

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



ITEM: 3.11  
(ID # 14288)

**MEETING DATE:**  
Tuesday, February 02, 2021

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Fiscal Year 2021/2022 Risk and Insurance Rates for Property Insurance, General/Auto Liability Insurance, Workers Compensation, Medical Malpractice Insurance, Unemployment Insurance, and Short-Term Disability Insurance, All Districts. [\$0]

**RECOMMENDED MOTION:** That the Board of Supervisors:

- 1) Approve the Assistant County Executive Officer/Human Resources Director's recommendation for fiscal year 2021/22 risk and insurance rates for Property Insurance, Workers' Compensation, Medical Malpractice, General/Auto Liability, Unemployment Insurance, and Short-Term Disability as attached

**ACTION:** Policy




Brenda Diederichs, Assistant CEO / Human Resources Director 1/26/2021

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**MINUTES OF THE BOARD OF SUPERVISORS**

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

Ayes: Jeffries, Spiegel, Washington, Perez, and Hewitt  
Nays: None  
Absent: None  
Date: February 2, 2021  
xc: HR

Kecia R. Harper  
Clerk of the Board  
By:   
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$0	\$0	\$0	\$0
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: Departmental Funds 100%</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 21/22</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The County is financially protected and defended through various insurance programs providing risk mitigation processes, early claims intervention, cost reduction actions as well as recovery for damaged County property. The annual costs of these insurance programs are allocated to departments based upon weighted factors relative to each insurance program, such as department loss history, exposure, staffing levels, building square footage, and/or department payroll.

Insurance programs are separated into the following Internal Service Funds (ISFs) by type of protection: Property Insurance, Workers' Compensation, Medical Malpractice, General/Auto Liability, Short-Term Disability, and Unemployment Insurance.

Annual required funding for these programs is determined by actuarial analysis of general risk factors, known and anticipated claims, and program operating costs. Funding is then expressed at different levels of actuarial confidence, with higher confidence levels requiring increased funding. For example, funding at the 70% confidence level means the actuary is 70% confident that current reserves plus additional funding collected through the ISF Rate will cover all costs to settle known and anticipated claims, with a 30% chance it will not cover everything. Actuaries recommend the County fund these programs at levels between 75-85% confidence.

Up to FY 2010/11, the County's insurance programs were funded to achieve a 70% confidence level, which actuaries consider marginally acceptable. In FY 2011/12, the County elected to fund the General/Auto Liability, Workers' Compensation, and Medical Malpractice programs at the 55% confidence level because of the financial crisis at that time. In FY 2013/14, Medical Malpractice funding was returned to the 70% confidence level. In FY 2016/17, Workers' Compensation and General/Auto Liability were funded at the 60% confidence level. In FY 2020/21, all programs' funding was returned to the 70% confidence level.

For FY 2021/22, to meet the County's desire to stabilize ISF rates as much as possible while departments continue to meet the challenges of the global COVID-19 pandemic, General/Auto Liability, Workers' Compensation, and Unemployment Insurance will be funded at the 60% confidence level. Medical Malpractice will achieve a 75% confidence level in FY2021/22 with no change in its rate.

Below is a summary of the current and prior fiscal years' rates, recommended rates for FY 2021/22, and the percentage change in rates between current and proposed:

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	<b>Total Charge FY 2019/20</b>	<b>Total Charge FY 2020/21</b>	<b>Recommended Total Charge FY 2021/22</b>	<b>% Change</b>
<b>Property Insurance</b>	\$8,722,408	\$10,827,891	\$10,827,891	-
<b>Workers' Compensation</b>	\$47,100,000	\$48,363,000	\$48,363,000	-
<b>Medical Malpractice</b>	\$8,335,000	\$9,723,000	\$9,723,000	-
<b>General Liability/ Auto Liability</b>	\$69,598,389	\$67,176,335	\$76,356,135	13.67%
<b>Unemployment Insurance</b>	0.202%	0.208%	0.210%	.9%
<b>Short-Term Disability</b>	1.07% (Class 1) 1.16% (Class 2)	1.12% (Class 1) 1.21% (Class 2)	1.32% (Class 1) 1.48% (Class 2)	17.86% (Class 1) 22.31% (Class 2)

It is important to note that even for those insurance programs with no change in total cost, the distribution of cost to departments will differ from prior fiscal years due to allocation factors which are based on actual experience and exposure that vary annually. A summary of changes in department allocations for General/Auto Liability, Property Insurance, Workers Compensation, and Medical Malpractice is shown at Attachment A.

**Property Insurance**

The County's property insurance program is fully insured through PRISM Excess Insurance Authority with various levels of deductibles based on coverage. Deductibles are paid by each department after a loss occurs. In addition to covering the County's real and personal property, the program provides earthquake coverage on contractually obligated leased buildings and county owned buildings with a value of \$1,000,000 or more.

The property premium costs are determined by a combination of the County's total property replacement values, the property's proximity to earthquake faults and flood zones (exposure), and the County's history of claims (experience). Premium costs are allocated to departments based on their annually reported occupied square footage relative to the total reported by all County departments.

The recommended FY 2021/22 charge to departments is \$10.8 million, which represents no change from the FY 2020/21 Charges by department. Charges by department can be found in Attachment B.

**Workers' Compensation Insurance**

Workers' Compensation Insurance is a legally mandated program that is administered by County staff and is self-funded for up to the first \$2 million of each claim. Excess Insurance is provided through PRISM Excess Insurance Authority for amounts above the self-insured level.

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For cost distribution to departments, losses are capped at \$500,000 per claim and departments are held responsible up to the cap amount for each claim. Total claims up to the cap amount are used to determine the percentage of experience each of the departments are charged with. This is multiplied by the total amount to be collected based on the confidence rate.

For FY 2021/22, Bickmore Risk Services (Bickmore), the County's actuary, calculated the required program funding to be \$48.363 million at the 60% confidence level. Charges by department can be found in Attachment C.

**Medical Malpractice**

Insurance coverage for the medical providers at the County of Riverside is provided by a program that combines self-insurance and excess insurance. This program and associated costs are allocated to County departments that employ medical providers including Riverside University Health System Medical Center (RUHS), RUHS Behavioral Health, RUHS Public Health, Emergency Management Department, and Human Resources Department (Exclusive Care and Occupational Health).

Each occurrence under this program is self-insured for the first \$1.1 million with the excess insurance provided by PRISM. For calculation of loss distribution, losses are capped at \$1.1 million per claim. Claims are administered by the Human Resources Department, Risk Management Division.

For FY 2021/22, Bickmore calculated the required program funding of \$9.723 million at a 60% confidence level. Allocations per department can be found in Attachment D.

**General Liability/Auto Liability Insurance**

The General Liability/Auto Liability insurance program provides coverage for bodily injury, employment practices liability, personal injury, property damage, and public official errors and omissions liability for all operations of the County of Riverside. This program is self-funded for up to \$5 million per claim, with excess coverage provided by PRISM.

