

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

206



FROM: Human Resources Department

SUBMITTAL DATE:
August 1, 2006

SUBJECT: Introduction and Adoption of an Ordinance establishing Compensation and Benefits for the Board of Supervisors.

RECOMMENDED MOTION: That the Board of Supervisors introduce and at the next regularly scheduled meeting, adopt Ordinance No. 780.2 reflecting the recommendations of the Blue Ribbon Salary Review Committee, with respect to Members of the Board of Supervisors.

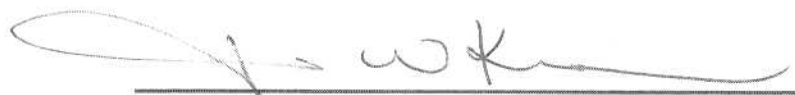
BACKGROUND: This Blue Ribbon Salary Review Committee was established by the County Executive Officer (CEO) on June 23, 1998, at the direction of the Board of Supervisors, and asked to review all salaries for members of the Board of Supervisors and other independent elected officials. The Committee met and reviewed numerous reports and salary and benefit surveys. After due deliberation the Committee made its recommendations to the County Executive Officer, which were subsequently approved by the Board of Supervisors September 1, 1998 (Item 3.5).

FORM APPROVED
COUNTY COUNSEL

AUG 03 2006

Departmental Consultance

BY 



Ronald W. Komers
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$	In Current Year Budget:
	Current F.Y. Net County Cost:	\$	Budget Adjustment:
	Annual Net County Cost:	\$	For Fiscal Year: 2006/07

SOURCE OF FUNDS:	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: Board Policy.

County Executive Office Signature



- Policy
- Policy
- Consent
- Consent

Dept't Recomm.:

Per Exec. Ofc.:

Prev. Agn. Ref.: | District: | Agenda Number:

3.41

BACKGROUND continued

The attached ordinance specifically implements the Blue Ribbon Committee's recommendations and provides for the salary for members of the Board of Supervisors is to be based on a formula of 80% of the salary of a Superior Court Judge. (This is the same formula utilized in Santa Clara and San Diego Counties.) The salary of a Superior Court Judge is set by the state legislature. Presently an increase in salary for judges is determined by any raise given to state employees. The present Ordinance provides that any increases granted to Superior Court Judges through December 2006 would be granted to Members of the Board of Supervisors. The Ordinance further provides that benefits for members of the Board of Supervisors be aligned with other County managers where possible. The existing Ordinance expires in December 2006. The recommended action would extend the existing Ordinance for four years, through December 2010. The present salary of members of the Board of Supervisors is \$120,556 per year. The recommended action does not change the current compensation for members of the Board of Supervisors.

There is no cost associated with the recommended action.

1
2
3 ORDINANCE NO. 780.2

4
5 AN ORDINANCE OF THE COUNTY OF RIVERSIDE

6 AMENDING ORDINANCE 780;

7 ESTABLISHING COMPENSATION AND BENEFITS

8 FOR THE BOARD OF SUPERVISORS

9
10 The Board of Supervisors of the County of Riverside Ordains that Ordinance No. 780 is amended
11 in its entirety to read as follows:

12 Section 1. INTENT:

13 The Riverside County Board of Supervisors is required by state law to establish its own
14 compensation and to do so by ordinance. In June 1998, the Board nominated a "Blue Ribbon Salary
15 Review Committee" consisting of seven community representatives to provide advice on appropriate
16 salary and benefit levels for the five elected members of the Board of Supervisors to the Riverside
17 County Executive Officer. It is the Board's intent in adopting this ordinance to follow recommendations
18 of the Blue Ribbon Salary Committee and the County Executive Officer, which include: (1) to insure
19 that the establishment of the Board's compensation is done with full disclosure and public input; (2) to
20 recognize that the Board of Supervisors' positions are full-time and should be fairly compensated; (3) to
21 set Supervisors' base salary at a level equal to eighty percent (80%) of the salary of a Superior Court
22 Judge, and to use this formula to adjust the base salary in conjunction with Superior Court Judges'
23 salaries for a period of four years; (4) to provide, in addition to the base salary, those benefits which are
24 common in private industry or government, which are: health insurance, life insurance, retirement,
25 deferred compensation plans, payment in lieu of annual leave, and car allowance, said benefits to be
26 generally consistent with benefits provided to County Department Heads. In providing the salary and
27 specific benefits herein, it is not the intent of the Board to preclude reimbursement for reasonable and
28 necessary expenses incurred for the benefit of the County pursuant to County policies and procedures.

1 Section 2. BASE SALARY

2 Members of the Board of Supervisors shall be paid an annual base salary rate of \$120,556.00
3 which is determined to be equal to eighty percent (80%) of the annual salary prescribed by law for
4 Judges of the Superior Court of the County of Riverside. Thereafter, the annual base salary rate of each
5 Supervisor shall be increased at such times and in such percentages as increases granted by law to
6 Judges of the Superior Court of the County of Riverside, to maintain a base salary of eighty percent
7 (80%) of said Judges' annual salary. Said adjustments shall be made through and including December
8 2010; no further salary adjustments shall be made subsequent to that date.

9 Section 3. BENEFITS:

10 In addition to the base salary established in Section 2 above, each Supervisor shall receive the
11 following benefits:

12 A. Benefits Provided In Riverside County Flexible Benefits Program -- In the County of
13 Riverside Flexible Benefits Program as established in the Management Resolution, with a
14 flexible benefit allowance of \$706 per month.

15 B. Life and Disability Insurance -- A fully paid life insurance policy in the amount of fifty
16 thousand dollars (\$50,000). Additional group term life insurance may be purchased by Members
17 of the Board of Supervisors. The above life insurance is only in effect as long as the individual
18 serves as a Supervisor.

19 C. Paid Annual Leave -- An equivalent payment in lieu of leave redemption equal to 7.7%
20 of base salary.

21 D. Automobile Allowance - \$550 per month plus the IRS standard mileage rate for business
22 miles as amended from time to time or, at the Supervisor's option, an automobile provided by the
23 County.

24 E. Retirement -- As provided by the Public Employees Retirement System and the
25 Management Resolution, including alternative equivalent payments to the County of Riverside
26 Deferred Compensation Program.

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1 F. Deferred Compensation -- Participation in the County's 401(a) and 457 Plan, with
2 County contributions equivalent to County Department Heads, as provided in the Management
3 Resolution.

4 Section 4. EFFECTIVE DATE:

5 This Ordinance shall take effect sixty (60) days after the date of adoption.

6 COUNTY OF RIVERSIDE

7
8 By: _____
Chairman, Board of Supervisors

9 ATTEST:

10 NANCY ROMERO
11 Clerk of the Board

12 By: _____
13 Deputy

FORM APPROVED
COUNTY COUNSEL

AUG 01 2006

14 BY Joe S. Ranko

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