

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

426



FROM: Human Resources Department

SUBMITTAL DATE:
August 26, 2014

SUBJECT: Adopt Ordinance No. 781.14, Establishing Compensation and Benefits for Elected Officials Other than Members of the Board of Supervisors. [District-All] [Total Cost - \$124,900] [SOURCE OF FUNDS: Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:
1. Adopt Ordinance 781.14 establishing compensation and benefits for Elected Officials Other than Members of the Board of Supervisors.

BACKGROUND:
Summary

As a result of compensation increases granted to subordinate management employees, the Human Resources Department recommended the review and adjustment of the compensation granted to our Independent Elected Officials (Assessor/County Clerk/Recorder, County Auditor-Controller, District Attorney, Sheriff/Coroner/Public Administrator, and Treasurer/Tax Collector)

Departmental Concurrence

Michael T. Stock
Asst. County Executive Officer/
Human Resources Director

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ 103,115	\$ 21,784	\$ 124,900	\$ 0	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 103,115	\$ 21,784	\$ 124,900	\$ 0	

SOURCE OF FUNDS: Departmental Budgets
Budget Adjustment: No
For Fiscal Year: 14/15

C.E.O. RECOMMENDATION: APPROVE
BY: Samuel Wong 9/2/14
County Executive Office Signature Samuel Wong

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Benoit, seconded by Supervisor Ashley and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Ordinance 781.14 is adopted.

Ayes: Tavaglione, Benoit and Ashley
Nays: Jeffries and Stone
Absent: None
Date: September 9, 2014
xc: H.R., MC, COB

Kecia Harper-Ihem
Clerk of the Board
By: [Signature]
Deputy

A-30
Positions Added
Change Order
4/5 Vote

Prev. Agn. Ref.: 8/5/14; 3.21 | District: All | Agenda Number:

3-65

BACKGROUND:
Summary (continued)

The Board received a recommendation on August 5, 2014 (Agenda Item 3-21) that a salary adjustment of 22.33% for the District Attorney and Sheriff/Coroner/Public Administrator, and an additional salary adjustment of 20.68% for the Assessor/County Clerk/Recorder, County Auditor-Controller, and Treasurer/Tax Collector be provided. The Ordinance was introduced as modified with the waiver of the reading to make each elected official's salary \$1,000 above the incumbent's (incumbents are defined as the Assistant positions to each elected as defined in more detail in the recommendations below) highest step in each position.

The parity recommendation will be effective October 16, 2014. Further COLA's granted to County management will be implemented for these classification as well, in accordance with the Management Resolution as reflected in the attached Ordinance.

REVISED PARITY ADJUSTMENT RECOMMENDATIONS:

Assessor/County Clerk/Recorder:

It is recommended to grant this classification a parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$191,365) in order to maintain the internal parity relationship between the Assistant Assessor/County Clerk/Recorder and the Assessor/County Clerk/Recorder classifications.

The Assessor/County Clerk/Recorder oversees an operation of approximately 400 employees in seven office locations with a budget of nearly \$40 million. The Assessor/County Clerk/Recorder's office consists of four major divisions required to perform a wide variety of duties. The Assessor's primary responsibility is to value taxable property. This year, the Assessor valued 943,000 assessments, with a total assessed value of \$229 billion. The County Clerk's services range from issuing marriage licenses to filing Fictitious Business Names and performing marriage ceremonies. The Recorder is responsible for providing the public with constructive notice of private acts and creating and maintaining custody of permanent records for all documents filed and recorded in Riverside County and provides the public access to these records. The Records Management and Archives Program provide County departments with specialized records management services designed to maintain the integrity of their records and control costs.

During the past several years Riverside County has been at the center of the housing crisis. Through hard work, innovation, and dedication, the Assessor/County Clerk/Recorder's office has been able to complete the assessment roll in a timely and accurate manner.

County Auditor-Controller:

It is recommended to grant this classification a parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$191,365) in order to maintain the internal parity relationship between the Assistant County Auditor-Controller and the County Auditor-Controller classifications.

