

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



ITEM: 3.17
(ID # 25415)

MEETING DATE:
Tuesday, July 09, 2024

FROM : HUMAN RESOURCES AND Office of the District Attorney

SUBJECT: HUMAN RESOURCES – OFFICE OF THE DISTRICT ATTORNEY: Classification & Compensation Recommendation to adjust the salary of District Attorney Hazardous Waste Examiner and amend Ordinance No. 440 pursuant to Resolution No. 440-9434 submitted herewith, All Districts. [Total Cost \$0, with an ongoing cost of \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of District Attorney Hazardous Waste Examiner.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9434.

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., DA

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: Department Funds			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Classification and Compensation (C&C) division received a request from the Office of the District Attorney (DA) to perform a market study on the *District Attorney Hazardous Waste Examiner* classification. The study was requested because the DA wants to ensure that this classification remains competitive based on current market data and support their ongoing recruitment and retention efforts.

The market survey (Attachment #2) revealed that this classification is below market at the minimum rate by 2.72% and below market at the maximum rate by 9.90%. C&C recommends adjusting the *District Attorney Hazardous Waste Examiner* to the following salary range to ensure our recruiting and retention practices are competitive.

Salary Adjustments:

District Attorney Hazardous Waste Examiner: It is recommended to adjust the salary plan/grade SEU 676 (\$82,206 - \$106,586) to salary plan/grade SEU 706 (\$84,500 - \$118,300). There are currently 0 incumbents in this classification.

Impact on Residents and Businesses

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

Additional Fiscal Information:

There are currently no incumbents in this classification, therefore no cost is incurred. However, the estimated cost to fund one District Attorney Hazardous Waste Examiner is approximately \$171,535 which includes benefits.

Attachments:

- Resolution No. 440-9434
- District Attorney Hazardous Waste Examiner Market Survey


 Alonzo Barrera, Principal Management Analyst 6/26/2024

External Market Survey Data

Classification Name: District Attorney Hazardous Waste Examine

Riv Co Class Code: 73579

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	PayFactors Annual	PF 50%
Los Angeles County	No Comparable Classification					\$0.00	\$0.00			
Orange County	No Comparable Classification					\$0.00	\$0.00			
San Bernardino County	No Comparable Classification					\$0.00	\$0.00			
San Diego County	No Comparable Classification					\$0.00	\$0.00			
Ventura County	No Comparable Classification					\$0.00	\$0.00			
PayFactors	<i>Environmental, Health, and Safety Engineer</i>	6612	\$84,500.00	\$118,300.00	40.00%	\$101,400.00	\$48.75		\$101,400.00	\$48.75
	County Mean:		\$84,500.00	\$118,300.00	40.00%	\$101,400.00				
	County Median:		\$84,500.00	\$118,300.00	40.00%	\$101,400.00				
Riverside County	District Attorney Hazardous Waste Examiner	73579	\$82,206	\$106,586	40.00%	\$94,396.02				
	Dollar difference from Mean:		-\$2,294	-\$11,714						
	Percentage difference from mean:		-2.72%	-9.90%						
	Dollar difference from median:		-\$2,294	-\$11,714						
	Percentage difference from median:		-2.72%	-9.90%						

PICs:

Notes:

Run Date: 4/15/2024

Date Prepared/Revised: BQ