Costs are allocated to County departments based 80% on each department's 7-year history of actual losses and 20% on reported exposure (staffing, occupied square footage, mileage driven, etc.). Costs for excess insurance coverage related to for airports, aircraft, cyber liability, and watercraft insurance are allocated only to specific departments for which such coverage is relevant.

The liability insurance market is going through a difficult period and continues to see significant increases in plaintiff demands, jury verdicts, and high dollar liability claims. The "frequency of severity" in claims outcomes is being experienced by public entities (counties, cities, schools, and special districts) throughout the State of California. All these factors have pushed the insurance industry into a hard market for consumers and has caused premiums to increase significantly. Because of these developments in the insurance market, the projected total cost for the County's general/auto liability insurance program in FY2021/22 is \$9.2 million more than FY2020/21, even with reducing the confidence level from 70% to 60%.

For FY 2021/22, Bickmore calculated the required program funding to be \$76.3 million at the 60% confidence level. Charges by department can be found in Attachment E.

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**Unemployment Insurance**

Unemployment insurance (UI) is a self-funded benefit program required by the State of California. Aon Hewitt (Aon), the County's actuary for unemployment insurance, recommends rates at the 60% confidence level ranging from 0.121% to 1.356% of total pay depending on each department's claim experience.

Total FY 2021/22 costs are estimated at \$3.251 million. Rates by department can be found in Attachment F.

**Short-Term Disability**

Short-Term Disability (STD) Insurance is a self-funded benefit plan covering most employee groups that accrue sick leave. The plan currently provides temporary income replacement for eligible members of Riverside Sheriff's Association Public Safety Unit (PSU) within Class 1, and Laborers' International Union of North America (LIUNA) and Service Employees International Union (SEIU) within Class 2.

Class 1 members are eligible to receive 55% wage replacement with a maximum covered pay of \$23,608, while Class 2 members are eligible to receive 60% wage replacement with a maximum covered pay of \$40,000.

As a result of recent negotiations with its union groups, the County will be transitioning away from this self-funded benefit plan to the State of California SDI plan during FY 2021/22. Aon actuaries have recommended increasing the STD rates for both classes in FY 2021/22 due to ongoing uncertainties surrounding the COVID-19 pandemic and the County's upcoming transition to CA SDI.

Total FY 2021/22 collections are estimated at \$7.41 million: \$4.03 million for LIUNA, \$3.20 million for SEIU, and \$0.18 million for RSA.

**Impact on Residents and Businesses**

There is no impact on residents and businesses as these are rates to internal County departments.

**Contract History and Price Reasonableness**


Comparisons with prior year rates are presented in the attachments.

**ATTACHMENTS:**

- ATTACHMENT A. SUMMARY OF CHANGES IN DEPARTMENT ALLOCATIONS**
- ATTACHMENT B. PROPERTY INSURANCE RATES**
- ATTACHMENT C. WORKERS' COMPENSATION RATES**
- ATTACHMENT D. MEDICAL MALPRACTICE RATES**
- ATTACHMENT E. GENERAL/AUTO LIABILITY RATES**
- ATTACHMENT F. UNEMPLOYMENT INSURANCE RATES**

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Tanya Harris, Assistant Auditor Controller 1/27/2021

