

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



ITEM: 3.19
(ID # 18372)

MEETING DATE:
Tuesday, March 01, 2022

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Classification & Compensation Recommendation to adjust the salary of the Supervising Deputy Public Administrator and Supervising Deputy Public Guardian classifications; and amend Ordinance No. 440 pursuant to Resolution No. 440-9245 submitted herewith, All Districts. [Total Cost \$6,157, 100% Sheriff General/ Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Supervising Deputy Public Administrator and Supervising Deputy Public Guardian; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9245.

ACTION:Policy

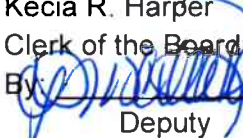
Brenda Diederichs, Assistant CEO / Human Resources Director

2/16/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington seconded by Supervisor Spiegel and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended that Resolution 440-9245 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: March 1, 2022
xc: HR

Kecia R. Harper
Clerk of the Board
By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:
COST	\$2,565	\$6,157	\$6,157	\$0
NET COUNTY COST	\$2,565	\$6,157	\$6,157	\$0
SOURCE OF FUNDS: Sheriff General/Department Budget			Budget Adjustment: No	
			For Fiscal Year: FY 21/22 and 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Sheriff department's mission is to protect the public by the suppression and prevention of crime and the reduction of criminal recidivism. The Department employs over 3,600 dedicated men and women who provide core services throughout Riverside County in the areas of first response, police services, search and rescue, emergency response, mutual aid coordination, enforcement of criminal law, correctional, court services, coroner and several joint task forces. The Coroner's Bureau helps uphold the mission of the Sheriff's Department by investigating and reporting on all the violent, sudden, or unusual deaths of persons within the county as established by California law.

The mission of the Riverside University Health System (RUHS) is to improve the health and well-being of patients and communities through our dedication to exceptional and compassionate care, education, and research. Behavioral Health plays an integral role in the overall mission of RUHS by providing services that involve the latest innovations in clinical practices affecting mental health. They employ a dedicated professional team of approximately 1,000 employees consisting of Psychiatrists, Clinicians, Peer Specialists, and paraprofessionals who serve over 45,000 consumers annually.

The Human Resource's Classification and Compensation Unit received a request to conduct a compaction review of the Supervising Deputy Public Administrator and Supervising Deputy Public Guardian classifications in relation to their journey subordinate levels. Because the salaries of both the Deputy Public Guardian and Deputy Public Administrator classifications have historically been benchmarked to one another, this review was done collectively to ensure parity among both is preserved. The Service Employees International Union Memorandum of Understanding (SEIU MOU) defines salary compaction as the maximum base salary of a supervisor's salary grade/plan for their classification is less than five and one-half percent (5.5%) of the maximum base salary for the classification held by a subordinate employee that is supervised by the supervisor.

The results of the review illustrated that compaction exists between the Supervising Deputy Public Administrator and the Deputy Public Administrator as there is only a 3.63% spread between the classifications at the maximum rate. This was also found to be true among the Supervising Deputy Public Guardian in relation to the journey level Deputy Public Guardian. Per

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the SEIU MOU, Article 30, Section 2, supervisory classifications requiring salary adjustment due to compaction will be adjusted so that the deficiency of less than 5.5% in the maximum base salary of the supervisory classification is corrected. As such, It is therefore recommended that the salary range of both the Supervising Deputy Public Administrator and Supervising Deputy Public Guardian classifications be increased by 1.9% so that the compaction issue is corrected. This adjustment will ensure that the supervisory and subordinate levels are separated by the required 5.5% dictated by the SEIU MOU.

Salary Adjustments

Supervising Deputy Public Administrator: It is recommended to adjust the salary plan/grade from SEUS 318 (54,452 - \$80,559) to SEUS 319 (\$54,452 - \$82,100).

Supervising Deputy Public Guardian: It is recommended to adjust the salary plan/grade from SEUS 318 (54,452 - \$80,559) to SEUS 319 (\$54,452 - \$82,100).

Impact on Residents and Businesses

The proposed compaction fix will have no impact on residents or businesses.

Additional Fiscal Information

There is currently one incumbent in the Supervising Deputy Public Administrator and two incumbents in the Supervising Deputy Public Guardian Classifications. It is requested that all incumbents move with the range to the new maximum and preserve their existing anniversary date.

The current fiscal year cost to increase the maximum salary of both classifications by approximately 1.9% is \$855 per budgeted position for a total cost of \$2,565. The total cost for the next fiscal year will be approximately \$2,052 per budgeted position for a total cost of \$6,157. Broken out by Department, the total cost for the Sheriff's Department is \$2,052 and the total cost for RUHS-BH Public Guardian is \$4,104. All figures include benefits and related employer costs. Both Departments have indicated they can absorb the cost of the adjustments.

Attachments:

1. Resolution No. 440-9245


Meghan Hahn, Senior Management Analyst 2/18/2022

RESOLUTION NO. 440-9245

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on March 1, 2022, 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:


Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
37527	Supervising Deputy Public Administrator	SEUS 318	SEUS 319
37526	Supervising Deputy Public Guardian	SEUS 318	SEUS 319

ROLL CALL:

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

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

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