

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



ITEM: 3.22
(ID # 21213)

MEETING DATE:
Tuesday, February 28, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES DEPARTMENT AND PROBATION DEPARTMENT:
Classification and Compensation recommendation to adjust the salary of the Deputy Probation Officer I classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9348 submitted herewith, All Districts. [Total Cost \$0, with an ongoing cost of \$0, 100% Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Deputy Probation Officer I classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9348.

ACTION:Policy

Steven Espinoza
Steven Espinoza

2/22/2023

Cherilyn Williams
Cherilyn Williams

2/22/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9348 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, and Gutierrez
Nays: None
Absent: Perez
Date: February 28, 2023
xc: HR, Probation

Kimberly Rector
Clerk of the Board
By: *Kimberly Rector*
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Probation Department is responsible for the investigation and supervision of adult and juvenile offenders throughout the County. Its mission is to serve the courts, protect our community, and change lives through primary focus on client rehabilitation, accountability, and community safety. The duties of Deputy Probation Officers (DPO) include conducting investigations on adult and juvenile criminal offenders, making recommendations to the courts on adult and juvenile cases and supervising youth and adult clients. The Probation Corrections Officers (PCO) supervise, counsel and care for detainees in detention and/or treatment facilities.

The Human Resources Classification and Compensation Division (Class and Comp) received a request from the Probation Department to review the promotional career path between the DPO I and the PCO II classifications that became misaligned due to recent salary adjustments. Historically, the transition from the PCO II to DPO I has been a promotion. Due to recent salary adjustments to both the DPO and PCO series, the historic 2.79% salary spread between the maximum base salary of the DPO I and the maximum base salary of the PCO II was decreased, resulting in the PCO II's maximum base salary exceeding the DPO I's maximum base salary. As such, this typical internal promotion has changed to a demotion. To restore the historic salary spread and promotional career path between the two classes, it is recommended to adjust the salary range maximum of the DPO I to \$80,875.

Salary Adjustment:

Deputy Probation Officer I: It is recommended to adjust the salary plan/grade from ERSP 120 (\$56,268 - \$76,428/year) to salary plan/grade ERSP 120 (\$56,268 - \$80,875/year). The salary adjustment will ensure the historic 2.79% salary spread between the DPO I and PCO II maximum base salary (see Figure 1).

Figure 1:

Job Classification	Current Annual Maximum Salary	Proposed Annual Maximum Salary
Probation Corrections Officer II	\$78,680	\$78,680
(% difference)	-2.86%	2.79%
Deputy Probation Officer I	\$76,428	\$80,875

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Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. Adjusting the salary of the DPO I will restore the historical spread between the DPO I and PCO II classifications.

Additional Fiscal Information

The department has approved the recommended salary adjustments. A budget adjustment is not required as there is no immediate cost to the department's budget. As incumbents progress through the series, cost will be incurred.

Attachments:

1. Resolution No. 440-9348


Alonzo Barrera, Principal Management Analyst 2/22/2023

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RESOLUTION NO. 440-9348

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on February 28, 2023, that pursuant to Section 8(c) of Ordinance No. 440, the Director of Human Resources 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:

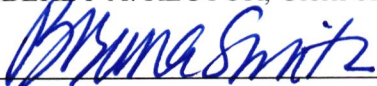
<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
79531	Deputy Probation Officer I	ERSP 120 (\$56,268 - \$76,428)	ERSP 120 (\$56,268 - \$80,875)

ROLL CALL:

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

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.

KIMBERLY A. RECTOR, Clerk of said Board

By: 
Deputy

02.28.2023 3.22