

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



ITEM: 3.16
(ID # 20690)

MEETING DATE:

Tuesday, March 07, 2023

FROM : HUMAN RESOURCES AND SHERIFF-CORONER-PA :

SUBJECT: HUMAN RESOURCES AND SHERIFF-CORONER-PA: Classification & Compensation Recommendation to adjust the salaries of the Correctional Deputy series and amend Ordinance No. 440 pursuant to Resolution No. 440-9322 submitted herewith, All Districts. [Total Cost \$6,209,322, with an ongoing cost of \$4,475,630, Department Budget - 100% Net county cost]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the classifications in the Correctional Deputy series.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9322

ACTION:Policy

Michael Bowers
Michael Bowers, Assistant HR Director

11/29/2022

Edward Delgado
Edward Delgado, Assistant Sheriff

11/30/2022

Joseph Belli
Joseph Belli

11/30/2022

Donald Sharp
Donald Sharp, Undersheriff

11/30/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Gutierrez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9322 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: March 7, 2023
xc: HR, Sheriff, COBAb

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	\$1,733,692	\$4,475,630	\$6,209,322	\$4,475,630
NET COUNTY COST	\$1,733,692	\$4,475,630	\$6,209,322	\$4,475,630
SOURCE OF FUNDS: Department Budget - 100% Net County Cost			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Sheriff's department has expressed issues recruiting for Correctional Deputy Trainees at the current rate of \$19.41/hr, while other organizations offer a start rate of \$23/hr. Furthermore, it is difficult to retain employees as they must progress through the series before they can get to more competitive pay. Combined with a long and extensive background check that must be completed pre-employment, the department has struggled with recruiting and retaining employees.

A market study was conducted to compare the CD series with surrounding counties (Los Angeles, Orange, San Bernardino, San Diego, and Ventura). The results of the study found no data for the trainee level, as other counties comparable classes started at the CD I. The CD I and CD II were found to be under market at both the minimum and the maximum of their ranges. It is our recommendation to adjust the salary ranges of the CD class series to ensure that they are competitive within the market.

Salary Adjustments:

Correctional Deputy Trainee: It is recommended to adjust the salary plan/grade ERSC 105 (\$40,373) to salary plan/grade ERSC 105 (\$52,478). There are currently 43 incumbent in this classification.

Correctional Deputy I: It is recommended to adjust the salary plan/grade RSC 100 (\$42,593 - \$61,423) to salary plan/grade RSC 100 (\$55,374 - \$67,371). There are currently 2 incumbents in this classification.

Correctional Deputy II: It is recommended to adjust the salary plan/grade RSC 152 (\$57,496 - \$82,908) to salary plan/grade RSC 152 (\$60,759 - \$84,567). There are currently 172 incumbents in this classification.

Correctional Deputy I-84: It is recommended to adjust the salary plan/grade RC84 101 (\$44,708 - \$64,494) to salary plan/grade RC84 101 (\$58,143 - \$70,737). There are currently 99 incumbents in this classification.

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Correctional Deputy II-84: It is recommended to adjust the salary plan/grade RC84 153 (\$60,370 - \$87,053) to salary plan/grade RC84 153 (\$63,797 - \$88,794). There are currently 474 incumbents in this classification.

Correctional Deputy I (OS): It is recommended to adjust the salary plan/grade RSC 109 (\$44,282 - \$63,880) to salary plan/grade RSC 109 (\$57,585 - \$70,067). There are currently no incumbents in this classification.

Correctional Deputy II (OS): It is recommended to adjust the salary plan/grade RSC 168 (\$59,800 - \$86,224) to salary plan/grade RSC 168 (\$63,187 - \$87,948). There are currently 42 incumbents in this classification.

Correctional Deputy I (OS)-84: It is recommended to adjust the salary plan/grade RC84 110 (\$46,496 - \$67,074) to salary plan/grade RC84 110 (\$60,463 - \$73,570). There are currently no incumbents in this classification.

Correctional Deputy II (OS)-84: It is recommended to adjust the salary plan/grade RC84 169 (\$62,785 - \$90,535) to salary plan/grade RC84 169 (\$66,346 - \$92,347). There are currently 51 incumbents in this classification.

Correctional Deputy II-S: It is recommended to adjust the salary plan/grade RSC 175 (\$60,317 - \$87,024) to salary plan/grade RSC 175 (\$63,187 - \$88,764). There are currently 5 incumbents in this classification.

Correctional Deputy II-S-84: It is recommended to adjust the salary plan/grade RC84 176 (\$63,333 - \$91,376) to salary plan/grade RC84 176 (\$66,346 - \$93,203). There are currently 4 incumbents in this classification.

Correctional Deputy II-S (OS): It is recommended to adjust the salary plan/grade RSC 192 (\$62,730 - \$90,505) to salary plan/grade RSC 192 (\$65,715 - \$92,314). There are currently 8 incumbents in this classification.

Correctional Deputy II-S (OS)-84: It is recommended to adjust the salary plan/grade RC84 193 (\$65,866 - \$95,030) to salary plan/grade RC84 193 (\$69,000 - \$96,930). There are currently 12 incumbents in this classification.