  
Brenda Diederichs, Assistant C&I Human Resources Director 1/26/2021

**RC** RIVERSIDE COUNTY HUMAN RESOURCES  
**HR** FY21-22 HR RATES - Risk Mgmt and Insurance

Dept	Confidence Level					Change						
	70%	70%	70%	60%	75%	-10%	-10%	5%	-10%	5%	TOTAL	
Sheiff	\$ 33,822,876	\$ 1,688,290	\$ 21,546,333	\$ 2,041,429	\$ 22,363,693	\$ 5,101,436	\$ 373,139	\$ 817,360	\$ 1,045,645	\$ 189,190	\$ 219,600	\$ 6,291,935
RUHS	\$ 5,984,621	\$ 1,619,171	\$ 7,873,652	\$ 1,808,361	\$ 8,093,252	\$ 1,045,645	\$ 189,190	\$ 219,600	\$ 986,238	\$ (7,428)	\$ (3,077)	\$ 1,451,358
TLMA	\$ 6,160,269	\$ 204,773	\$ 768,287	\$ 177,345	\$ 732,055	\$ 986,238	\$ (7,428)	\$ (3,077)	\$ 1,166,044	\$ (190,084)	\$ -	\$ 942,578
DPSS	\$ 6,778,044	\$ 1,186,830	\$ 6,488,091	\$ 995,536	\$ 6,988,007	\$ 1,166,044	\$ (191,294)	\$ (190,084)	\$ 886,141	\$ (41,374)	\$ (169,327)	\$ 784,666
Facilities	\$ 638,925	\$ 1,272,026	\$ 1,143,787	\$ 1,315,400	\$ 974,460	\$ 886,141	\$ (41,374)	\$ (169,327)	\$ 314,271	\$ (6,016)	\$ (33,292)	\$ 558,168
Flood	\$ 603,752	\$ 95,789	\$ 532,223	\$ 1,231,764	\$ 877,773	\$ 498,931	\$ -	\$ -	\$ 352,215	\$ (18,078)	\$ (76,274)	\$ 272,963
DA	\$ 1,648,414	\$ 295,793	\$ 1,912,180	\$ 2,000,629	\$ 1,835,906	\$ 1,114,250	\$ -	\$ -	\$ 71,943	\$ (8,246)	\$ -	\$ 257,863
Purchasing	\$ 123,997	\$ 64,419	\$ 170,511	\$ 195,940	\$ 162,265	\$ 182,265	\$ -	\$ -	\$ 205,764	\$ (2,091)	\$ (28,601)	\$ 175,072
CC	\$ 211,260	\$ 24,987	\$ 86,172	\$ 417,024	\$ 57,571	\$ 497,491	\$ -	\$ -	\$ 98,237	\$ (15,971)	\$ (5,020)	\$ 77,300
RCIT	\$ 389,448	\$ 194,325	\$ 397,084	\$ 487,685	\$ 392,064	\$ 1,058,157	\$ -	\$ -	\$ 85,832	\$ (16,837)	\$ (70,419)	\$ 64,219
HR	\$ 291,923	\$ 111,098	\$ 374,271	\$ 111,098	\$ 303,854	\$ 855,402	\$ -	\$ -	\$ 83,711	\$ (25,522)	\$ (357)	\$ 59,333
EO	\$ 469,568	\$ 807,308	\$ 29,262	\$ 553,279	\$ 781,786	\$ 1,365,471	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 59,333
PA	\$ -	\$ -	\$ 19,693	\$ -	\$ 50,328	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,328
CFFC	\$ 20,801	\$ 13,066	\$ 20,389	\$ 35,528	\$ 18,893	\$ 82,992	\$ -	\$ -	\$ 14,727	\$ (15,505)	\$ (1,496)	\$ 28,736
EMD	\$ 60,919	\$ 38,005	\$ 29,472	\$ 64,124	\$ 37,412	\$ 141,581	\$ -	\$ -	\$ 3,205	\$ (1,729)	\$ 7,940	\$ 12,850
CAP	\$ 48,196	\$ 26,316	\$ 81,574	\$ 46,391	\$ 91,095	\$ 161,834	\$ -	\$ -	\$ (2,805)	\$ (1,966)	\$ -	\$ 4,748
LAFCO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ag Comm	\$ 45,558	\$ 14,450	\$ 34,709	\$ 53,483	\$ 12,811	\$ 97,443	\$ -	\$ -	\$ 7,925	\$ (1,639)	\$ (3,560)	\$ 2,726
ROHCA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,062	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,062
Salton Sea	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHSS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CFD	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Var Svcs	\$ 11,083	\$ 6,079	\$ 4,891	\$ 10,122	\$ 5,039	\$ 2,532	\$ -	\$ -	\$ (961)	\$ (509)	\$ 148	\$ (260)
Coop Ext	\$ 8,636	\$ 12,787	\$ 1,414	\$ 8,244	\$ 1,359	\$ 20,731	\$ -	\$ -	\$ (61)	\$ -	\$ -	\$ 20,731
TTC	\$ 46,739	\$ 25,433	\$ 90,158	\$ 65,394	\$ 71,624	\$ 160,314	\$ -	\$ -	\$ 18,655	\$ (2,137)	\$ (18,534)	\$ (1,517)
ROV	\$ 64,645	\$ 76,065	\$ 93,128	\$ 57,518	\$ 103,048	\$ 230,266	\$ -	\$ -	\$ (7,127)	\$ (6,365)	\$ 9,920	\$ (2,016)
BOS	\$ 45,854	\$ 46,615	\$ 30,775	\$ 46,423	\$ 29,970	\$ 118,307	\$ -	\$ -	\$ 569	\$ (4,701)	\$ (605)	\$ (3,572)
Office on Aging	\$ 250,723	\$ 16,821	\$ 112,360	\$ 247,156	\$ 105,827	\$ 371,978	\$ -	\$ -	\$ (3,567)	\$ 1,774	\$ (6,533)	\$ (4,937)
DCSS	\$ 238,422	\$ 121,395	\$ 421,649	\$ 187,966	\$ 132,427	\$ 752,991	\$ -	\$ -	\$ (60,456)	\$ 11,032	\$ 10,749	\$ (28,675)
ACO	\$ 627,947	\$ 13,944	\$ 50,468	\$ 584,541	\$ 12,777	\$ 662,172	\$ -	\$ -	\$ (43,406)	\$ (1,167)	\$ 14,386	\$ (30,187)
EnvHealth	\$ 186,935	\$ 65,534	\$ 191,733	\$ 168,089	\$ 180,428	\$ 410,086	\$ -	\$ -	\$ (18,846)	\$ (3,965)	\$ (11,305)	\$ (34,116)
Probation	\$ 667,195	\$ 427,435	\$ 2,689,935	\$ 757,235	\$ 328,043	\$ 3,742,705	\$ -	\$ -	\$ 90,040	\$ (99,392)	\$ (32,508)	\$ (41,860)
Assessor	\$ 227,151	\$ 140,011	\$ 378,004	\$ 205,313	\$ 307,018	\$ 637,257	\$ -	\$ -	\$ (21,838)	\$ (15,085)	\$ (70,986)	\$ (107,909)
EDA	\$ 863,123	\$ 1,151,337	\$ 554,500	\$ 965,988	\$ 554,923	\$ 2,439,617	\$ -	\$ -	\$ 102,865	\$ (232,431)	\$ 423	\$ (129,143)
Parks	\$ 375,993	\$ 190,565	\$ 361,569	\$ 229,648	\$ 342,906	\$ 737,038	\$ -	\$ -	\$ (146,345)	\$ (26,101)	\$ (18,663)	\$ (191,109)
Fire	\$ 1,078,475	\$ 606,244	\$ 531,023	\$ 1,046,021	\$ 555,515	\$ 2,011,865	\$ -	\$ -	\$ (32,454)	\$ (50,729)	\$ (120,694)	\$ (203,877)
Animal Svcs	\$ 1,563,352	\$ 136,324	\$ 322,894	\$ 1,311,701	\$ 329,778	\$ 1,766,396	\$ -	\$ -	\$ (251,651)	\$ (11,407)	\$ 6,884	\$ (256,174)
Public Defender	\$ 774,134	\$ 102,151	\$ 480,588	\$ 435,259	\$ 411,808	\$ 940,670	\$ -	\$ -	\$ (338,875)	\$ (8,548)	\$ (68,780)	\$ (416,203)
Waste	\$ 1,233,712	\$ 52,485	\$ 523,562	\$ 843,517	\$ 363,334	\$ 1,264,630	\$ -	\$ -	\$ (410,195)	\$ 5,294	\$ (160,228)	\$ (565,129)
<b>TOTAL</b>	<b>\$ 67,183,590</b>	<b>\$ 10,827,891</b>	<b>\$ 48,362,996</b>	<b>\$ 10,827,896</b>	<b>\$ 48,362,995</b>	<b>\$ 145,270,026</b>	<b>\$ 76,356,135</b>	<b>\$ 10,827,896</b>	<b>\$ 9,723,000</b>	<b>\$ (1)</b>	<b>\$ (1)</b>	<b>\$ 9,172,549</b>
						Short-Term Disability						\$ 3,251,000
						Unemployment Insurance						\$ 7,410,000
						<b>GRAND TOTAL</b>						<b>\$ 155,931,026</b>

