

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



3.41

On motion of Supervisor Tavaglione, seconded by Supervisor Benoit and duly carried by unanimous vote, IT WAS ORDERED that the recommendation from Human Resources regarding Introduction of Ordinance No. 781.14 Establishing Compensation and Benefits for Elected Officials other than Members of the Board of Supervisors is taken off calendar.

I hereby certify that the foregoing is a full true, and correct copy of an order made and entered on June 5, 2012 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors
Dated: June 5, 2012
Kecia Harper-Ihem, Clerk of the Board of Supervisors, in
and for the County of Riverside, State of California.

(seal)

By: *Paul Elles* Deputy

AGENDA NO.
3.41

xc: HR

**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)

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

County Executive Office Signature

- Policy
- Policy
- Consent
- Consent

Dept's 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.

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

6 CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
7 74520	Assessor/County Clerk/Recorder	\$200,084
8 75212	County Auditor-Controller	\$200,084
9 74542	District Attorney	\$275,554
10 74544	Sheriff/Coroner/Public Administrator	\$275,554
11 74532	Treasurer-Tax Collector	\$200,084

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

16 CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
17 74520	Assessor/County Clerk/Recorder	\$211,671
18 75212	County Auditor-Controller	\$211,671
19 74542	District Attorney	\$291,512
20 74544	Sheriff/Coroner/Public Administrator	\$291,512
21 74532	Treasurer-Tax Collector	\$211,671

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24 **Section 3.** EFFECTIVE DATE:

25 This Ordinance shall take effect the beginning of the pay period thirty (30) days after the date
26 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)

*Please sign in
Blue.*

Thank You ☺

3/4/11



MEMORANDUM

EXECUTIVE OFFICE, COUNTY OF RIVERSIDE

Jay E. Orr
County Executive Officer

George A. Johnson
Assistant County Executive Officer

TO: Kecia Harper-Ihem, COB

FROM: Jay E. Orr, CEO

DATE: June 5, 2012

RE: OFF CALENDAR

Please take the following item off-calendar:

3.41 – Human Resources: Introduction of Ordinance No. 781.14 Establishing Compensation and Benefits for Elected Officials other than Members of the Board of Supervisors.

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6-5-2012

3.41