Additional Financial Information:

All incumbents below the new minimum of the range will be brought up to the proposed minimum of the range. All existing employee anniversary dates are to be preserved.

Impact on Residents and Businesses

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

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Attachments:

- Resolution No. 440-9322
- Correctional Deputy Market Survey

Meghan Hahn
Meghan Hahn Deputy Director of Procurement 12/1/2022

RESOLUTION NO. 440-9322

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on March 7, 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>
37899	Correctional Deputy Trainee	ERSC 105 (\$40,373)	ERSC 105 (\$52,478)
52210	Correctional Deputy I	RSC 100 (\$42,593 - \$61,423)	RSC 100 (\$55,374 - \$67,371)
52200	Correctional Deputy I-84	RC84 101 (\$44,708 - \$64,494)	RC84 101 (\$58,143 - \$70,737)
52211	Correctional Deputy II	RSC 152 (\$57,496 - \$82,908)	RSC 152 (\$60,759 - \$84,567)
52201	Correctional Deputy II-84	RC84 153 (\$60,370 - \$87,053)	RC84 153 (\$63,797 - \$88,794)
52207	Correctional Deputy I (OS)	RSC 109 (\$44,282 - \$63,880)	RSC 109 (\$57,584 - \$70,066)
52199	Correctional Deputy I (OS)-84	RC84 110 (\$46,496 - \$67,074)	RC84 110 (\$60,463 - \$73,569)
52206	Correctional Deputy II (OS)	RSC 168 (\$59,800 - \$86,224)	RSC 168 (\$63,187 - \$87,948)
52202	Correctional Deputy II (OS)-84	RC84 169 (\$62,785 - \$90,535)	RC84 169 (\$66,346 - \$92,347)
52216	Correctional Deputy II-S	RSC 175 (\$60,317 - \$87,024)	RSC 175 (\$63,187 - \$88,764)
52203	Correctional Deputy II-S-84	RC84 176 (\$63,333 - \$91,376)	RC84 176 (\$66,346 - \$93,203)

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
52205	Correctional Deputy II-S (OS)	RSC 192 (\$62,730 - \$90,505)	RSC 192 (\$65,715 - \$92,314)
52204	Correctional Deputy II-S (OS)-84	RC84 193 (\$65,866 - \$95,030)	RC84 193 (\$69,000 - \$96,930)

ROLL CALL:

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
 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.

KIMBERLY A. RECTOR, Clerk of said Board

By:  _____

Deputy

03.07.2023 3.16

External Market Survey Data

Classification Name: Correctional Deputy I

Riv Co Class Code: 52210

Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	No Comparable Class					\$0.00	\$0.00			
Orange County	Sheriff's Special Officer I	6109SO	\$54,080	\$72,426	33.92%	\$63,252.80	\$30.41			
San Bernardino County	Probation Corrections Officer Trainee	7070	\$40,914	\$54,995	34.42%	\$47,954.40	\$23.06	e		
San Diego County	Correctional Deputy Probation Officer I	5068	\$46,405	\$62,254	34.16%	\$54,329.60	\$26.12			
Ventura County	Corrections Services Officer I	988	\$50,334	\$67,425	33.96%	\$58,879.77	\$28.31			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	
County Mean:			\$50,273	\$67,368	34.01%	\$58,820.72				
County Median:			\$50,334	\$67,425	33.96%	\$58,879.77				
Riverside County	Correctional Deputy I	52210	\$42,579	\$61,423	44.26%	\$52000.94				
Dollar difference from Mean:			-\$7,694	-\$5,946						
Percentage difference from mean:			-15.30%	-8.83%						
Dollar difference from median:			-\$7,755	-\$6,003						
Percentage difference from median:			-15.41%	-8.90%						

Notes:

Run Date:

Date Prepared/Revised: BQ

External Market Survey Data

Classification Name: Correctional Deputy II

Riv Co Class Code: 52211

Market Research						Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual
Los Angeles County	Deputy Sheriff	2708	\$76,993	\$103,751	34.75%	\$90,372.12	\$43.45		
Orange County	Sheriff's Special Officer II	6114SM	\$59,987	\$80,829	34.74%	\$70,408.00	\$33.85		
San Bernardino County	Deputy Sheriff/Probation Corrections Officer	4193	\$62,733	\$93,839	49.56%	\$78,286.00	\$37.64		
San Diego County	Correctional Deputy Probation Officer II	5069	\$57,595	\$73,570	27.74%	\$65,582.40	\$31.53		
Ventura County	Corrections Services Officer II	989	\$64,694	\$74,331	14.90%	\$69,512.46	\$33.42		
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00
County Mean:			\$64,401	\$85,264	32.40%	\$74,832.20			
County Median:			\$62,733	\$80,829	28.85%	\$71,780.90			
Riverside County	Correctional Deputy II	52211	\$57,496	\$82,908	44.20%	70201.77			
Dollar difference from Mean:			-\$6,905	-\$2,356					
Percentage difference from mean:			-10.72%	-2.76%					
Dollar difference from median:			-\$5,237	\$2,079					
Percentage difference from median:			-8.35%	2.57%					

Notes:

Run Date:

Date Prepared/Revised: BQ