RIVERSIDE COUNTY HUMAN RESOURCES  
 FY21-22 HR RATES ~ Property Insurance

Fund	DeptID	Department	Budget Unit	FY20-21	FY21-22	Change
23525	905102	EDA	EDA-CSA 51-Desert Center	\$ 6,612	\$ 6,058	\$ (554)
40440	906203	EDA	EDA-CSA 62-Ripley	\$ 1,922	\$ -	\$ (1,922)
23850	908501	EDA	EDA-CSA 85-Cabazon	\$ 1,794	\$ 1,644	\$ (150)
24325	912601	EDA	EDA-CSA 126-Highgrove Area	\$ 112	\$ 66	\$ (46)
24425	913401	EDA	EDA-CSA 134-Temescal Canyon	\$ 112	\$ 66	\$ (46)
24550	914301	EDA	EDA-CSA 143-Rancho California	\$ 48	\$ 66	\$ 18
23010	915202	EDA	EDA CSA Administration Operating	\$ 302	\$ -	\$ (302)
25400	931235	Parks	Parks Business Operations	\$ 190,585	\$ 164,484	\$ (26,101)
25800	938001	CFFC	Children & Families First Commission	\$ 13,066	\$ 28,571	\$ 15,505
15100	947200	Flood	Flood Control District	\$ 95,789	\$ 87,773	\$ (8,016)
22900	980501	EDA	EDA-Perris Valley Cemetery	\$ 3,006	\$ 2,754	\$ (252)
10000	1000100000	BOS	Board of Supervisors	\$ 46,615	\$ 41,914	\$ (4,701)
10000	1000200000	Assessor	Assessment Appeals Board	\$ 1,005	\$ 921	\$ (84)
10000	1100100000	EO	Executive Office	\$ 18,518	\$ 16,969	\$ (1,549)
10000	1103900000	EO	Executive Office	\$ 783,241	\$ 717,701	\$ (65,540)
10000	1104400000	EO	Grand Jury	\$ 5,549	\$ 5,084	\$ (465)
10000	1130100000	HR	Human Resources	\$ 50,410	\$ 53,912	\$ 3,502
45960	1130700000	HR	Human Resources Property Insurance	\$ 256	\$ 234	\$ (22)
46100	1130800000	HR	Human Resources Workers' Compensation Ins	\$ 11,241	\$ 9,625	\$ (1,616)
46000	1130900000	HR	Human Resources Medical Malpractice Ins	\$ 383	\$ -	\$ (383)
45960	1131000000	HR	Human Resources General Liability Insurance	\$ 7,701	\$ 10,291	\$ 2,590
46040	1131300000	HR	Human Resources Safety Loss Control	\$ 3,454	\$ 3,250	\$ (204)
47000	1131800000	HR	Human Resources Temporary Assignment Prog	\$ 10,803	\$ -	\$ (10,803)
45800	1132000000	HR	Human Resources Exclusive Care	\$ 15,338	\$ 11,361	\$ (3,977)
46100	1132200000	HR	Human Resources Employee Assistance Svcs	\$ 5,414	\$ -	\$ (5,414)
46120	1132900000	HR	Human Resources Occupational Health	\$ 6,098	\$ 5,588	\$ (510)
10000	1200100000	Assessor	Assessor	\$ 74,499	\$ 69,494	\$ (5,005)
10000	1200200000	Assessor	Assessor Clerk Recorder	\$ 51,032	\$ 46,850	\$ (4,182)
33600	1200400000	Assessor	Assessor CREST	\$ 13,475	\$ 7,661	\$ (5,814)
10000	1300100000	ACO	Auditor Controller	\$ 9,783	\$ 8,964	\$ (819)
10000	1300200000	ACO	Auditor Controller Internal Audit	\$ 921	\$ 844	\$ (77)
10000	1300300000	ACO	Auditor Controller Payroll	\$ 3,240	\$ 2,969	\$ (271)
10000	1400100000	TTC	Treasurer Tax Collector	\$ 25,433	\$ 23,296	\$ (2,137)
10000	1500100000	CC	County Counsel	\$ 24,987	\$ 22,896	\$ (2,091)
10000	1700100000	ROV	Registrar of Voters	\$ 76,065	\$ 69,700	\$ (6,365)
21100	1900100000	EDA	EDA Administration	\$ 3,411	\$ 16,371	\$ 12,960
21350	1900200000	EDA	EDA Community Development HUD Grants	\$ 192	\$ -	\$ (192)
21550	1900300000	EDA	EDA Workforce Development	\$ 48,978	\$ -	\$ (48,978)
21200	1900700000	EDA	EDA Library Services	\$ 368,988	\$ 390,128	\$ 21,140
21100	1901000000	EDA	EDA Economic Development	\$ 2,575	\$ 202	\$ (2,373)
22100	1910700000	EDA	EDA Aviation	\$ 237,324	\$ 214,530	\$ (22,794)
22200	1920100000	EDA	EDA Fair and National Date Festival	\$ 260,770	\$ 238,962	\$ (21,808)
10000	1930100000	EDA	EDA Edward Dean Museum	\$ 15,098	\$ 13,835	\$ (1,263)
10000	2000100000	EMD	Emergency Management Department	\$ 38,005	\$ 36,276	\$ (1,729)
10000	2200100000	DA	District Attorney	\$ 295,793	\$ 277,715	\$ (18,078)
10000	2300100000	DCSS	Child Support Services	\$ 121,395	\$ 132,427	\$ 11,032
10000	2400100000	Public Defender	Public Defender	\$ 102,151	\$ 93,603	\$ (8,548)
10000	2500100000	Sheriff	Sheriff Administration	\$ 21,274	\$ 18,062	\$ (3,212)
10000	2500200000	Sheriff	Sheriff Support Services	\$ 48,802	\$ 49,869	\$ 1,067
10000	2500300000	Sheriff	Sheriff Patrol	\$ 510,715	\$ 483,688	\$ (27,027)
10000	2500400000	Sheriff	Sheriff Corrections	\$ 875,078	\$ 1,258,633	\$ 383,555
10000	2500500000	Sheriff	Sheriff Court Services	\$ 26,859	\$ 15,181	\$ (11,678)
10000	2500600000	Sheriff	Sheriff CAC Security	\$ 1,046	\$ 958	\$ (88)
10000	2500700000	Sheriff	Sheriff Ben Clark Training Center	\$ 123,220	\$ 158,871	\$ 35,651
10000	2501000000	Sheriff	Sheriff Coroner	\$ 42,389	\$ 38,842	\$ (3,547)
10000	2501100000	Sheriff	Sheriff Public Administrator	\$ 7,052	\$ 6,462	\$ (590)
22250	2505100000	Sheriff	Sheriff CAL ID Program	\$ 11,855	\$ 10,863	\$ (992)
10000	2600100000	Probation	Probation Juvenile Institutions	\$ 228,740	\$ 158,692	\$ (70,048)
10000	2600200000	Probation	Probation Field Services	\$ 173,708	\$ 146,455	\$ (27,253)
10000	2600700000	Probation	Probation Administration	\$ 24,987	\$ 22,896	\$ (2,091)
10000	2700200000	Fire	Fire Protection	\$ 606,244	\$ 555,515	\$ (50,729)
10000	2800100000	Ag Comm	Agricultural Commissioner	\$ 14,450	\$ 12,811	\$ (1,639)
20200	3100200000	TLMA	TLMA Administration	\$ 23,992	\$ 28,254	\$ 4,262
20200	3100300000	TLMA	TLMA Consolidated Counter Services	\$ 6,990	\$ 6,768	\$ (222)



