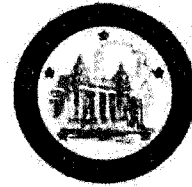


SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



ITEM: 3.19
(ID # 11884)

MEETING DATE:
Tuesday, February 11, 2020

FROM : HUMAN RESOURCES AND RIVERSIDE COUNTY SHERIFF'S DEPARTMENT :

SUBJECT: HUMAN RESOURCES: Approve the salary adjustment for the Correctional Chief Deputy classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9142 submitted herewith, All Districts. [Total Cost - \$0] [Source of Funds - Departmental]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustment for the Correctional Chief Deputy classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9142.

ACTION: Policy

Brenda Diederichs
Brenda Diederichs, Assistant CEO / Human Resources Director

2/3/2020

Dennis Vrooman
Dennis Vrooman, Assistant Sheriff

2/3/2020

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Spiegel and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and Resolution No. 440-9142 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: February 11, 2020
xc: HR

Kecia R. Harper
Clerk of the Board

By: *Kecia R. Harper*
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
NET COUNTY COST	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
SOURCE OF FUNDS: N/A			Budget Adjustment:	No
			For Fiscal Year:	19/20

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Sheriff's Department is the 2nd largest Sheriff's Department in California, managing five correctional facilities, Coroner-Public Administrator duties, and providing court services. Overseen by an elected Sheriff, the Department serves the unincorporated areas of Riverside County as well as some of the incorporated cities in the County by contract. The Riverside County Sheriff's Department employs approximately 3,800 individuals, both sworn and non-sworn, dedicated to serving the citizens of its communities with integrity, professionalism, leadership, and loyalty.

The Corrections Division assists in achieving this mission through the operation of its five correctional facilities, an alternative sentencing program, and several in custody treatment programs. The Riverside County jails provide short-term and long-term incarceration services for the County, jailing subjects arrested and charged with various types of crimes pending their court disposition, as well as those convicted of crimes and sentenced. Services also include transportation of prisoners to court appearances and transferring prisoners between jurisdictions such as other counties, states, or the California Department of Corrections and Rehabilitation. The jails are staffed by a combination of fully sworn Deputy Sheriffs as well as specialized Correctional Deputies, among others. The County's jail system consists of the Robert Presley Detention Center in downtown Riverside, the Cois M. Byrd Detention Center near Murrieta, the Larry D. Smith Correctional Facility in Banning, the Indio Jail, and the Blythe Jail. Additionally, the County is constructing a new jail in Indio, the John J. Benoit Detention Center, that will house approximately 1,600 inmates. This facility will be replacing the existing Indio jail.

The Human Resources Classification and Compensation Division received a request from the Sheriff's Department to review the salary of the Correctional Chief Deputy classification for competitiveness with the surrounding market. The salary review for this classification included Los Angeles County, San Bernardino County, San Diego County, Ventura County, and Orange County, all of which had a comparable executive level classification overseeing their respective corrections operations. This review showed that the Riverside County Correctional Chief Deputy classification is approximately 5% behind market.

Recommendation

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

In order to ensure the County continues to deliver exceptional correctional care in accordance with state guidelines and regulations in a fair and humane manner, it is important to attract and retain highly qualified candidates to fill the role of Correctional Chief Deputy for the Riverside County Sheriff's Department. It is recommended to grant a salary adjustment of approximately 5% to the classification of Correctional Chief Deputy and to amend the salary plan/grade from LEX 157 (\$130,045 - \$188,603) to LEX 183 (\$136,547 - \$198,033).

This recommendation is only to adjust the salary range, not to adjust the rate of pay of the incumbents. However, there is an assumed and eventual cost of approximately \$9,500, plus benefits, per year as incumbents advance into the higher range.

ATTACHMENTS:

**Resolution No. 440-9142
Correctional Chief Deputy Market Survey**



Gregory V. Priamos, Director County Counsel 2/3/2020

1 RESOLUTION NO. 440-9142

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on February 11, 2020, that pursuant to Section 8(c) of Ordinance No. 440, the
5 Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and
6 Salary Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as
7 follows:

8	9		From Salary	To Salary
	<u>Job</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
10	52218	Correctional Chief Deputy	LEX 157	LEX 183

11
12
13 ROLL CALL:

14 Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
15 Nays: None
16 Absent: None

17 The foregoing is certified to be a true copy of a resolution duly
18 adopted by said Board of Supervisors on the date therein set forth.

19 Kecia R. Harper, Clerk of said Board

20 By Kecia R. Harper

Deputy

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01/30/2020

28 440 Resolutions\KC

02.11.2020 3.19

External Market Survey Data

Correctional Chief Deputy

Riv Co Class Code: 52218

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	<u>Commander</u>	2723	\$156,219	\$204,912	31.17%
Orange County	<u>Commander</u>	6148	\$125,154	\$237,349	89.65%
San Bernardino County	<u>Sheriff's Deputy Chief</u>	19460	\$129,189	\$176,530	36.64%
San Diego County	<u>Sheriff's Commander</u>	5778	\$137,108	\$188,447	37.44%
Ventura County	<u>Commander</u>	43	\$140,310	\$196,454	40.01%
County Mean:			\$137,596	\$200,738	45.89%
County Median:			\$137,108	\$196,454	43.28%
Riverside County	<i>Correctional Chief Deputy</i>	52218	\$130,045	\$188,603	45.03%
		Dollar difference from Mean:	-\$7,551	-\$12,135	
		Percentage difference from mean:	-5.49%	-6.05%	
		Dollar difference from median:	-\$7,063	-\$7,851	
		Percentage difference from median:	-5.15%	-4.00%	

Notes: All counties except Riverside utilize Sheriff's classifications. There is not a specific Corrections classifications series. SB County: Total salary for Sheriffs Deputy Chief, including all additional POST pay is 92.81/hour.

Run Date:

Date Prepared/Revised: 11/19/2019

By: DP