



WESTERN RIVERSIDE COUNTY REGIONAL CONSERVATION AUTHORITY
CLASS AND SALARY LISTING
Effective January 1, 2018

Source: County of Riverside Class and Salary listing

Job Code	Job Title	Union	Sal Plan	Grade	Max Step	Min/ Hour	Max/ Hour	Approx. Min/ Month	Approx. Max/ Month	Approx. Min/ Annual	Approx. Max/ Annual	FLSA	Job Family	OT Rate	App II: At-Will	App III: Vehicle Benefit
15927	Accounting Technician II - C	CNF	MCO	211	15	\$22.3811	\$32.3912	\$3,879	\$5,615	\$46,553	\$67,374	N	8	1.5		
74214	Director of Administrative Services, RCA	MGT	MRPR	673	19 A/14**	\$50.9153	\$82.1682	\$8,825	\$14,243	\$105,904	\$170,910	E	5	0		
74913	Director of Reserve Management & Monitoring, RCA	MGT	MRPR	673	19 A/14**	\$50.9153	\$82.1682	\$8,825	\$14,243	\$105,904	\$170,910	E	5	0		
74225	Executive Director, RCA	MGT	XRA	716	23 A/9**	\$73.9054	\$133.0744	\$12,810	\$23,066	\$153,723	\$276,795	E	5	0	x	x
74912	Land Acquisition Director, RCA	MGT	MRPR	673	19 A/14**	\$50.9153	\$82.1682	\$8,825	\$14,243	\$105,904	\$170,910	E	5	0	x	
74147	RCA Administrative Manager	MGT	MRP	525	19 A/14**	\$37.0900	\$59.7873	\$6,429	\$10,363	\$77,147	\$124,358	E	6	0		
74283	RCA Chief of Technical Information	MGT	MRPR	662	19 A/14**	\$49.0670	\$79.1812	\$8,505	\$13,725	\$102,059	\$164,697	E	5	0		
74909	RCA Ecological Resources Specialist	UNM	MCO	315	18	\$28.3856	\$44.7767	\$4,920	\$7,761	\$59,042	\$93,136	E	4	0		
77112	RCA GIS/IT Database Manager	UNM	MCO	562	15	\$40.4410	\$64.4349	\$7,010	\$11,169	\$84,117	\$134,025	E	1	0		
74914	RCA Land Acquisition Analyst	MGT	MRPR	166	19 A/14**	\$42.3192	\$68.2342	\$7,335	\$11,827	\$88,024	\$141,927	E	6	0		
77428	RCA Supervising Accountant	UNM	MCO	334	15	\$29.0936	\$42.1560	\$5,043	\$7,307	\$60,515	\$87,684	E	5	0		
13920	Secretary II - C	CNF	MCO	170	15	\$19.2186	\$27.7886	\$3,331	\$4,817	\$39,975	\$57,800	N	6	1.5		

** Denotes "Actual" Top Step for PRP

BENEFITS:

MEDICAL/DENTAL INSURANCE:

A Flexible Benefit Credit is provided, \$823/month, as governed by the Riverside County MOU for Exempt Management, Management, Confidential and other Unrepresented Employees. Vision coverage is provided through Vision Service Plan (VSP) at no cost to employee or eligible dependents.

MISCELLANEOUS RETIREMENT: County of Riverside has three retirement Tiers through the California Public Employee's Retirement System (CalPERS).

- Tier I - Applicable to employees hired prior to 08/23/2012. Formula is 3% @ 60. Employee contribution is 8%.
- Tier II - Applicable to employees hired on or after 08/23/2012 through 12/31/2012. Formula is 2% @ 60. Employee contribution is 7%.
- Tier III - Applicable to new CalPERS membership hired on or after 01/01/2013 as a result of Public Employees' Pension Reform Act of 2013 (PEPRA). Formula is 2% @ 62. Employee contribution is 6.5%.

DEFERRED COMPENSATION: Voluntary employee contribution with a choice between two 457 deferred compensation plan options.

401(a) MONEY PURCHASE PLAN: County contribution of \$50 per pay period towards choice between two 401(a) plan providers.

ANNUAL LEAVE FOR MGT & UNM UNION CODE (Bi-Weekly Accrual): Based on months of service

0 < 36 months = 8.92 Hours

36 to <108 months = 10.46 Hours

108 or more months = 12.00 Hours

Maximum Annual Leave accumulation is 1,800 hours. Employee may receive pay in lieu of up to 80 hours per calendar year. Agency/Department Head may approve an additional 80 hours.

VACATION ACCRUAL FOR CNF UNION CODE ONLY (Bi-Weekly Accrual): Based on months of service

0 < 36 months = 3.07 Hours

36 to <108 months = 4.61 Hours

108 or more months = 6.15 Hours

Maximum Vacation leave accumulation is 480 hours.

SICK LEAVE FOR CNF UNION CODE ONLY: Four (4) hours Sick leave accrual per pay period with unlimited accrual.

HOLIDAYS: Normally 12 paid holidays per year.

BEREAVEMENT LEAVE: 5 days (3 days are County paid; 2 days can be taken through use of accrued leave balances).

BASIC LIFE INSURANCE: \$50,000 of term life coverage. Premiums are paid by the County. Additional Supplemental Life plan is available for employee purchase.

LONG-TERM DISABILITY (LTD):

Benefit pays 66.67% of earnings to a maximum of \$10,000 per month; 30-day waiting period; pays to age 65. Benefit can be coordinated with other available leave balances to provide up to 100% of pay.

POST RETIREMENT MEDICAL CONTRIBUTION: A monthly contribution of \$256.00 is made by the County towards retiree health insurance offered through the County as governed by the Management Resolution.