RIVERSIDE COUNTY HUMAN RESOURCES  
 FY21-22 HR RATES ~ Property Insurance

Fund	DeptID	Department	Budget Unit	FY20-21	FY21-22	Change
20250	3110100000	TLMA	TLMA Building & Safety	\$ 11,367	\$ 11,115	\$ (252)
10000	3120100000	TLMA	TLMA Planning	\$ 13,218	\$ 11,206	\$ (2,012)
20000	3130100000	TLMA	TLMA Transportation	\$ 112,436	\$ 101,971	\$ (10,465)
20260	3130200000	TLMA	TLMA Surveyor	\$ 2,442	\$ 3,294	\$ 852
20008	3130700000	TLMA	TLMA Transportation Equipment Garage ISF	\$ 22,713	\$ 20,812	\$ (1,901)
10000	3140100000	TLMA	TLMA Code Enforcement	\$ 11,615	\$ 13,925	\$ 2,310
10000	4100100000	RUHS	RUHS Behavioral Health Public Guardian	\$ 14,341	\$ 13,126	\$ (1,215)
10000	4100200000	RUHS	RUHS Behavioral Health Treatment	\$ 420,098	\$ 511,104	\$ 91,006
10000	4100300000	RUHS	RUHS Behavioral Health Detention	\$ 3,096	\$ 2,635	\$ (461)
10000	4100400000	RUHS	RUHS Behavioral Health Administration	\$ 118,492	\$ 90,939	\$ (27,553)
10000	4100500000	RUHS	RUHS Behavioral Health Substance Abuse	\$ 58,855	\$ 56,769	\$ (2,086)
10000	4200100000	RUHS	RUHS Public Health	\$ 209,361	\$ 209,497	\$ 136
10000	4200200000	RUHS	RUHS California Children's Services	\$ 21,589	\$ 19,783	\$ (1,806)
10000	4200400000	EnvHealth	Environmental Health	\$ 65,534	\$ 61,569	\$ (3,965)
10000	4200600000	Animal Svcs	Animal Services	\$ 136,324	\$ 124,917	\$ (11,407)
40050	4300188400	RUHS	RUHS Regional Medical Center	\$ 574,507	\$ 650,595	\$ 76,088
10000	4300200000	RUHS	RUHS Medical Indigent Service Program	\$ 4,254	\$ 3,898	\$ (356)
40090	4300600000	RUHS	RUHS Community Health Clinics	\$ 194,578	\$ 250,015	\$ 55,437
40200	4500100000	Waste	Waste Management	\$ 52,485	\$ 57,779	\$ 5,294
10000	5100100000	DPSS	Dept of Public Social Services	\$ 1,186,830	\$ 995,536	\$ (191,294)
21050	5200100000	CAP	Community Action Agency	\$ 10,386	\$ 9,517	\$ (869)
21050	5200200000	CAP	Community Action Agency Energy Program	\$ 15,930	\$ 14,831	\$ (1,099)
21450	5300100000	Office on Aging	Office on Aging	\$ 16,821	\$ 18,595	\$ 1,774
10000	5400100000	Vet Svcs	Veteran Services	\$ 6,079	\$ 5,570	\$ (509)
10000	5500100000	EO	Housing Homelessness Prevention and Workforce Solutions - Administration	\$ -	\$ 1,083	\$ 1,083
10000	5500300000	EO	Housing Homelessness Prevention and Workforce Solutions - Continuum of Care	\$ -	\$ 3,346	\$ 3,346
10000	5500400000	EO	Housing Homelessness Prevention and Workforce Solutions-Workforce Development	\$ -	\$ 36,022	\$ 36,022
10000	5500900000	EO	Housing Homelessness Prevention and Workforce Solutions-Community Development-HUD Grants	\$ -	\$ 1,581	\$ 1,581
10000	6300100000	Coop Ext	Cooperative Extension	\$ 12,787	\$ 11,717	\$ (1,070)
10000	7200100000	Facilities	Facilities Management	\$ 33,090	\$ 31,832	\$ (1,258)
47200	7200200000	Facilities	Facilities Management Custodial Services	\$ 9,337	\$ 8,556	\$ (781)
47210	7200300000	Facilities	Facilities Management Maintenance	\$ 45,303	\$ 67,706	\$ 22,403
47210	7200300602	Facilities	Federal Court Facilities	\$ 152,282	\$ 139,540	\$ (12,742)
47220	7200400000	Facilities	Facilities Management Real Estate	\$ 10,163	\$ 12,253	\$ 2,090
10000	7200500000	Facilities	Facilities Management Project Mgt Office	\$ 4,576	\$ 5,282	\$ 706
10000	7200600000	Facilities	Facilities Management Energy	\$ 165	\$ -	\$ (165)
10000	7200700000	Facilities	Facilities Management Parking	\$ 1,017,110	\$ 967,405	\$ (49,705)
21830	7201200000	EDA	EDA-Community Park and Centers	\$ 200,093	\$ 34,158	\$ (165,935)
10000	7201300000	Facilities	Facilities Management Community Center	\$ -	\$ 80,826	\$ 80,826
10000	7300100000	Purchasing	Purchasing	\$ 6,513	\$ 7,663	\$ 1,150
45700	7300400000	Purchasing	Purchasing Supply Services	\$ 11,515	\$ 1,041	\$ (10,474)
45300	7300500000	Purchasing	Purchasing Fleet Services	\$ 44,544	\$ 170,241	\$ 125,697
45620	7300600000	Purchasing	Purchasing Central Mail Services	\$ 1,847	\$ 2,297	\$ 450
45500	7400100000	RCIT	Riverside County Information Technology	\$ 151,045	\$ 137,785	\$ (13,260)
45520	7400600000	RCIT	RCIT Communication Solutions	\$ 41,599	\$ 39,083	\$ (2,516)
22570	7400900000	RCIT	RCIT Geographical Information System	\$ 1,681	\$ 1,540	\$ (141)
	915201b	EDA	RCBCS - CSA 152 - Sports Park	\$ -	\$ 66	\$ 66
				<b>\$ 10,827,891</b>	<b>\$ 10,827,896</b>	<b>\$ 5</b>

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



ITEM: 3.11  
(ID # 14288)

MEETING DATE:  
Tuesday, February 02, 2021

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Fiscal Year 2021/2022 Risk and Insurance Rates for Property Insurance, General/Auto Liability Insurance, Workers Compensation, Medical Malpractice Insurance, Unemployment Insurance, and Short-Term Disability Insurance, All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

- 1) Approve the Assistant County Executive Officer/Human Resources Director's recommendation for fiscal year 2021/22 risk and insurance rates for Property Insurance, Workers' Compensation, Medical Malpractice, General/Auto Liability, Unemployment Insurance, and Short-Term Disability as attached

ACTION: Policy




Brenda Diederichs, Assistant CEO / Human Resources Director 1/26/2021

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MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Perez, and Hewitt  
Nays: None  
Absent: None  
Date: February 2, 2021  
xc: HR

Kecia R. Harper  
Clerk of the Board  
By:   
Deputy

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$0	\$0	\$0	\$0
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: Departmental Funds 100%</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 21/22</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The County is financially protected and defended through various insurance programs providing risk mitigation processes, early claims intervention, cost reduction actions as well as recovery for damaged County property. The annual costs of these insurance programs are allocated to departments based upon weighted factors relative to each insurance program, such as department loss history, exposure, staffing levels, building square footage, and/or department payroll.

