

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



ITEM: 3.10
(ID # 18775)

MEETING DATE:
Tuesday, May 10, 2022

FROM : HUMAN RESOURCES AND Sheriff's :

SUBJECT: HUMAN RESOURCES & Sheriff's: Classification & Compensation Recommendation to adjust the salary of the Forensic Photo Imaging Laboratory Technician classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9254 submitted herewith, All Districts. [\$2,115, 100% NCC]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Forensic Photo Imaging Laboratory Technician classification; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9254.

ACTION:Policy


Brenda Diederichs, Assistant CEO / Human Resources Director 4/7/2022


Joseph Belli 4/7/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington seconded by Supervisor Jeffries and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9254 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez, and Hewitt
Nays: None
Absent: None
Date: May 10, 2022
xc: HR, Sheriff

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	\$ 76	\$ 2,039	\$ 2,115	\$ 0
NET COUNTY COST	\$ 76	\$ 2,039	\$ 2,115	\$ 0
SOURCE OF FUNDS: 100% NCC - Sheriff's Dept. Budget			Budget Adjustment: No	
			For Fiscal Year: 21/22	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Sheriff Department's mission is to protect the public by suppressing and preventing crime and reducing criminal recidivism. The Department employs over 3,000 dedicated men and women who provide services throughout Riverside County in first response, police services, search and rescue, emergency response, several joint task forces, and other areas.

The Major Crimes Bureau of the Sheriff's Department consists of the following units: 1) Central Homicide Unit, 2) Force Investigations Detail, 3) Computer and Technology Crime High Tech Response Team, 4) Crime Analysis Unit, and 5) the Forensics Unit. These units work cooperatively to investigate major crimes and incidents such as homicides, in-custody deaths, deputy-involved shooting, and technology-based crimes.

The Major Crimes Bureau requested that Human Resources Class and Comp conduct a market review on the Forensic Photo Imaging Laboratory Technician job classification. In October of 2019, the classification underwent a review and subsequent rewrite. The classification's job duties had transitioned from a print to digital media format, and the job description required updating to reflect the changes in technology and essential duties. As a market review was not conducted in 2019 when the job spec was updated, the Sheriff's Department requested a market review now.

A market review of the Forensic Photo Imaging Laboratory Technician classification was conducted using the traditional five-county (Los Angeles, Orange, San Bernardino, San Diego, and Ventura) market comparables. Three of the five counties employ similar comparable classifications, with neither San Bernardino nor San Diego counties using a similar job classification. When compared against the identified similar market comparables, Riverside's classification is approximately 24.50% below the market median at the minimum salary and approximately 12.43% below the market median at the maximum salary. Based on the study's findings, it is recommended to increase the maximum salary of the Forensic Photo Imaging Laboratory Technician up to the county market mean, which would require an overall increase of approximately 14.19%. An increase to the minimum salary is not being recommended at this time given the Minimum Salary Market Adjustment in the current Laborers' International Union of North America, Local 777 Memorandum of Understanding which will take effect beginning after July 1, 2022 and provide an adjustment to the minimum salary.

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Salary Adjustments

Forensic Photo Imaging Laboratory Technician: It is recommended to adjust the salary plan/grade from LIU 447 (\$43,351 - \$67,755) to salary plan/grade LIU 447 (\$43,351 - \$77,371). There is currently (1) incumbent in this classification. It is recommended that the incumbent receive no salary increase following Board of Supervisors approval but continues to receive a salary increase on their anniversary date up to the newly established maximum salary of the classification.

Impact on Residents and Businesses

Approval of this recommendation will have no direct impact to residents or businesses.

Additional Fiscal Information

Allowing the incumbent's salary to increase naturally over time to the newly established maximum salary will cost the Department an additional \$76.00 in salary and benefits for the remainder of fiscal year 21/22. For fiscal year 22/23, the additional cost to the Department in salary and benefits is \$2,039.

Attachments:

- A. Forensic Photo Imaging Laboratory Technician Market Survey
- B. Resolution No. 440-9254

External Market Survey Data

Forensic Photo Imaging Laboratory Technician

Riv Co Class Code: 92741

Jurisdiction	Title	Job Code	Union	Min Salary	Max Salary	Spread
Los Angeles County	<u>Photographer, Sheriff</u>	7086	<u>MOU</u>	\$57,415	\$77,371	34.76%
Orange County	<u>Forensic Specialist</u>	3952	<u>MOU</u>	\$61,402	\$82,763	34.79%
San Bernardino County	<u>No Comparable Classification</u>	N/A				
San Diego County	<u>No Comparable Classification</u>	N/A				
Ventura County	<u>Photographic/Imaging Services Tech</u>	1955	<u>MOU</u>	\$43,356	\$60,616	39.81%
County Mean: \$54,058						
County Median: \$57,415						
Riverside County	<u>Forensic Photo Imaging Laboratory Technician</u>	92741	<u>MOU</u>	\$43,351	\$67,755	56.29%
				-\$10,707	-\$5,828	
				-19.81%	-7.92%	
				-\$14,064	-\$9,616	
				-24.50%	-12.43%	

Notes: Los Angeles: Classification is a similar comparable only. Riverside's class does not take photographs.
Orange: The entry-level Forensic Specialist is the only class in the series to call out a photography specialization.
San Bernardino: No comparable classification.
Ventura:
San Diego: No comparable classification.

Run Date: 12/13/2021

Date Prepared/Revised: 1/20/2022 By: DP

RESOLUTION NO. 440-9254

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on May 10, 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:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
92741	Forensic Photo Imaging Lab Technician	LIU 447 (\$43,351 - \$67,755)	LIU 447 (\$43,351 - \$77,371)

ROLL CALL:

Ayes: Spiegel, Jeffries, Washington, Perez and Hewitt
Nays: None
Absent:
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 *Zuley Martinez*
Deputy