

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



ITEM: 3.55
(ID # 14164)

MEETING DATE:
Tuesday, December 15, 2020

FROM : HUMAN RESOURCES AND Executive Office :

SUBJECT: HUMAN RESOURCES & EXECUTIVE OFFICE: Classification and Compensation recommendation to adjust the salaries of the County Counsel & Public Defender job classifications; and amend Salary Ordinance No. 440 pursuant to Resolution No. 440-9177 submitted herewith, All Districts. [\$(45,052)] [Source of Fund-Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the County Counsel classification.
2. Approve the recommendation to adjust the salary of the Public Defender classification upon the position being vacated.
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9177.

ACTION:Policy

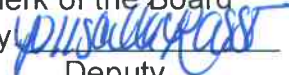


Brenda Diederichs, Assistant CEO / Human Resources Director 12/17/2020

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Jeffries and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended, and that Ordinance 440-9177 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: December 15, 2020
xc: HR, E.O.

Kecia R. Harper
Clerk of the Board
By 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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| FINANCIAL DATA | Current Fiscal Year: | Next Fiscal Year: | Total Cost: | Ongoing Cost |
|---|-----------------------------|--------------------------|-------------------------------|---------------------|
| COST | \$(24,373) | \$(45,052) | \$(69,425) | \$(45,052) |
| NET COUNTY COST | \$(38,175) | \$(70,845) | \$(109,020) | \$(70,845) |
| SOURCE OF FUNDS: Department Budget | | | Budget Adjustment: No | |
| | | | For Fiscal Year: 20/21 | |

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Office of County Counsel provides a broad range of high quality and cost-effective legal services designed to protect the County from risk and loss. The Office of County Counsel is a full-service law office that handles civil matters for the County and provides advisory and litigation support on issues such as, health care, public safety, child welfare, land development, taxation and elections, environmental protection, and public finance. The office's mission is to promote public service objectives of Riverside County while ensuring the protection of the County from potential risks and losses. Similarly, the Public Defender's Office provides high quality legal services to members of the community who are charged with a crime or are involved in certain civil matters. The Public Defender Office's mission is to provide the highest quality of legal representation to any person unable to afford such representation in civil proceedings upon request of the client or the appointment of the court.

The Executive Office requested a review of the County Counsel and Public Defender classification salary ranges, as they have not been reviewed since 2016. The Classification and Compensation Unit conducted a market survey of the surrounding counties and their comparable County Counsel classifications. Data was gathered from Los Angeles, San Bernardino, Orange, San Diego, and Ventura. These market findings showed Riverside County's County Counsel job class is below the market median by approximately 18.4% at the bottom of the salary range and below the market median by approximately 10.4% at the top of the salary range. Therefore, it is recommended that the salary range of Riverside County's County Counsel be adjusted according to the median at both the minimum and maximum of the range. This will ensure that Riverside County's County Counsel classification is at the appropriate salary range while remaining competitive with the surrounding jurisdictions.

For the Public Defender, the data showed that the job class is below the market median by approximately 4.84% at the bottom of the salary range, but above the market median by 23.63% at the top of the salary range. Therefore, it is recommended to adjust the salary range of the Public Defender classification to be at the appropriate salary range as indicated by the market. Approval of this recommendation by the Board will be effective upon the first pay period in which the Public Defender position becomes vacated.

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Salary Adjustments:

County Counsel: It is recommended to adjust this classification salary plan/grade from MAT 294 (\$173,019 - \$251,671) to salary plan/grade MAT 343 (\$212,077 - \$283,427). It is further recommended that the current incumbent (1) who is at the maximum of the salary range be granted a 4% pay increase on the new salary plan/grade.

Public Defender: It is recommended to adjust this classification salary plan/grade from XAA 231 (\$182,846 - \$347,428) to salary plan/grade XAA 329 (\$212,077 - \$283,427). This new salary plan/grade will become effective the first pay period following when the position has been vacated.

Impact on Residents and Businesses

Approval of the classifications will have no direct impact to residents and businesses.

Additional Fiscal Information

Adjustment of the County Counsel classification salary range will result in an increased salary cost of approximately \$31,757 per fiscal year, plus an additional \$12,702 for related benefits and employer costs, for a total annual increase of \$44,459. The Department has stated the additional cost for the increase will be absorbed through the Department's budget and does not require a budget adjustment.

Adjustment of the Public Defender salary range when the position has been vacated will result in a cost decrease of approximately \$64,001, plus an additional \$25,600 for related benefits and employer costs, for a total annual savings of approximately \$89,601.

The chart below shows the cost/(savings) and NCC portion for both the County Counsel and Public Defender proposed changes:

| | Current Fiscal Year | Next Fiscal Year | Total Cost | Ongoing Cost |
|--------------------|---------------------|--------------------|---------------------|--------------------|
| <u>COST</u> | | | | |
| County Counsel | \$ 23,874 | \$ 44,549 | \$ 68,423 | \$ 44,549 |
| Public Defender | \$ (48,247) | \$ (89,601) | \$ (137,848) | \$ (89,601) |
| TOTAL COST | \$ (24,373) | \$ (45,052) | \$ (69,425) | \$ (45,052) |
| <u>NCC</u> | | | | |
| County Counsel | \$ 5,730 | \$ 10,692 | \$ 16,422 | \$ 10,692 |
| Public Defender | \$ (43,904) | \$ (81,537) | \$ (125,441) | \$ (81,537) |
| TOTAL NCC | \$ (38,175) | \$ (70,845) | \$ (109,020) | \$ (70,845) |

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Attachments:

Attachment A- County Counsel Market Survey

Attachment B- Public Defender Market Survey

Attachment C- Resolution No. 440-9177


Douglas Cordonez Jr.


