

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



ITEM: 3.33
(ID # 27810)

MEETING DATE:

Tuesday, May 20, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES & AUDITOR-CONTROLLER: Classification and Compensation recommendation to adjust the salary of the Chief Accountant job classification; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9484, All Districts. [Total Cost \$0, with an ongoing cost of \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustment to the Chief Accountant job classification; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9484.

ACTION: Policy

Tanya Harris
Tanya Harris, Assistant Auditor Controller

5/1/2025

Ben J. Benoit
Ben J. Benoit, COUNTY AUDITOR-CONTROLLER

5/7/2025

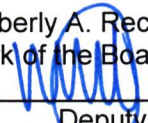
Tami Douglas-Schatz
Tami Douglas-Schatz, Director of Human Resources

5/7/2025

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: May 20, 2025
xc: HR

Kimberly A. Rector
Clerk of the Board
By: 
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: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Auditor-Controller's Office (ACO) is an independent, nonpartisan elected office established to provide accounting, audit, payroll, and property tax administration services to County departments, cities, school districts, and special districts. The ACO is dedicated to providing expert fiscal guidance, meticulous oversight, and the proficient execution of statutory duties, while upholding values of excellence, integrity, and innovation.

The Classification and Compensation (Class and Comp) Division received a request from the ACO to review the salary of the Chief Accountant job class. The Chief Accountant is responsible for managing, organizing and directing the operations of various divisions within the ACO. The department has indicated that the Chief Accountant position is critical in ensuring a smooth function of the department's fiscal operations. As such the department wants to ensure the position is market competitive.

An external market survey (Attachment 2) was conducted on the surrounding five counties - Los Angeles, Orange, San Bernardino, San Diego, and Ventura for the Chief Accountant. The market showed that the Chief Accountant is approximately 16% below the minimum market mean and approximately 14% below the maximum market mean. Therefore, it is recommended to adjust the salary of the Chief Accountant classification from \$100,329 - \$159,241/year to \$120,106 - \$185,194/year. This adjustment will ensure the ACO recruits and retains qualified staff.

Salary Adjustments:

Chief Accountant: It is recommended to adjust the salary plan/grade MRP 438 (\$100,329 - \$159,241/year) to salary plan/grade MRP 597 (\$120,106 - \$185,194/year).

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. Adjusting the salary range for the job class above will position the County to provide a competitive salary that is within market and better equip the County to continue to attract and retain staff in these positions.

Additional Fiscal Information

The department has approved the recommended salary range adjustment. There are no upfront

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costs associated with this request, and as result, a budget adjustment is not required.

ATTACHMENTS

1. Resolution No. 440-9484
2. Chief Accountant Market


Cesar Bernal, PRINCIPAL MGMT ANALYST 5/8/2025

1 RESOLUTION NO. 440-9484

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3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of
4 California, in regular session assembled on May 20, 2025, that pursuant to Section 8(c) of Ordinance No.
5 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance
6 No. 440, operative at the beginning of the pay period following the date of approval, as follows:

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<u>Job</u>	<u>Class Title</u>	<u>From Salary</u>	<u>To Salary</u>
<u>Code</u>		<u>Plan/Grade</u>	<u>Plan/Grade</u>
77415	Chief Accountant	MRP 438	MRP 597

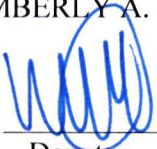
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12 ROLL CALL:

13 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
14 Nays: None
15 Absent: None

16 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on
17 the date therein set forth.

18 KIMBERLY A. RECTOR, Clerk of said Board

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20 By: _____
21 Deputy

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27 /kc
04/30/2025
28 440 Resolutions\KC

External Market Survey Data

Chief Accountant		Union Code	SE2	Riv Co Class Code: 77415						
Current							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	CHIEF ACCOUNTANT	652	\$128,899	\$193,614	50.21%	\$161,256.12	\$77.53			
Orange County	FISCAL ASSISTANT DEPUTY DIRECTOR	8222MA	\$135,262	\$187,346	38.51%	\$161,304.00	\$77.55			
San Bernardino County	AC TTC Division Manager	1668	\$105,186	\$150,259	42.85%	\$127,722.40	\$61.41			
San Diego County	MANAGER, AUDITOR AND CONTROLLER	310	\$110,178	\$225,347	104.53%	\$167,762.40	\$80.66			
Ventura County	MANAGER, ACCOUNTING-AUDITOR CONTROLLER	959	\$121,005	\$169,407	40.00%	\$145,205.63	\$69.81			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	
County Mean:					\$120,106	\$185,194	54.19%	\$152,650.11		
County Median:					\$121,005	\$187,346	54.83%	\$154,175.15		
Riverside County	Chief Accountant	77415	\$100,329	\$159,241	58.72%	\$129,784.89				
Dollar difference from Mean:					-\$19,777	-\$25,954				
Percentage difference from mean:					-16.47%	-14.01%				
Dollar difference from median:					-\$20,676	-\$28,105				
Percentage difference from median:					-17.09%	-15.00%				
PICs:										
Notes:	SD, SB, OC and Ventura confirmed the comparables. All the other counties have a Deputy Auditor Controller comparable to ours so the above comparables are accurate. The RivCo salary above includes the 4% COLA that is effective on 5/1/2025.									
Run Date:			Date Prepared/Revised: 3/6/2025				By: TC			