

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



**FROM:** Human Resources Dept.

**SUBMITTAL DATE:**  
May 5, 2008

**SUBJECT:** Introduction of Ordinance No. 781.13, Establishing Compensation and Benefits for Elected Officials Other than Members of the Board of Supervisors.

**RECOMMENDED MOTION:** That the Board of approve the Introduction of Ordinance No. 781.13, and adopt the Ordinance on the following agenda.

**BACKGROUND:** As a result of salary increases granted to subordinate management employees the compensation of our Independent Elected Officials (Assessor/County Clerk/Recorder, Auditor-Controller, District Attorney, Treasurer-Tax Collector, and Sheriff/Coroner/Public Administrator) needs to be reviewed and adjusted.

(continued on page 2)

Departmental Concurrence

Ronald W. Komers  
Asst. County Executive Officer/HR Director

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 0	In Current Year Budget:	NO
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	NO
	Annual Net County Cost:	\$ 42,747	For Fiscal Year:	2008/2009

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

**C.E.O. RECOMMENDATION:** APPROVE

BY:   
Elizabeth J. Olson

**County Executive Office Signature**

- Policy
- Policy
- Consent
- Consent

Dept's Recomm.:  
Per Exec. Ofc.:

**Prev. Agn. Ref.:** 6/19/07; 3.11

**District:**

**Agenda Number:**

**3.30**

**BACKGROUND (continued)**

The compensation for Elected Officials was last adjusted in June 2007. The Board adopted a policy (Agenda Item 3.42, Aug. 29, 2006) that Elected Officials should be granted the same pay adjustments as other department heads covered by the Management Resolution rather than increase granted to their union-represented subordinates as had been the practice. The recommended action would be effective August 14, 2008, increasing the salary of Elected Officials as detailed in the attached Ordinance to \$165,727 for the Assessor/County Clerk Recorder, County Auditor Controller and the Treasurer Tax-Collector; and \$223,166 for the Sheriff and District Attorney.

The cost of implementation will be borne by the affected departments.



1 **Section 3. BENEFITS.**

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3 In addition to the base salary established in Section 2 above, each elected official  
4 shall receive the following benefits:

5  
6 **A. Flexible Benefits**— The monthly flexible benefit contribution applicable to Group  
7 1 employees as defined and outlined in the most recent version of *A Resolution*  
8 *of the County of Riverside and Other Agencies Providing Salaries and Related*  
9 *Matters for Exempt Management, Management, Confidential, and Other*  
10 *Unrepresented Employees.*

11  
12 **B. Life and Disability Insurance**

13 A fully paid life insurance policy in the amount of fifty thousand dollars (\$50,000).  
14 Additional group term life insurance may be purchased.

15  
16 **C. Paid Annual Leave**

17 An equivalent payment in lieu of leave redemption equal to 7.7% of base salary.

18  
19 **D. Automobile Allowance**

20 \$550 per month plus the IRS standard mileage rate for business miles as  
21 amended from time to time or, at the Supervisors option, an automobile provided  
22 by the County.

1 **E. Retirement**

2 As provided by the Public Employees Retirement System and the *Resolution of*  
3 *the County of Riverside and Other Agencies Providing Salaries and Related*  
4 *Matters for Exempt Management, Management, Confidential, and Other*  
5 *Unrepresented Employees*, including alternative equivalent payments to the  
6 County of Riverside Deferred Compensation Program.

7  
8 **F. Deferred Compensation**

9 Participation in the County's 401(a) and 457 Plan, with County contributions  
10 equivalent to County Department Heads, as provided in the *Resolution of the*  
11 *County of Riverside and Other Agencies Providing Salaries and Related Matters*  
12 *for Exempt Management, Management, Confidential, and Other Unrepresented*  
13 *Employees*.

14  
15 **Section 4. REPEAL OF PRIOR ORDINANCES**

16 All prior Ordinances or resolutions inconsistent with the provisions herein are  
17 hereby repealed.

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19 **Section 5. EFFECTIVE DATE**

20 This Ordinance shall take effect August 14, 2008.  
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22  
23  
24  
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