Median:	\$274,498	\$12,679	\$10,000	\$33,653	\$16,500	\$15,000	\$347,111

Riverside County  
(Prior County Exec Officer Actual)  
(proposed)

(Prior County Exec Officer Actual)	\$275,546	\$22,044	\$9,015	\$41,332	\$8,788	\$6,600	\$363,325
(proposed)	\$275,546	\$0	\$9,015	\$41,332	\$18,200	\$6,600	\$350,693

Dollar difference from mean:  
Percentage

Dollar difference from mean:	-\$4,340						-\$22,887
Percentage	-2%						-6%

Dollar difference from median:  
Percentage difference from median:

Dollar difference from median:	\$1,048						\$3,582
Percentage difference from median:	0%						1%

\*Source: State Controller Website June 30, 2010 Data  
\*\* Effective July 1, 2012 no EPMC

Contract Counties: San Bernardino, Sacramento, and Orange County