

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

969



FROM: Human Resources Department

SUBMITTAL DATE:
May 29, 2012

SUBJECT: Introduction of Ordinance No. 781.14, Establishing Compensation and Benefits for Elected Officials Other than Members of the Board of Supervisors.

RECOMMENDED MOTION: That the Board of Supervisors approve the Introduction of Ordinance No. 781.14, and adopt the Ordinance on the following agenda.

BACKGROUND: As a result of compensation increases granted to subordinate management employees, the Human Resources Department recommends the review and adjustment of the compensation granted to our Independent Elected Officials (Assessor/County Clerk/Recorder, County Auditor-Controller, District Attorney, Sheriff/Coroner/Public Administrator, and Treasurer/Tax Collector).

(continued on page 2)

Departmental Concurrence

Barbara A. Olivier

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

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 0	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 52,755	For Fiscal Year:	2012/13

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

- Dep't Policy
- Per Exec. Ofc.
- Consent
- Consent

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

Prev. Agn. Ref.: 3.27 05/13/2008 | **District:** All | **Agenda Number:**

ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD

3.41

BACKGROUND (continued):

The compensation for Elected Officials was last adjusted in August 2008. The Board adopted a policy August 29, 2006 (Agenda Item 3.42), granting Elected Officials the same pay adjustments as other department heads covered by the Management Resolution, rather than increases granted to their union-represented subordinates as had been the past practice. With the majority of the County's collective bargaining agreements recently concluded, the Human Resources Department has, in a separate Board agenda item, recommended comparative compensation and benefit adjustments for Management and Other Unrepresented classes.

Based on the finding of a recent external market salary survey conducted by the Human Resources Department we recommend an additional salary adjustment of 12.5% for the District Attorney and Sheriff/Coroner/Public Administrator, and an additional salary adjustment of 10% for the Assessor/County Clerk/Recorder, County Auditor-Controller, and Treasurer/Tax Collector. The salary survey utilized the five Southern California counties of Los Angeles, Orange, San Bernardino, San Diego, and Ventura and found that, on average, the salaries of our Officials are currently -9.1% below the salary median of those counties surveyed.

The parity recommendation would be effective July 12, 2012. Further approved cost of living increases and steps granted to those classifications covered by the Management Resolution are reflected as well, and detailed in the attached Ordinance.

PARITY ADJUSTMENT RECOMMENDATIONS:

Assessor/County Clerk/Recorder: It is recommended to grant this classification an approximate 10% parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$182,300) in order to maintain the internal parity relationship between the Assistant Assessor/County Clerk/Recorder and the Assessor/County Clerk/Recorder classifications.

County Auditor-Controller: It is recommended to grant this classification an approximate 10% parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$182,300) in order to maintain the internal parity relationship between the Assistant County Auditor-Controller and the County Auditor-Controller classifications.

District Attorney: It is recommended to grant this classification an approximate 12.5% parity adjustment from salary plan/grade ELO 115/L1 (\$223,166) to salary plan/grade ELO 115/L1 (\$251,062) in order to restore the internal parity relationship between the Chief Assistant District Attorney and the District Attorney classifications.

Sheriff/Coroner/Public Administrator: It is recommended to grant this classification an approximate 12.5% parity adjustment from salary plan/grade ELO 114/L1 (\$223,166) to salary plan/grade ELO 115/L1 (\$251,062) in order to restore the internal parity relationship between the Undersheriff and the Sheriff/Coroner/Public Administrator classifications.

Treasurer/Tax Collector: It is recommended to grant this classification an approximate 10% parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$182,300) in order to maintain the internal parity relationship between the Assistant Treasurer/Tax Collector and the Treasurer/Tax Collector classifications.

The costs associated with the above recommended actions will be borne by the affected departments.

ORDINANCE No. 781.14

AN ORDINANCE OF THE COUNTY OF RIVERSIDE AMENDING

ORDINANCE NO. 781 ESTABLISHING COMPENSATION AND BENEFITS

FOR ELECTED OFFICIALS OTHER THAN MEMBERS OF THE BOARD OF SUPERVISORS

The Board of Supervisors of the County of Riverside, State of California, ordains as follows:

Section 1. Section 2 of Ordinance No. 781, as amended by Ordinance No. 781.13, is further amended to read as follows:

Section 2. BASE SALARY:

A. Effective July 12, 2012, the pay grade levels of the following classifications shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74520	Assessor/County Clerk/Recorder	\$182,300
75212	County Auditor-Controller	\$182,300
74542	District Attorney	\$251,062
74544	Sheriff/Coroner/Public Administrator	\$251,062
74532	Treasurer-Tax Collector	\$182,300

B. Effective the first pay period in July 2013, the pay grade levels of the following classifications shall reflect the 2% Cost of Living Adjustment plus the equivalent of one additional step (approximately 2.71%) as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74520	Assessor/County Clerk/Recorder	\$190,985
75212	County Auditor-Controller	\$190,985
74542	District Attorney	\$263,023
74544	Sheriff/Coroner/Public Administrator	\$263,023
74532	Treasurer-Tax Collector	\$190,985

C. Effective the first pay period in July 2014, the pay grade levels of the following classifications shall reflect the 2% Cost of Living Adjustment plus the equivalent of one additional step (approximately 2.71%) as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74520	Assessor/County Clerk/Recorder	\$200,084
75212	County Auditor-Controller	\$200,084
74542	District Attorney	\$275,554
74544	Sheriff/Coroner/Public Administrator	\$275,554
74532	Treasurer-Tax Collector	\$200,084

D. Effective the first pay period in July 2015, the pay grade levels of the following classifications shall reflect the 3% Cost of Living Adjustment plus the equivalent of one additional step (approximately 2.71%) as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74520	Assessor/County Clerk/Recorder	\$211,671
75212	County Auditor-Controller	\$211,671
74542	District Attorney	\$291,512
74544	Sheriff/Coroner/Public Administrator	\$291,512
74532	Treasurer-Tax Collector	\$211,671

Section 3. EFFECTIVE DATE:

This Ordinance shall take effect the beginning of the pay period thirty (30) days after the date of adoption.

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Adopted: 781 Item 3.2 of 09/15/1998 (Eff. 10/15/1998)
Amended: 781.1 Item 3.24 of 11/02/1999 (Eff. 12/02/1999)
781.2 Item 3.15 of 03/06/2001 (Eff. 04/06/2001)
781.3 Item 3.25 of 09/24/2002 (Eff. 10/23/2002)
781.4 Item 3.17 of 10/28/2003 (Eff. 11/26/2003)
781.5 Item 3.9 of 03/16/2004 (Eff. 04/14/2004)
781.6 Item 3.11 of 12/21/2004 (Eff. 01/20/2005)
781.7 Item 3.24 of 03/01/2005 (Eff. 03/31/2005)
781.8 Item 3.43 of 09/13/2005 (Eff. 10/12/2005)
781.9 Item 3.15 of 11/15/2005 (Eff. 12/22/2005)
781.10 Item 3.15 of 11/15/2005 (Eff. 12/22/2005)
781.11 Item 3.37 of 08/29/2006 (Eff. 10/12/2006)
781.12 Item 3.39 of 06/19/2007 (Eff. 08/02/2007)
781.13 Item 3.27 of 05/13/2008 (Eff. 08/14/2008)

BOARD OF SUPERVISORS OF THE COUNTY
OF RIVERSIDE, STATE OF CALIFORNIA

BY: _____
Chair

ATTEST:

KECIA HARPER-IHEM
Clerk of the Board

By: _____
Deputy

(SEAL)