

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

964 A



FROM: Human Resources Department

SUBMITTAL DATE:
May 25, 2010

SUBJECT: Order to Initiate an Amendment to Riverside County Salary Ordinance 440, Specifically Resolution No. 440-8838, to establish a new single-position classification of Correctional Chief Deputy to the Sheriff's Department Pursuant to Board Policy A-67

RECOMMENDED MOTION: Pursuant to Board Policy A.67, order the initiation of an amendment to the County Salary Ordinance 440, specifically 440-8838, establishing a new single position classification of Correctional Chief Deputy. Direct the Human Resources Department to prepare the amendment to the Salary Ordinance.

BACKGROUND: Human Resources conducted a classification study at the request of the Sheriff's Department, and as a result of the study, HR recommends adding a new single-position At-Will classification of Correctional Chief Deputy. The incumbent would have responsibility for Correctional functions; i.e., Correctional facilities, budgets, policies and procedures, oversight of special projects, and other related duties.

Barbara A. Olivier

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Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	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:	2010/2011

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

C.E.O. RECOMMENDATION: APPROVE
BY: *Karen L. Johnson*

Karen L. Johnson
County Executive Office Signature

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

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Ashley, seconded by Supervisor Stone and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Buster, Tavaglione, Stone, Benoit and Ashley
Nays: None
Absent: None
Date: June 8, 2010
xc: HR, Sheriff

Kecia Harper-Ihem
Clerk of the Board
By: *Schlemm*

Deputy

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

3.42

The Sheriff's Department is staffed by more than 3,800 employees; e.g., Patrol, Corrections, Courts, etc. There are over 1,200 employees assigned to the Corrections Division.

The Sheriff would like to further build a career ladder for the Correctional staff. In 2008, the Correctional Captain classification was created based on the previously inactivated Correctional Commander classification. This classification was compared to the Sheriff's Captain classification but with limited responsibilities over Corrections only. The Correctional Captain classification's annual salary is 15.5% lower than the Sheriff's Captain classification. An internal parity study was conducted with these two classifications to determine the most appropriate salary range for the proposed classification.

We recommend establishing a new At-Will classification that would implement a non-sworn Correctional Chief Deputy classification over the Corrections Division, who is highly skilled and experienced in the Correctional field. Typically, two Chief Deputy Sheriffs oversee Correctional Operations. With the creation of this alternative non-sworn classification, funding currently authorized for one of the existing Chief Deputy positions would be reallocated to fund this newly-created Correctional Chief Deputy position. When this position is utilized there would be a budget savings of approximate 15.5% from that of a sworn Chief Deputy Sheriff position.

CLASSIFICATION ADDITION

Correctional Chief Deputy: It is recommended to add this class to the Class and Salary Listing at LEX 117 L13 (\$98,906 - \$135,973). This salary range is well positioned organizationally within the Sheriff's Department: It is 15.25% lower than the Chief Deputy Sheriff's maximum annual salary of \$156,702 and 15.05% higher than the Correctional Captain's maximum annual salary of \$118,185. The incumbent of the latter Correctional Captain classification would be subordinate to the incumbent of the proposed classification. Therefore, the proposed salary range is appropriate. The classification specification is attached.