

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



ITEM: 3.11
(ID # 20736)

MEETING DATE:

Tuesday, December 06, 2022

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Introduction of Ordinance No. 781.16, establishing compensation and benefits for elected officials other than members of the Board of Supervisors, All Districts. [Total Cost - \$538,992, with an ongoing cost of \$368,784, 100% Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Introduction of Ordinance No. 781.16 (Attachment 1), with adoption of Ordinance on the following agenda.

ACTION:Policy

Michael Bowers

Michael Bowers, Assistant HR Director 11/30/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Perez and duly carried, IT WAS ORDERED to deny staff recommendations.

Ayes: Jeffries, Washington, Perez and Hewitt
Nays: None
Absent: None
Abstained: Spiegel
Date: December 6, 2022
xc: HR

Kecia R. Harper
Clerk of the Board

By: *Cindy J. Harper*
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$170,208	\$368,784	\$538,992	\$368,784
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Departmental Budgets			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

As a result of compensation increases granted to subordinate management employees, the Human Resources Department recommends the review and adjustment of the compensation granted to our Independent Elected Officials (Assessor/County Clerk/Recorder, County Auditor-Controller, District Attorney, Sheriff/Coroner, Public Administrator, and Treasurer/Tax Collector).

The compensation for Elected Officials were last adjusted in:

- 1) September 2014 for the Assessor/County Clerk/Recorder, County Auditor-Controller, Treasurer/Tax Collector, and Sheriff/Coroner/Public Administrator; and
- 2) October 2018 for the District Attorney.

Since the last salary increases for Elected Officials, the salaries of their subordinate executives have increased to the point of causing compaction.

Based on the findings of recent external market salary surveys conducted by the Human Resource Department, it is recommended to increase the salary of the Assessor/County Clerk/Recorder, County Auditor-Controller, and Treasurer-Tax Collector by approximately 31.57% to \$256,814, and increase the salary of the District Attorney and Sheriff/Coroner/Public Administrator by 12.70% to \$308,197 to remedy existing salary compaction and bring the pay up to market (see Figure 1):

Figure 1:

Classification	Current Salary	Proposed Salary
Assessor/County Clerk/Recorder	\$195,192	\$256,814
County Auditor-Controller	\$195,192	\$256,814
Treasurer and Tax Collector	\$195,192	\$256,814
District Attorney	\$273,463	\$308,197
Sheriff/Coroner/Public Administrator	\$273,463	\$308,197

The proposed adjustments would be effective on January 12, 2023.

Salary Adjustments:

Assessor/County Clerk/Recorder: It is recommended to grant a salary adjustment from salary

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plan/grade ELO 106 (\$195,192) to salary plan/grade ELO 106 (\$256,814).

County Auditor-Controller: It is recommended to grant a salary adjustment from salary plan/grade ELO 106 (\$195,192) to salary plan/grade ELO 106 (\$256,814).

Treasurer and Tax Collector: It is recommended to grant a salary adjustment from salary plan/grade ELO 106 (\$195,192) to salary plan/grade ELO 106 (\$256,814).

District Attorney: It is recommended to grant a salary adjustment from salary plan/grade ELO 116 (\$273,463) to salary plan/grade ELO 116 (\$308,197).

Sheriff/Coroner/Public Administrator: It is recommended to grant a salary adjustment from salary plan/grade ELO 116 (\$273,463) to salary plan/grade ELO 116 (\$308,197).

Impact on Residents and Businesses

There is no impact to residents or businesses.

Additional Fiscal Information

The costs associated with the above-recommended actions will be absorbed by the respective Department's budget.

ATTACHMENTS

1. Ordinance No. 781.16



Meghan Hahn, Principal Management Analyst

12/1/2022



Minnie C. Hill, County Counsel

12/1/2022

✓

Riverside County Board of Supervisors Request to Speak

Submit request to Clerk of Board (right of podium), Speakers are entitled to three (3) minutes, subject to Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: Roy Beckert

Address: _____

City: _____ Zip: _____

Phone #: _____

Date: _____ Agenda # 3.11

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

_____ Support _____ Oppose _____ Neutral

Note: If you are here for an agenda item that is filed for "Appeal", please state separately your position on the appeal below:

_____ Support _____ Oppose _____ Neutral

I give my 3 minutes to: _____

BOARD RULES

Requests to Address Board on "Agenda" Items:

You may request to be heard on a published agenda item. Requests to be heard must be submitted to the Clerk of the Board before the scheduled meeting time.

Requests to Address Board on items that are "NOT" on the Agenda/Public Comment:

Notwithstanding any other provisions of these rules, a member of the public shall have the right to address the Board during the mid-morning "Oral Communications" segment of the published agenda. Said purpose for address must pertain to issues which are under the direct jurisdiction of the Board of Supervisors. YOUR TIME WILL BE LIMITED TO THREE (3) MINUTES. Donated time is not permitted during Public Comment.

Power Point Presentations/Printed Material:

Speakers who intend to conduct a formalized Power Point presentation or provide printed material must notify the Clerk of the Board's Office by 12 noon on the Monday preceding the Tuesday Board meeting, insuring that the Clerk's Office has sufficient copies of all printed materials and at least one (1) copy of the Power Point CD. Copies of printed material given to the Clerk (by Monday noon deadline) will be provided to each Supervisor. If you have the need to use the overhead "Elmo" projector at the Board meeting, please ensure your material is clear and with proper contrast, notifying the Clerk well ahead of the meeting, of your intent to use the Elmo.

Individual Speaker Limits:

Individual speakers are limited to a maximum of three (3) minutes. Please step up to the podium when the Chairman calls your name and begin speaking immediately. Pull the microphone to your mouth so that the Board, audience, and audio recording system hear you clearly. Once you start speaking, the "green" podium light will light. The "yellow" light will come on when you have one (1) minute remaining. When you have 30 seconds remaining, the "yellow" light will begin to flash, indicating you must quickly wrap up your comments. Your time is up when the "red" light flashes. The Chairman adheres to a strict three (3) minutes per speaker. **Note: If you intend to give your time to a "Group/Organized Presentation", please state so clearly at the very bottom of the reverse side of this form.**

Group/Organized Presentations:

Group/organized presentations with more than one (1) speaker will be limited to nine (9) minutes at the Chairman's discretion. The organizer of the presentation will automatically receive the first three (3) minutes, with the remaining six (6) minutes relinquished by other speakers, as requested by them on a completed "Request to Speak" form, and clearly indicated at the bottom of the form.

Addressing the Board & Acknowledgement by Chairman:

The Chairman will determine what order the speakers will address the Board, and will call on all speakers in pairs. The first speaker should immediately step to the podium and begin addressing the Board. The second speaker should take up a position in one of the chamber aisles in order to quickly step up to the podium after the preceding speaker. This is to afford an efficient and timely Board meeting, giving all attendees the opportunity to make their case. Speakers are prohibited from making personal attacks, and/or using coarse, crude, profane or vulgar language while speaking to the Board members, staff, the general public and/or meeting participants. Such behavior, at the discretion of the Board Chairman, may result in removal from the Board Chambers by Sheriff Deputies.