

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



**ITEM: 3.13  
(ID # 22519)**

**MEETING DATE:**  
Tuesday, July 18, 2023

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Approve the Recommended Salary Adjustments for the Deputy County Counsel - CE Classifications, All Districts. (\$100,671 Total Cost, 100% Department Budget)

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the Recommended Salary Adjustments for the Deputy County Counsel – CE Classifications.

**ACTION:Policy**

*Michael Bowers*  
Michael Bowers, Assistant HR Director 7/11/2023

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Perez, seconded by Supervisor Washington and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Perez, Washington, and Gutierrez  
Nays: None  
Absent: None  
Date: July 18, 2023  
xc: HR, CoCo

Kimberly A. Rector  
Clerk of the Board  
By: *Cindy Jandy*  
Deputy

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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 48,477	\$ 52,195	\$100,671	\$ 52,195
<b>NET COUNTY COST</b>	\$ 7,078	\$ 7,620	\$ 14,698	\$ 7,620
<b>SOURCE OF FUNDS: Department Budget (100%)</b>			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	FY 23/24

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

On July 18, 2023, the Board of Supervisors is voting on a MOU Extension between the Riverside County Deputy District Attorney Association (RCDDAA) and the County of Riverside. The terms of that agreement are as follows:

- Effective July 27, 2023 the following shall occur to maintain equity with comparable agencies:
  - The salary range for all classifications shall be increased by twelve percent (12%). On the same date, all incumbents in all classifications shall be increased by twelve percent (12%).
  - After the twelve percent (12%) increase is added to the salary range (both the minimum and maximum), the minimum of the range for all IV level classifications shall be increased by an additional three percent (3%); any incumbent who is at a rate less than the new minimum will have their rate increased to the new minimum. Anniversary dates will not be impacted by the increase.
  - The minimum of the range for all level I classifications shall be increased to \$90,000/annually; any incumbent who is at a rate less than the new minimum will have their rate increased to the new minimum (\$90,000).
  - The minimum of the range for all III level classifications shall be increased to \$137,000/annually; any incumbent who is at a rate less than the new minimum will have their rate increased to the minimum (\$137,000) and their anniversary date will be adjusted.
- Effective July 10, 2025, the maximum of the range for all classifications shall be increased by two percent (2%).
- Effective July 9, 2026, the maximum of the range for all classifications shall be increased by three percent (3%).

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- For any employee who has not been in a paid status at the maximum of the range for a year or more, the increase provided under this provision shall be treated in the same manner as other anniversary date increases and shall be granted, or denied, pursuant to the Anniversary Date Increase provisions set forth in this MOU.

Not included in the adjustments above are the Confidential (-CE) Deputy County Counsel classifications that are under the Management Resolution. Within the Management Resolution is the following language benchmarking the -CE classifications to their RCDDAA represented counterparts:

“The salary ranges for the Deputy County Counsel – CE classification series shall be established in accordance with an internal salary benchmark of five and one-half percent (5.5%) above the represented Deputy County Counsel series.”

Therefore, it is recommended to grant the Deputy County Counsel – CE classifications the same adjustments and on the same effective dates as received by the RCDDAA Deputy County Counsel classifications through the end of their Agreement to maintain the existing salary benchmark of 5.5% above their RCDDAA represented counterpart. The adjustments outlined above are contingent on the approval of the RCDDAA MOU Extension.

**Impact on Residents and Businesses**

There is no direct impact on residents and businesses as a result of this item.