

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

968



FROM: Human Resources Department

SUBMITTAL DATE:
May 29, 2012

SUBJECT: Classification and compensation recommendations for the Office of the District Attorney (DA) and amend Ordinance No. 440 pursuant to Resolution No. 440-8884 submitted herewith.

RECOMMENDED MOTION: That the Board of Supervisors adopt the recommendations outlined in Ordinance No. 440 pursuant to Resolution No. 440-8884.

BACKGROUND: The Office of the District Attorney wants to ensure responsive and effective administrative operations in the Bureau of Investigations. In order to accomplish this goal, the Human Resources Department is requesting that the current classification of Assistant Chief D.A. Investigator be designated as "At-Will" and to increase the compensation of this classification in order to attract the most competent candidates to fill the four (4) vacancies. This classification has the overall administrative responsibility for the County-wide management, direction, control and evaluation of all major functional areas of the Bureau of Investigations. These "At-Will" positions will serve at the pleasure of the District Attorney.

Barbara A. Olivier

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Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 2,278	In Current Year Budget:	YES
	Current F.Y. Net County Cost:	\$ 1,139	Budget Adjustment:	NO
	Annual Net County Cost:	\$ 14,236	For Fiscal Year:	2011/12

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

C.E.O. RECOMMENDATION:

APPROVE

BY: *Elizabeth J. Olson*
Elizabeth J. Olson

County Executive Office Signature

- Policy
- Policy
- Consent
- Consent

Dep't Recomm.:
Per Exec. Ofc.:

Prev. Agn. Ref.: 3.27 04/17/2012 | **District:** All | **Agenda Number:**

ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD

3.40

BACKGROUND (continued):

In February 2011, the D.A. Bureau Commander job series and incumbents, which directly report to the Assistant Chief D.A. Investigator, reached agreement to move from Unrepresented Executive Law Enforcement Management to the Represented Law Enforcement Management Unit (LEMU). Under the LEMU MOU, all rights, privileges, and benefits previously negotiated by LEMU in its closed 2008-2012 Memorandum of Understanding (MOU), including but not limited to, the remaining scheduled wage increases totaling 4.0% and a 1.0% increase in Peace Officer Standards Training (P.O.S.T.) pay were applied to the D.A. Bureau Commanders. In addition, the D.A. Bureau Commanders were granted an immediate 4.0% wage increase upon the execution of the agreement. These compensation changes created an immediate salary compaction with the next higher-level class of Assistant Chief D.A. Investigator. The Human Resources Department recommends the following changes and the Office of the District Attorney agrees to pay for the costs through its existing net County allocations in order to remedy the compaction issues and to incentivize the new "At-Will" status of the Assistant Chief D.A. Investigator job classification.

PARITY ADJUSTMENT RECOMMENDATION:

Assistant Chief D.A. Investigator B: It is recommended to grant this classification an approximate 6.5% parity adjustment from salary plan/grade LEX 121/L11 (\$105,053 - \$137,292) to salary plan/grade LEX 126/L11 (\$111,939 - \$146,291). In order to restore the internal parity relationship between the Assistant Chief D.A. Investigator B and the D.A. Bureau Commander B classifications, the Office of the District Attorney has requested that the 1.0% Advanced P.O.S.T. currently given to the D.A. Bureau Commander series be rolled into the base salary of the Assistant Chief D.A. Investigator B. In addition, Human Resources recommends adding the 5.5% increase for the At-Will designation incentive. Since this classification is currently vacant, there is no cost impact at this time.

Chief D.A. Investigator B: It is recommended to grant this classification an approximate 1.0% parity adjustment from salary plan/grade LEX 154/L11 (\$130,162 - \$170,102) to salary plan/grade LEX 152/L11 (\$131,464 - \$171,803). In order to maintain the internal parity relationship between the Assistant Chief D.A. Investigator B and the Chief D.A. Investigator B classifications, the Office of the District Attorney has requested that the 1.0% Advanced P.O.S.T. currently given to the D.A. Bureau Commander series be rolled into the base salary of the Chief D.A. Investigator B class. There is one incumbent in this classification.

CLASSIFICATION INACTIVATIONS:

The Office of the District Attorney has determined that they do not, and will not, consider any incumbents with less than an Advanced P.O.S.T. certificate for the positions of Chief D.A. Investigator and Assistant Chief D.A. Investigator. Therefore, they have requested the elimination of the two lower level classifications within each series.

Chief D.A. Investigator: It is recommended to inactivate this classification, currently assigned to salary plan/grade LEX 136/L11 (\$117,263 - \$153,246) from the Class & Salary Listing and Salary Ordinance No. 440. It has been determined that this classification is not in current use and is no longer allocated to the department. Since this request is only to inactivate the classification, there is no cost impact.

Chief D.A. Investigator A: It is recommended to inactivate this classification, currently assigned to salary plan/grade LEX 148/L11 (\$124,298 - \$162,441) from the Class & Salary Listing and Salary Ordinance No. 440. It has been determined that this classification is not in current use and is no longer allocated to the department. Since this request is only to inactivate the classification, there is no cost impact.

Assistant Chief D.A. Investigator: It is recommended to inactivate this classification, currently assigned to salary plan/grade LEX 112/L11 (\$94,642 - \$123,687) from the Class & Salary Listing and Salary Ordinance No. 440. It has been determined that this classification is not in current use and is no longer allocated to the department. Since this request is only to inactivate the classification, there is no cost impact.

Assistant Chief D.A. Investigator A: It is recommended to inactivate this classification, currently assigned to salary plan/grade LEX 118/L11 (\$100,320 - \$131,108) from the Class & Salary Listing and Salary Ordinance No. 440. It has been determined that this classification is not in current use and is no longer allocated to the department. Since this request is only to inactivate the classification, there is no cost impact.

Further, the class titles for the Chief D.A. Investigator B and Assistant Chief D.A. Investigator B will be amended through an administrative action, reflecting the removal of the “B” from their title.

1 RESOLUTION NO. 440-8884

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on June 5, 2012, that pursuant to Section 3(c)(ii) of Ordinance No. 440, is
5 authorized to add the following classification(s) to Appendix II, operative the beginning of the pay period
6 following approval, as follows:

7 Job
8 Code +/- Class Title
37672 + Assistant Chief District Attorney Investigator B

9
10 BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Assistant
11 County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing
12 of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

13 Job From Salary To Salary
14 Code Class Title Plan/Grade Plan/Grade
37672 Assistant Chief District Attorney Investigator B LEX 121/L11 LEX 126/L11
(\$105,053 - 137,292) (\$111,939 - 146,291)
15 37678 Chief District Attorney Investigator B LEX 154/L11 LEX 156/L11
16 (\$130,162 - 170,102) (\$131,464 - 171,803)

17
18 BE IT FURTHER RESOLVED that pursuant to Section 3(a)(iv) of Ordinance No. 440, the
19 Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and
20 Salary Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as
21 follows:

22 Job Salary
23 Code +/- Class Title Plan/Grade
37670 - Assistant Chief District Attorney Investigator LEX 112/L11
24 37671 - Assistant Chief District Attorney Investigator A LEX 118/L11
25 37676 - Chief District Attorney Investigator LEX 136/L11
26 37677 - Chief District Attorney Investigator A LEX 148/L11