Independently elected to serve Riverside County's 2.3 million residents, the Auditor-Controller leads the County's central fiscal office and is charged with the oversight of the County's \$4.7 billion operational budget and \$7.3 billion in assets. The office is responsible for many complex processes, including the apportionment of more than \$3 billion in property taxes to K-14 schools, cities and special districts; produces an annual payroll of more than \$1.4 billion including payroll taxes, benefits and pension obligations for approximately 18,000 County and 2,000 special district employees; and provides internal audits of the County's 52 departments. In

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
FORM 11: Adopt Ordinance No. 781.14, Establishing Compensation and Benefits for Elected
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[SOURCE OF FUNDS: Departmental Budgets]**

DATE: August 26, 2014

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In addition, the Auditor-Controller produces numerous regulatory financial reports to government agencies and to the public, including the County's Comprehensive Annual Financial Report (CAFR), and audits and pays more than 500,000 transactions exceeding \$1 billion in purchase order and contract payments. The Auditor-Controller also provides fiscal risk assessments and operational strategy in protecting the taxpayer's \$12 billion budgetary and physical assets. The Auditor-Controller is a credentialed professional and leads a staff of approximately 100 professional and para-professional employees.

District Attorney:

It is recommended to grant this classification a parity adjustment from salary plan/grade ELO 115/L1 (\$223,166) to salary plan/grade ELO 115/L1 (\$247,024) in order to restore the internal parity relationship between the Chief Assistant District Attorney and the District Attorney classifications.

The District Attorney is the chief law enforcement official in the County of Riverside and is dedicated to protecting the public and serving our community through the ethical prosecution of criminal and civil offenses while safeguarding the rights of victims and witnesses. With an annual budget of more than \$100 million and more than 700 full time employees, plus approximately 100 volunteers, and office locations in Riverside, Banning, Indio, Blythe, and Murrieta, the Riverside County District Attorney's Office is the fourth largest prosecutor's office in the State of California, and the twelfth largest in the nation. The District Attorney directs the efforts of 250 lawyers in prosecuting almost 70,000 cases each year, resulting in a conviction rate greater than 90%. Additionally, the District Attorney oversees an internal Bureau of Investigation tasked with conducting initial police investigations, follow-up criminal investigations, and participating in multi-agency partnerships and task forces. If the District Attorney's Bureau of Investigation was a standalone police department, it would be the third largest in the County of Riverside with more than 100 sworn law enforcement professionals. The District Attorney's Division of Victim and Witness Services has been designated by the Board of Supervisors as the organization that that will provide comprehensive services to victims and witnesses of crime. In this capacity, the District Attorney serves approximately 13,000 victims and 5,000 witnesses each year in five geographic office locations and three Family Justice Centers.

Sheriff/Coroner/Public Administrator:

It is recommended to grant this classification a parity adjustment from salary plan/grade ELO 114/L1 (\$223,166) to salary plan/grade ELO 115/L1 (\$268,101) in order to restore the internal parity relationship between the Undersheriff and the Sheriff/Coroner/Public Administrator classifications.

The Sheriff/Coroner, the County's chief law enforcement officer, operates the second largest of California's 58 Sheriff's Departments and is responsible for 24/7 emergency first-responder and criminal justice operations for 2.3 million residents covering over 7,300 square miles. By law, the Sheriff/Coroner is responsible for countywide patrol, jail operations, court security and civil process, and serves as the Coroner/Public Administrator. Seventeen of the twenty-eight cities in Riverside County contract with the Riverside Sheriff's Department to provide law enforcement services. The Sheriff/Coroner serves as the Chief of Police for those 17 contract cities and oversees 11 contracts for police service for various school districts throughout the county. The county hospital and one tribal community also contract with the department for proactive policing. Additionally, the Sheriff/Coroner has 24/7 legal responsibility for search and rescue, calls for service from the public, and emergency response for disasters and terrorist attacks countywide. The Sheriff/Coroner by law also oversees mutual aid coordination of law enforcement resources countywide, enforcement of criminal law on 12 tribal lands and is the lead agent for Federal, State and local integration of over 35 joint task force efforts. Other areas of responsibilities include: receiving and booking 60,000 adults annually into our county jails; air support; special weapons teams for high risk critical incidents; forensics services; homicide investigations; secures some ninety courtrooms; serves civil process as an arm of the courts; investigates suspicious deaths; and provides basic and advanced law enforcement training to smaller law enforcement agencies within the