Insurance programs are separated into the following Internal Service Funds (ISFs) by type of protection: Property Insurance, Workers' Compensation, Medical Malpractice, General/Auto Liability, Short-Term Disability, and Unemployment Insurance.

Annual required funding for these programs is determined by actuarial analysis of general risk factors, known and anticipated claims, and program operating costs. Funding is then expressed at different levels of actuarial confidence, with higher confidence levels requiring increased funding. For example, funding at the 70% confidence level means the actuary is 70% confident that current reserves plus additional funding collected through the ISF Rate will cover all costs to settle known and anticipated claims, with a 30% chance it will not cover everything. Actuaries recommend the County fund these programs at levels between 75-85% confidence.

Up to FY 2010/11, the County's insurance programs were funded to achieve a 70% confidence level, which actuaries consider marginally acceptable. In FY 2011/12, the County elected to fund the General/Auto Liability, Workers' Compensation, and Medical Malpractice programs at the 55% confidence level because of the financial crisis at that time. In FY 2013/14, Medical Malpractice funding was returned to the 70% confidence level. In FY 2016/17, Workers' Compensation and General/Auto Liability were funded at the 60% confidence level. In FY 2020/21, all programs' funding was returned to the 70% confidence level.

For FY 2021/22, to meet the County's desire to stabilize ISF rates as much as possible while departments continue to meet the challenges of the global COVID-19 pandemic, General/Auto Liability, Workers' Compensation, and Unemployment Insurance will be funded at the 60% confidence level. Medical Malpractice will achieve a 75% confidence level in FY2021/22 with no change in its rate.

Below is a summary of the current and prior fiscal years' rates, recommended rates for FY 2021/22, and the percentage change in rates between current and proposed:

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

	<b>Total Charge FY 2019/20</b>	<b>Total Charge FY 2020/21</b>	<b>Recommended Total Charge FY 2021/22</b>	<b>% Change</b>
<b>Property Insurance</b>	\$8,722,408	\$10,827,891	\$10,827,891	-
<b>Workers' Compensation</b>	\$47,100,000	\$48,363,000	\$48,363,000	-
<b>Medical Malpractice</b>	\$8,335,000	\$9,723,000	\$9,723,000	-
<b>General Liability/ Auto Liability</b>	\$69,598,389	\$67,176,335	\$76,356,135	13.67%
<b>Unemployment Insurance</b>	0.202%	0.208%	0.210%	.9%
<b>Short-Term Disability</b>	1.07% (Class 1) 1.16% (Class 2)	1.12% (Class 1) 1.21% (Class 2)	1.32% (Class 1) 1.48% (Class 2)	17.86% (Class 1) 22.31% (Class 2)

It is important to note that even for those insurance programs with no change in total cost, the distribution of cost to departments will differ from prior fiscal years due to allocation factors which are based on actual experience and exposure that vary annually. A summary of changes in department allocations for General/Auto Liability, Property Insurance, Workers Compensation, and Medical Malpractice is shown at Attachment A.

**Property Insurance**

The County's property insurance program is fully insured through PRISM Excess Insurance Authority with various levels of deductibles based on coverage. Deductibles are paid by each department after a loss occurs. In addition to covering the County's real and personal property, the program provides earthquake coverage on contractually obligated leased buildings and county owned buildings with a value of \$1,000,000 or more.

The property premium costs are determined by a combination of the County's total property replacement values, the property's proximity to earthquake faults and flood zones (exposure), and the County's history of claims (experience). Premium costs are allocated to departments based on their annually reported occupied square footage relative to the total reported by all County departments.

The recommended FY 2021/22 charge to departments is \$10.8 million, which represents no change from the FY 2020/21 Charges by department. Charges by department can be found in Attachment B.

**Workers' Compensation Insurance**

Workers' Compensation Insurance is a legally mandated program that is administered by County staff and is self-funded for up to the first \$2 million of each claim. Excess Insurance is provided through PRISM Excess Insurance Authority for amounts above the self-insured level.

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

**Unemployment Insurance**

Unemployment insurance (UI) is a self-funded benefit program required by the State of California. Aon Hewitt (Aon), the County's actuary for unemployment insurance, recommends rates at the 60% confidence level ranging from 0.121% to 1.356% of total pay depending on each department's claim experience.

Total FY 2021/22 costs are estimated at \$3.251 million. Rates by department can be found in Attachment F.

**Short-Term Disability**

Short-Term Disability (STD) Insurance is a self-funded benefit plan covering most employee groups that accrue sick leave. The plan currently provides temporary income replacement for eligible members of Riverside Sheriff's Association Public Safety Unit (PSU) within Class 1, and Laborers' International Union of North America (LIUNA) and Service Employees International Union (SEIU) within Class 2.

Class 1 members are eligible to receive 55% wage replacement with a maximum covered pay of \$23,608, while Class 2 members are eligible to receive 60% wage replacement with a maximum covered pay of \$40,000.

As a result of recent negotiations with its union groups, the County will be transitioning away from this self-funded benefit plan to the State of California SDI plan during FY 2021/22. Aon actuaries have recommended increasing the STD rates for both classes in FY 2021/22 due to ongoing uncertainties surrounding the COVID-19 pandemic and the County's upcoming transition to CA SDI.

Total FY 2021/22 collections are estimated at \$7.41 million: \$4.03 million for LIUNA, \$3.20 million for SEIU, and \$0.18 million for RSA.

**Impact on Residents and Businesses**

There is no impact on residents and businesses as these are rates to internal County departments.

**Contract History and Price Reasonableness**

Comparisons with prior year rates are presented in the attachments.

