

MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



1.1

On motion of Supervisor Tavaglione, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED, FOUND AND DETERMINED that the following ordinances were duly published:

<u>ORDINANCE</u>	<u>DATE</u>	<u>NEWSPAPER</u>
No. 440.1759	03/20/2012	The Press-Enterprise

I hereby certify that the foregoing is a full, true and correct copy of an order made and entered on April 17, 2012 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors
Dated: April 17, 2012
Kecia Harper-Ihem, Clerk of the Board of Supervisors, in and
for the County of Riverside, State of California.

(seal)

By Kecia Harper-Ihem, Deputy

AGENDA NO.

1.1

ATTACHMENTS FILED WITH
THE CLERK OF THE BOARD

THE PRESS-ENTERPRISE

3450 Fourteenth Street
Riverside, CA 92501-3878
951-684-1200
951-368-9018 FAX

**PROOF OF PUBLICATION
(2010, 2015.5 C.C.P)**

Publication(s): Press-Enterprise

PROOF OF PUBLICATION OF

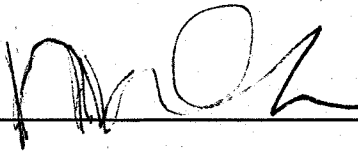
Ad Desc.: / Ord. no 440.1759

I am a citizen of the United States. I am over the age of eighteen years and not a party to or interested in the above entitled matter. I am an authorized representative of THE PRESS-ENTERPRISE, a newspaper in general circulation, printed and published daily in the County of Riverside, and which newspaper has been adjudicated a newspaper of general circulation by the Superior Court of the County of Riverside, State of California, under date of April 25, 1952, Case Number 54446, under date of March 29, 1957, Case Number 65673, and under date of August 25, 1995, Case Number 267864; that the notice, of which the annexed is a printed copy, has been published in said newspaper in accordance with the instructions of the person(s) requesting publication, and not in any supplement thereof on the following dates, to wit:

03/20/2012

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Date: March 20, 2012
At: Riverside, California



BOARD OF SUPERVISORS
P.O. BOX 1147
COUNTY OF RIVERSIDE
RIVERSIDE, CA 92502

Ad Number: 0000758661-01

P.O. Number: Ord. no 440.1759

Ad Copy:

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

ORDINANCE NO. 440.1759
AN ORDINANCE OF THE COUNTY OF RIVERSIDE,
AMENDING ORDINANCE NO. 440, RELATING TO SALARIES

The Board of Supervisors of the County of Riverside, State of California, ordains as follows:

Section 1. TITLE AND DEFINITIONS

This ordinance shall be known as "The Riverside County Salary Ordinance". For the purpose of this ordinance, words and phrases are defined as follows:

- a) "Appointed officers" shall mean the persons appointed or employed by the Board of Supervisors or otherwise as the principal employee of a department or agency in the County government, or of the Riverside County Flood Control and Water Conservation District or the Riverside County Regional Park & Open-Space District, which districts for the purposes of this ordinance and resolutions hereunder shall be deemed the equivalent of departments of the County government, except that references in this ordinance or said resolutions to the County shall mean such districts when the context so requires.
- b) "County officers" shall mean the officers designated as such by or pursuant to the law of the State of California.
- c) "Demotion" shall mean a change of employment without intervening loss of working days from a position allocated to a given salary plan and grade to a position of a different class allocated to a lower plan and grade, whether in the same or a different department.
- d) "Employees" shall mean all persons employed by the County of Riverside or the Riverside County Flood Control and Water Conservation District, or the Riverside County Regional Park & Open-Space District, other than officers.
- e) "Full time employee" shall mean employees whose positions require the number of hours usual or prescribed for normal permanent County employment. All positions shall be full time unless otherwise designated or unless the compensation is fixed upon the basis of part time work.
- f) "Holiday" or "paid holiday" means any day on which County offices are not open for business, in accordance with County ordinance, other than Saturday or Sunday.
- g) "Officers" shall mean all "County officers", and "appointed officers" as herein defined, except where the natural construction of this ordinance otherwise indicates; "officer" is the equivalent of "agency/department head".
- h) "Part time employees" shall mean employees in positions which are designated part time or for which compensation is fixed upon a basis of part time work.
- i) "Pay period" means 14 calendar days from Thursday (starting at midnight) through and including the second Wednesday thereafter, and refers to the period for computing compensation due for all normal working shifts ending during that period.
- j) "Permanent employee" means a regular or seasonal employee who has completed the initial probationary period in a position, not including any incumbent of an At-Will position.
- k) "Physician", and designations of other positions herein which require a license to practice medicine or surgery, including specialties, shall mean and be equivalent to the designation of County Physician as used in State law.
- l) "Position" shall mean any office or employment to which a group of duties and responsibilities are assigned or delegated by competent authority, the performance of which requires the full time or part time employment of one person unless permission is granted for job sharing.
- m) "Probationary employee" means a regular or seasonal employee who has not completed:
 - i) the required initial probationary period in a paid status in a position following initial employment; or
 - ii) the required probationary period in a paid status in a position to which he/she has been promoted, transferred, or demoted following completion of the initial probationary period.
- n) "Promotion" shall mean a change of employment without intervening loss of working days from a position allocated to a given salary plan and grade to a position of a different class allocated to a higher grade whether in the same or different agency/department. The appointment of an employee to a position allocated to a higher salary plan and grade because of professional registration achieved by the incumbent shall not be deemed a promotion but a change in salary allocation.
- o) "Reclassification" shall mean the reallocation of a position to a different class by a change of title and position specification, but does not necessarily involve a change of salary plan and grade.
- p) "Regular employee" means a holder of a regular position.
- q) "Regular position" means a position established by this ordinance on an ongoing basis, as distinct from a seasonal or temporary position.
- r) "Retire", "retired", and "retirement" means receiving a pension through the California Public Employee Retirement System (CalPERS) pursuant to the California Public Employees' Retirement Law (California Government Code (Title 2, Division 5)).
- s) "Seasonal employees" shall mean employees whose employment is not continuous but is regularly recurrent in the same capacity because of particular functions which occur periodically each year, such employment may be permanent, but of an intermittent nature.
- t) "Temporary employee" means an employee who is not a regular or seasonal employee.
- u) "Transfer" shall mean a change of employment without intervening loss of working days from a position allocated to a given salary plan and grade to a position of a different class allocated to the same grade in the same agency/department, or to a position of the same class, or a different class allocated to the same grade, in a different agency/department.
- v) "Working day" means each day on which an employee performs a normal working shift, and including holidays as specified herein which fall on days of his or her normal working shift.

Section 2. EMPLOYMENT AND ORGANIZATION

- a) The various officers are hereby allowed assistants, deputies, and employees, to be appointed or employed in the manner and to the extent as provided in this ordinance and by law.
- b) The powers and duties of officers shall be such as are provided by or pursuant to the law of the State and ordinances of the County of Riverside. Appointive officers shall also have such additional powers and duties as may lawfully be delegated to them by the Board of Supervisors.
- c) All employees shall have and exercise such powers and perform such duties as may be directed by the respective officers under whose direction they work, subject to the provisions of this ordinance.
- d) The conditions of employment specified in this ordinance shall apply to all officers and employees except as otherwise provided by law or any applicable memorandum of understanding between the County and a recognized employee organization (herein "MOU"). One or more of such conditions may be varied as to Resident Physicians and Surgeons at the Riverside County Regional Medical Center by resolution of the