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[SOURCE OF FUNDS: Departmental Budgets]**

DATE: August 26, 2014

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county and in surrounding counties. The Sheriff/Coroner is directly responsible for an operating budget in excess of \$600 million dollars, 135 different job classifications, and with an authorized staffing level of approximately 4,600, who are members of four different unions. Due to its unique responsibilities in California, the Office of Sheriff touches directly and/or indirectly the lives of every Riverside County resident in California's 4th largest county. The Riverside County Sheriff's Department is many times larger and far more complex than the next largest law enforcement agency within the County.

Treasurer/Tax Collector:

It is recommended to grant this classification a parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$191,365) in order to maintain the internal parity relationship between the Assistant Treasurer/Tax Collector and the Treasurer/Tax Collector classifications.

The Treasurer/Tax Collector oversees an operation of approximately 105 employees in 3 office locations with nearly a \$14 million budget. Pursuant to the laws of the State of California, the Treasurer/Tax Collector oversees the billing and collection of property taxes, as well as the processing, investing and safeguarding of public funds.

With over \$10 billion in annual receipts and disbursements each year, the Treasurer/Tax Collector serves as the Chief Investment Officer of the County with fiduciary responsibility of all funds in the treasury as well as the \$5.2 billion Treasurer's Pooled Investment Fund (TPIF). Maintaining the highest achievable rankings by two nationally recognized ratings firms, the TPIF is managed on behalf of the county, school and community college districts, special districts, and discretionary depositors. During the current full time tenure on the investment desk, the TPIF produced in excess of \$1.1 billion in interest earnings for its depositors. The Treasurer/Tax Collector is further responsible for funding, through investment operations, the annual payroll needs of over \$2.8 billion for Riverside County's approximate 18,000 employees, as well as an approximate 60,000 employees of the Riverside County Office of Education, community colleges and school districts.

In addition, collectively, over one million secured, unsecured, supplemental and delinquent property tax bills representing nearly \$3 billion in revenue are mailed and processed through the Treasurer/Tax Collector's office each year.

Impact on Residents and Businesses

There is no impact on residents and businesses.

SUPPLEMENTAL:

Additional Fiscal Information

The costs associated with the above recommended actions will be borne by the affected departments.

Section 2. EFFECTIVE DATE: October 16, 2014

This Ordinance shall take effect the beginning of the pay period thirty (30) days after the date of adoption.

- Adopted:** 781 Item 3.2 of 09/15/1998 (Eff. 10/15/1998)
- Amended:** 781.1 Item 3.24 of 11/02/1999 (Eff. 12/02/1999)
- 781.2 Item 3.15 of 03/06/2001 (Eff. 04/06/2001)
- 781.3 Item 3.25 of 09/24/2002 (Eff. 10/23/2002)
- 781.4 Item 3.17 of 10/28/2003 (Eff. 11/26/2003)
- 781.5 Item 3.9 of 03/16/2004 (Eff. 04/14/2004)
- 781.6 Item 3.11 of 12/21/2004 (Eff. 01/20/2005)
- 781.7 Item 3.24 of 03/01/2005 (Eff. 03/31/2005)
- 781.8 Item 3.43 of 09/13/2005 (Eff. 10/12/2005)
- 781.9 Item 3.15 of 11/15/2005 (Eff. 12/22/2005)
- 781.10 Item 3.15 of 11/15/2005 (Eff. 12/22/2005)
- 781.11 Item 3.37 of 09/12/2006 (Eff. 10/12/2006)
- 781.12 Item 3.39 of 06/26/2007 (Eff. 08/02/2007)
- 781.13 Item 3.27 of 05/20/2008 (Eff. 08/14/2008)
- 781.14 Item x-xx of 09/09/2014 (Eff. 10/16/2014)

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

BY: Jeff Stone
Chair **JEFF STONE**

ATTEST:

KECIA HARPER-IHEM

Clerk of the Board

By: [Signature]
Deputy

(SEAL)