**ATTACHMENTS:**

- ATTACHMENT A. SUMMARY OF CHANGES IN DEPARTMENT ALLOCATIONS**
- ATTACHMENT B. PROPERTY INSURANCE RATES**
- ATTACHMENT C. WORKERS' COMPENSATION RATES**
- ATTACHMENT D. MEDICAL MALPRACTICE RATES**
- ATTACHMENT E. GENERAL/AUTO LIABILITY RATES**
- ATTACHMENT F. UNEMPLOYMENT INSURANCE RATES**

SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
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Tanya Harris, Assistant Auditor Controller 1/27/2021

  
Brenda Diederichs, Assistant CEG/HR Human Resources Director 1/26/2021

**RC** RIVERSIDE COUNTY HUMAN RESOURCES  
**HR** FY21-22 HR RATES ~ Unemployment Insurance

Fund	Budget Unit	Dept	Name of Budget Unit	% of gross	% of gross	Change
				salary	salary	
				FY20-21	FY21-22	
23525	905102	EDA	EDA-CSA 51-Desert Center	0.238%	0.239%	0.001%
40440	906203	EDA	EDA-CSA 62-Ripley	0.238%	0.239%	0.001%
23850	908501	EDA	EDA-CSA 85-Cabazon	0.238%	0.239%	0.001%
40400	912211	EDA	EDA CSA 122 Mesa Verde	0.238%	0.239%	0.001%
24325	912601	EDA	EDA-CSA 126-Highgrove Area	0.238%	0.239%	0.001%
24425	913401	EDA	EDA-CSA 134-Temescal Canyon	0.238%	0.239%	0.001%
24550	914301	EDA	EDA-CSA 143-Rancho California	0.238%	0.239%	0.001%
24625	915201	EDA	EDA CSA 152 NPDES	0.238%	0.239%	0.001%
	915201b	EDA	RCBCS - CSA 152 - Sports Park	0.238%	0.239%	0.001%
23010	915202	EDA	EDA CSA Administration Operating	0.238%	0.239%	0.001%
25400	931235	Parks	Parks Business Operations	0.352%	0.333%	-0.019%
25540	931250	Parks	Parks Human Resources	0.352%	0.333%	-0.019%
51335	935001	RCHCA	Riverside County Habitat Conservation Agency	0.219%	-	-0.219%
51630	935110	RCHCA	RCA Operations	0.219%	-	-0.219%
51630	935300	RCHCA	RCA Reserve Management	0.219%	-	-0.219%
25800	938001	CFFC	Children & Families First Commission	0.218%	0.217%	-0.001%
40200	943001	Waste	WRMD Operating	0.219%	0.220%	0.001%
15100	947200	Flood	Flood Control District	0.182%	0.183%	0.001%
22800	985101	PA	Public Authority Administration	0.244%	0.242%	-0.002%
22800	985110	PA	PA Registry	0.244%	0.242%	-0.002%
22800	985120	IHSS	IHSS Public Authority Operations	0.244%	0.242%	-0.002%
10000	1000100000	BOS	Board of Supervisors	0.211%	0.211%	0.000%
10000	1000200000	Assessor	Assessment Appeals Board	0.211%	0.211%	0.000%
10000	1100100000	EO	Executive Office	0.215%	0.216%	0.001%
10000	1103900000	EO	Executive Office	0.215%	0.216%	0.001%
10000	1104400000	EO	Grand Jury	0.215%	0.216%	0.001%
10000	1105000000	EO	Executive Office NPDES	0.215%	0.216%	0.001%
10000	1130100000	HR	Human Resources	0.236%	0.220%	-0.016%
22000	1130300000	HR	Human Resources Air Quality Division	0.236%	0.220%	-0.016%
45960	1130700000	HR	Human Resources Property Insurance	0.236%	0.220%	-0.016%
46100	1130800000	HR	Human Resources Workers' Compensation Ins	0.236%	0.220%	-0.016%
46000	1130900000	HR	Human Resources Medical Malpractice Ins	0.236%	0.220%	-0.016%
45960	1131000000	HR	Human Resources General Liability Insurance	0.236%	0.220%	-0.016%
46040	1131300000	HR	Human Resources Safety Loss Control	0.236%	0.220%	-0.016%
47000	1131800000	HR	Human Resources Temporary Assignment Prog	1.137%	1.356%	0.219%
45800	1132000000	HR	Human Resources Exclusive Care	0.236%	0.236%	0.000%
46100	1132200000	HR	Human Resources Employee Assistance Svcs	0.236%	0.236%	0.000%
46120	1132900000	HR	Human Resources Occupational Health	0.236%	0.236%	0.000%
46120	1133000000	HR	Human Resources Culture of Health	0.236%	0.236%	0.000%
22050	1150100000	CFD	Community Facility Districts (CFD)	0.219%	0.220%	0.001%
10000	1200100000	Assessor	Assessor	0.166%	0.170%	0.004%
10000	1200200000	Assessor	Assessor Clerk Recorder	0.166%	0.170%	0.004%
10000	1200223600	Assessor	Assessor Archives	0.166%	0.170%	0.004%
45100	1200300000	Assessor	Assessor Records Mgmt & Archives Program	0.166%	0.170%	0.004%
33600	1200400000	Assessor	Assessor CREST	0.166%	0.170%	0.004%
45100	1200500000	Assessor	Assessor Archives	0.166%	0.170%	0.004%
10000	1300100000	ACO	Auditor Controller	0.217%	0.214%	-0.003%
10000	1300200000	ACO	Auditor Controller Internal Audit	0.217%	0.214%	-0.003%
10000	1300300000	ACO	Auditor Controller Payroll	0.217%	0.214%	-0.003%
10000	1400100000	TTC	Treasurer Tax Collector	0.212%	0.214%	0.002%
10000	1500100000	CC	County Counsel	0.216%	0.216%	0.000%
10000	1700100000	ROV	Registrar of Voters	0.224%	0.222%	-0.002%
21100	1900100000	EDA	EDA Administration	0.271%	0.275%	0.004%
21350	1900200000	EDA	EDA Community Development HUD Grants	0.271%	0.275%	0.004%
21550	1900300000	EDA	EDA Workforce Development	0.271%	0.275%	0.004%
40600	1900400000	EDA	EDA Housing Authority	0.271%	0.275%	0.004%
21200	1900700000	EDA	EDA Library Services	0.271%	0.275%	0.004%
21100	1901000000	EDA	EDA Economic Development	0.271%	0.275%	0.004%
22100	1910700000	EDA	EDA Aviation	0.271%	0.275%	0.004%
22200	1920100000	EDA	EDA Fair and National Date Festival	0.271%	0.275%	0.004%
10000	1930100000	EDA	EDA Edward Dean Museum	0.271%	0.275%	0.004%
10000	2000100000	EMD	Emergency Management Department	0.213%	0.212%	-0.001%
10000	2200100000	DA	District Attorney	0.137%	0.121%	-0.016%
10000	2300100000	DCSS	Child Support Services	0.200%	0.193%	-0.007%
10000	2400100000	Public Defender	Public Defender	0.182%	0.183%	0.001%
10000	2500100000	Sheriff	Sheriff Administration	0.137%	0.121%	-0.016%
10000	2500200000	Sheriff	Sheriff Support Services	0.137%	0.121%	-0.016%
10000	2500300000	Sheriff	Sheriff Patrol	0.137%	0.121%	-0.016%