12/11/2020

Maxwell, Sue

From: cob@rivco.org
Sent: Tuesday, December 15, 2020 12:16 PM
To: COB
Subject: Board comments web submission



First Name: Tim
Last Name: Thompson
Address (Street, City and Zip): Wildomar, CA
Phone: 9516916769
Agenda Date: 12/15/2020
Agenda Item # or Public Comment: 3.55
State your position below: Oppose

Thank you for submitting your request to speak. The Clerk of the Board office has received your request and will be prepared to allow you to speak when your item is called. To attend the meeting, please call (669) 900-6833 and use Meeting ID #864-4411-6015. Password is 20201215. You will be muted until your item is pulled and your name is called. Please dial in at 9:00 am with the phone number you provided in the form so you can be identified during the meeting.

External Market Survey Data

County Counsel

Riv Co Class Code: 74254

| Jurisdiction | Title | Job Code | Min Salary | Max Salary | Spread |
|-----------------------|------------------------------------|----------|------------|------------|--------|
| Los Angeles County | <u>County Counsel</u> | 9211 | | \$437,545 | |
| Orange County | <u>County Counsel</u> | 2325E2 | | \$257,323 | |
| San Bernardino County | <u>County Counsel</u> | 3495 | \$199,306 | \$271,253 | 36.10% |
| San Diego County | <u>County Counsel</u> | 2128 | \$224,848 | \$362,214 | 61.09% |
| Ventura County | <u>County Counsel</u> | 455 | | \$280,907 | |
| | County Mean: | | \$212,077 | \$321,848 | 51.76% |
| | County Median: | | \$212,077 | \$280,907 | 32.46% |
| Riverside County | County Counsel | 74254 | \$173,019 | \$251,671 | 45.46% |
| | Dollar difference from Mean: | | -\$39,058 | -\$70,178 | |
| | Percentage difference from mean: | | -18.42% | -21.80% | |
| | Dollar difference from median: | | -\$39,058 | -\$29,236 | |
| | Percentage difference from median: | | -18.42% | -10.41% | |

Notes: OC- confirmed that the County Counsel salary has not been updated on their website. The correct amount is the one listed on this survey. They also confirmed that their County Counsel will receive a 3.5% increase in the upcoming 2021 and 2022 years.

July 2, 2021- \$266,329
July 1, 2022-\$275,650

Run Date: 5/23/2018

Date Prepared/Revised: 9/18/2020

By: Ggomez

External Market Survey Data

Public Defender

Riv Co Class Code: 74245

| Jurisdiction | Title | Job Code | Min Salary | Max Salary | Spread |
|-----------------------|------------------------------------|----------|------------|------------|--------|
| Los Angeles County | <u>Public Defender</u> | | | \$362,161 | |
| Orange County | <u>Public Defender</u> | 2373E2 | | \$241,134 | |
| San Bernardino County | <u>Public Defender</u> | 16345 | \$186,909 | \$254,030 | 35.91% |
| San Diego County | <u>Public Defender</u> | 2124 | \$197,371 | \$306,550 | 55.32% |
| Ventura County | <u>Public Defender</u> | 1427 | | \$280,907 | |
| | County Mean: | | \$192,140 | \$288,957 | 50.39% |
| | County Median: | | \$192,140 | \$280,907 | 46.20% |
| Riverside County | <i>Public Defender</i> | 74245 | \$182,846 | \$347,428 | 90.01% |
| | Dollar difference from Mean: | | -\$9,294 | \$58,472 | |
| | Percentage difference from mean: | | -4.84% | 20.24% | |
| | Dollar difference from median: | | -\$9,294 | \$66,522 | |
| | Percentage difference from median: | | -4.84% | 23.68% | |

Notes:

Run Date: 5/23/2018

Date Prepared/Revised: 11/24/2020

By: Ggomez

RESOLUTION NO. 440-9177

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on December 15, 2020, that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

| <u>Job Code</u> | <u>Class Title</u> | <u>From Salary Plan/Grade</u> | <u>To Salary Plan/Grade</u> |
|-----------------|--------------------|-------------------------------|-----------------------------|
| 74254 | County Counsel | MAT 294 | MAT 343 |


BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative upon the first pay period in which the Public Defender position becomes vacant, as follows:

| <u>Job Code</u> | <u>Class Title</u> | <u>From Salary Plan/Grade</u> | <u>To Salary Plan/Grade</u> |
|-----------------|--------------------|-------------------------------|-----------------------------|
| 74245 | Public Defender | XAA 231 | XAA 329 |

ROLL CALL:

Ayes: Spiegel, Jeffries, Washington, Perez and Hewitt
 Nays: None
 Absent: None
 Abstained:

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

Kecia R. Harper, Clerk of said Board
 By 
 Deputy

/kc
 12/11/2020
 440 Resolutions\KC