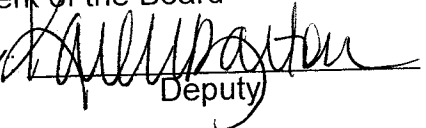
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STATE OF CALIFORNIA)
)
COUNTY OF RIVERSIDE) ss

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said county held on September 9, 2014, the foregoing ordinance consisting of 2 Sections was adopted by the following vote:

AYES: Tavaglione, Benoit and Ashley
NAYS: Jeffries and Stone
ABSENT: None

DATE: September 9, 2014

KECIA HARPER-IHEM
Clerk of the Board
BY 
Deputy

SEAL

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

260



FROM: Human Resources Department

SUBMITTAL DATE:
July 24, 2014

SUBJECT: Introduction of Ordinance No. 781.14, Establishing Compensation and Benefits for Elected Officials Other than Members of the Board of Supervisors. [District- All] [Total Cost - \$181,794] [SOURCE OF FUNDS: Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Introduction of Ordinance No. 781.14, and adopt the Ordinance on the following agenda.

BACKGROUND:

Summary

As a result of compensation increases granted to subordinate management employees, the Human Resources Department recommends the review and adjustment of the compensation granted to our Independent Elected Officials (Assessor/County Clerk/Recorder, County Auditor-Controller, District Attorney, Sheriff/Coroner/Public Administrator, and Treasurer/Tax Collector).

Departmental Concurrence

Michael T. Stock
Asst. County Executive Officer/
Human Resources Director

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ 158,874	\$ 22,920	\$ 181,794	\$ 0	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0	

SOURCE OF FUNDS: Departmental Budgets	Budget Adjustment: No
	For Fiscal Year: 2014/15

C.E.O. RECOMMENDATION: *Approved*

County Executive Office Signature *[Signature]*

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Benoit, seconded by Supervisor Ashley and duly carried, IT WAS ORDERED that the above ordinance is introduced as modified with waiver of the reading to make each elected official's salary \$1,000 above the incumbent's highest step in each of the positions.

Ayes: Tavaglione, Benoit and Ashley
Nays: Jeffries
Absent: Stone
Date: August 5, 2014
xc: H.R., COB

Kecia Harper-Ihem
Clerk of the Board
By: *[Signature]*
Deputy

- A-30
- Positions Added
- 4/5 Vote
- Change Order

Prev. Agn. Ref.: 5/13/08; 3.30 **District:** All **Agenda Number:**

3-21

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
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\$181,794] [SOURCE OF FUNDS: Departmental Budgets]**

DATE: July 24, 2014

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BACKGROUND:

Summary (continued)

The compensation for Elected Officials was last adjusted in August 2008. The Board adopted a policy on August 29, 2006 (Agenda Item 3.42), granting Elected Officials the same pay adjustments as other department heads covered by the Management Resolution, rather than increases granted to their union-represented subordinates as had been the past practice. With the majority of the County's collective bargaining agreements concluded, the Human Resources Department has, in a separate Board agenda item, recommended comparative compensation and benefit adjustments for Management and Other Unrepresented classes.

Based on the findings of a recent external market salary survey conducted by the Human Resources Department, along with a internal parity review and compaction analysis, we recommend an additional salary adjustment of 22.33% for the District Attorney and Sheriff/Coroner/Public Administrator, and an additional salary adjustment of 20.68% for the Assessor/County Clerk/Recorder, County Auditor-Controller, and Treasurer/Tax Collector.

The parity recommendation would be effective September 18, 2014. Future COLA's granted to County management will be implemented for these classifications as well in accordance with the Management Resolution as reflected in the attached Ordinance.

PARITY ADJUSTMENT RECOMMENDATIONS:

Assessor/County Clerk/Recorder:

It is recommended to grant this classification an approximate 20.68% parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$200,000) in order to maintain the internal parity relationship between the Assistant Assessor/County Clerk/Recorder and the Assessor/County Clerk/Recorder classifications.