RIVERSIDE COUNTY HUMAN RESOURCES  
 FY21-22 HR RATES ~ Unemployment Insurance

Fund	Budget Unit	Dept	Name of Budget Unit	% of gross	% of gross	Change
				salary	salary	
FY20-21	FY21-22					
10000	2500400000	Sheriff	Sheriff Corrections	0.137%	0.121%	-0.016%
10000	2500500000	Sheriff	Sheriff Court Services	0.137%	0.121%	-0.016%
10000	2500600000	Sheriff	Sheriff CAC Security	0.137%	0.121%	-0.016%
10000	2500700000	Sheriff	Sheriff Ben Clark Training Center	0.137%	0.121%	-0.016%
10000	2501000000	Sheriff	Sheriff Coroner	0.137%	0.121%	-0.016%
10000	2501100000	Sheriff	Sheriff Public Administrator	0.137%	0.121%	-0.016%
22250	2505100000	Sheriff	Sheriff CAL ID Program	0.137%	0.121%	-0.016%
10000	2600100000	Probation	Probation Juvenile Institutions	0.148%	0.139%	-0.009%
10000	2600200000	Probation	Probation Field Services	0.148%	0.139%	-0.009%
10000	2600700000	Probation	Probation Administration	0.148%	0.139%	-0.009%
10000	2700200000	Fire	Fire Protection	0.208%	0.214%	0.006%
10000	2800100000	Ag Comm	Agricultural Commissioner	0.214%	0.002%	-0.212%
51215	2900100000	LAFCO	LAFCO	0.219%	0.219%	0.000%
20200	3100200000	TLMA	TLMA Administration	0.179%	0.179%	0.000%
20200	3100300000	TLMA	TLMA Consolidated Counter Services	0.179%	0.159%	-0.020%
20250	3110100000	TLMA	TLMA Building & Safety	0.179%	0.159%	-0.020%
10000	3120100000	TLMA	TLMA Planning	0.179%	0.159%	-0.020%
20000	3130100000	TLMA	TLMA Transportation	0.179%	0.159%	-0.020%
20260	3130200000	TLMA	TLMA Surveyor	0.179%	0.159%	-0.020%
20008	3130700000	TLMA	TLMA Transportation Equipment Garage ISF	0.179%	0.159%	-0.020%
22650	3130800000	TLMA	TLMA ALUC	0.179%	0.159%	-0.020%
10000	3140100000	TLMA	TLMA Code Enforcement	0.179%	0.159%	-0.020%
10000	4100100000	RUHS	RUHS Behavioral Health Public Guardian	0.210%	0.181%	-0.029%
10000	4100200000	RUHS	RUHS Behavioral Health Treatment	0.210%	0.181%	-0.029%
10000	4100300000	RUHS	RUHS Behavioral Health Detention	0.210%	0.181%	-0.029%
10000	4100400000	RUHS	RUHS Behavioral Health Administration	0.210%	0.181%	-0.029%
10000	4100500000	RUHS	RUHS Behavioral Health Substance Abuse	0.210%	0.181%	-0.029%
10000	4200100000	RUHS	RUHS Public Health	0.187%	0.181%	-0.006%
10000	4200200000	RUHS	RUHS California Children's Services	0.187%	0.181%	-0.006%
10000	4200400000	EnvHealth	Environmental Health	0.187%	0.181%	-0.006%
10000	4200600000	Animal Svcs	Animal Services	0.187%	0.181%	-0.006%
40050	4300100000	RUHS	RUHS Regional Medical Center	0.142%	0.156%	0.014%
40050	4300188400	RUHS	RUHS Regional Medical Center	0.142%	0.156%	0.014%
10000	4300200000	RUHS	RUHS Medical Indigent Service Program	0.142%	0.156%	0.014%
10000	4300300000	RUHS	RUHS Detention Health Services	0.142%	0.156%	0.014%
40090	4300600000	RUHS	RUHS Community Health Clinics	0.142%	0.156%	0.014%
40200	4500100000	Waste	Waste Management	0.203%	0.205%	0.002%
10000	5100100000	DPSS	Dept of Public Social Services	0.257%	0.272%	0.015%
21050	5200100000	CAP	Community Action Agency	0.219%	0.222%	0.003%
21050	5200200000	CAP	Community Action Agency Energy Program	0.219%	0.222%	0.003%
21050	5200300000	CAP	Community Action Agency Other Programs	0.219%	0.222%	0.003%
21450	5300100000	Office on Aging	Office on Aging	0.259%	0.246%	-0.013%
10000	5400100000	Vet Svcs	Veteran Services	0.219%	0.220%	0.001%
10000	5500100000	EO	Housing Homelessness Prevention and Workforce Solutions- Administration	0.215%	0.216%	0.001%
10000	5500300000	EO	Housing Homelessness Prevention and Workforce Solutions- Continuum of Care	0.215%	0.216%	0.001%
10000	5500400000	EO	Housing Homelessness Prevention and Workforce Solutions- Workforce Development	0.215%	0.216%	0.001%
10000	5500900000	EO	Housing Homelessness Prevention and Workforce Solutions- Community Development-HUD Grants	0.215%	0.216%	0.001%
10000	6300100000	Coop Ext	Cooperative Extension	0.219%	0.220%	0.001%
10000	7200100000	Facilities	Facilities Management	0.191%	0.180%	-0.011%
47200	7200200000	Facilities	Facilities Management Custodial Services	0.191%	0.180%	-0.011%
47210	7200300000	Facilities	Facilities Management Maintenance	0.191%	0.180%	-0.011%
10000	7200300602	Facilities	Federal Court Facilities	0.191%	0.180%	-0.011%
47220	7200400000	Facilities	Facilities Management Real Estate	0.191%	0.180%	-0.011%
10000	7200500000	Facilities	Facilities Management Project Mgt Office	0.191%	0.180%	-0.011%
10000	7200600000	Facilities	Facilities Management Energy	0.191%	0.180%	-0.011%
10000	7200700000	Facilities	Facilities Management Parking	0.191%	0.180%	-0.011%
21830	7201200000	EDA	EDA-Community Park and Centers	0.271%	0.275%	0.004%
10000	7201300000	Facilities	Facilities Management Community Center	0.191%	0.180%	-0.011%
10000	7300100000	Purchasing	Purchasing	0.208%	0.212%	0.004%
45600	7300300000	Purchasing	Purchasing Printing Services	0.208%	0.212%	0.004%
45700	7300400000	Purchasing	Purchasing Supply Services	0.208%	0.212%	0.004%
45300	7300500000	Purchasing	Purchasing Fleet Services	0.208%	0.212%	0.004%
45620	7300600000	Purchasing	Purchasing Central Mail Services	0.208%	0.212%	0.004%
45500	7400100000	RCIT	Riverside County Information Technology	0.155%	0.164%	0.009%



**RC** RIVERSIDE COUNTY HUMAN RESOURCES  
**HR** FY21-22 HR RATES ~ Unemployment Insurance

Fund	Budget Unit	Dept	Name of Budget Unit	% of gross	% of gross	Change
				salary	salary	
				FY20-21	FY21-22	
45520	7400600000	RCIT	RCIT Communication Solutions	0.155%	0.164%	0.009%
22570	7400900000	RCIT	RCIT Geographical Information System	0.155%	0.164%	0.009%