

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



ITEM: 3.14
(ID # 25406)

MEETING DATE:
Tuesday, July 09, 2024

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Classification and Compensation recommendation to designate the Deputy Human Resources Director classification At-Will; and amend Ordinance No. 440 pursuant to Resolution No. 440-9432 submitted herewith, All Districts. [Total Cost \$0 with an ongoing cost of \$0, 100% Department Funded]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to designate the Deputy Human Resources Director classification as At-Will; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9432.

ACTION:Policy


Tami Douglas-Schatz, Director of Human Resources 6/21/2024

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: July 9, 2024
xc: H.R.

Kimberly A. Rector
Clerk of the Board

By: 
Deputy

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

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 Funded			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Human Resources (HR) Department is responsible for supporting the life cycle of the employee. From interviewing, hiring, and on-boarding, to negotiating union contracts, planning retirements, or investigating issues in the work environment, staff members give assurance to management and the public that the County is in full compliance with federal, state, and local laws and regulations. HR also reviews overall compensation through market research and analysis. Furthermore, HR strives to create an employee growth mindset by promoting professional development and offering numerous educational opportunities for employees at all levels.

The Human Resources Department recommends designating the *Deputy Human Resources Director* job classification At-Will. The At-Will designation is supported for this mission critical and high-level management role as it assists in the operation and management of the entire HR Department and will have high-level access to HR systems and records. This request is only to designate the classification as At-Will and no change in salary is being proposed at this time.

Impact on Residents and Businesses

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

Attachments

Resolution No. 440-9432


 Alonzo Barrera, Principal Management Analyst 6/26/2024

1 RESOLUTION NO. 440-9432

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on July 9, 2024, that pursuant to Section 3(c)(ii) of Ordinance No. 440, the
5 Director of Human Resources is authorized to add the following classification to Appendix II, operative the
6 beginning of the pay period following approval, as follows:

7
8 Job
9

<u>Code</u>	<u>+/-</u>	<u>Class Title</u>
74780	+	Deputy Human Resources Director

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11
12
13
14 ROLL CALL:

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

16 Nays: None

17 Absent: None

18
19 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.

20
21 KIMBERLY A. RECTOR, Clerk of said Board

22 By:  _____
23 Deputy

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27 /kc
06/19/2024
28 440 Resolutions\KC

07/09/2024 3.14