The Assessor/County Clerk/Recorder (ACR) oversees an operation of approximately 400 employees in seven office locations with a budget of nearly \$40 million. The ACR office consists of four major divisions required to perform a wide variety of duties. The Assessor's primary responsibility is to value taxable property. This year, the Assessor valued 943,000 assessments, with a total assessed value of \$229 billion. The County Clerk's services range from issuing marriage licenses to filing Fictitious Business Names and performing marriage ceremonies. The Recorder is responsible for providing the public with constructive notice of private acts and creating and maintaining custody of permanent records for all documents filed and recorded in Riverside County and provides the public access to these records. The Records Management and Archives Program provide County departments with specialized records management services designed to maintain the integrity of their records and control cost.

During the past several years Riverside County has been at the center of the housing crisis. Through hard work, innovation and dedication, the Assessor/County Clerk/Recorder's office has been able to complete the assessment roll in a timely and accurate manner.

County Auditor-Controller:

It is recommended to grant this classification an approximate 20.68% parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$200,000) in order to maintain the internal parity relationship between the Assistant County Auditor-Controller and the County Auditor-Controller classifications. Independently elected to serve Riverside County's 2.3 million residents, the County Auditor-Controller leads the County's central fiscal office and is charged with the oversight of the County's \$4.7 billion operational

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DATE: July 24, 2014

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budget and \$7.3 billion in assets. The office is responsible for many complex processes, including the apportionment of more than \$3 billion in property taxes to K-14 schools, cities and special districts; produces an annual payroll of more than \$1.4 billion including payroll taxes, benefits and pension obligations for approximately 18,000 County and 2,000 special district employees; and provides internal audits of the County's 52 departments. In addition, produces numerous regulatory financial reports to government agencies and to the public, including the County's Comprehensive Annual Financial Report (CAFR), and audits and pays more than 500,000 transactions exceeding \$1 billion in purchase order and contract payments. The auditor-controller also provides fiscal risk assessments and operational strategy in protecting the taxpayer's \$12 billion budgetary and physical assets. The auditor-controller is a credentialed professional and leads a staff of approximately 100 professional and para-professional employees.

District Attorney:

It is recommended to grant this classification an approximate 22.33% parity adjustment from salary plan/grade ELO 115/L1 (\$223,166) to salary plan/grade ELO 115/L1 (\$273,000) in order to restore the internal parity relationship between the Chief Assistant District Attorney and the District Attorney classifications as well as maintain the internal parity between the Sheriff and the District Attorney.

The District Attorney is the chief law enforcement official in the County of Riverside and is dedicated to protecting the public and serving our community through the ethical prosecution of criminal and civil offenses while safeguarding the rights of victims and witnesses. With an annual budget of more than \$100 million and more than 700 full time employees, plus approximately 100 volunteers, and office locations in Riverside, Banning, Indio, Blythe, and Murrieta, the Riverside County District Attorney's Office is the fourth largest prosecutor's office in the State of California, and the twelfth largest in the nation. The District Attorney directs the efforts of 250 lawyers in prosecuting almost 70,000 cases each year, resulting in a conviction rate greater than 90%. Additionally, the District Attorney oversees an internal Bureau of Investigation tasked with conducting initial police investigations, follow-up criminal investigations, and participating in multi-agency partnerships and task forces. If the District Attorney's Bureau of Investigation was a standalone police department, it would be the third largest in the County of Riverside with more than 100 sworn law enforcement professionals. The District Attorney's Division of Victim and Witness Services has been designated by the Board of Supervisors as the organization that will provide comprehensive services to victims and witnesses of crime. In this capacity, the District Attorney serves approximately 13,000 victims and 5,000 witnesses each year in five geographic office locations and three Family Justice Centers.

Sheriff/Coroner/Public Administrator:

It is recommended to grant this classification an approximate 22.33% parity adjustment from salary plan/grade ELO 114/L1 (\$223,166) to salary plan/grade ELO 115/L1 (\$273,000) in order to restore the internal parity relationship between the Undersheriff and the Sheriff/Coroner/Public Administrator classifications.

The Sheriff-Coroner, the County's chief law enforcement officer, operates the second largest of California's 58 Sheriff's Departments and is responsible for 24/7 emergency first-responder and criminal justice operations for 2.3 million residents covering over 7,300 square miles. By law, the Sheriff-Coroner is responsible for countywide patrol, jail operations, court security and civil process, and serves as the Coroner-Public Administrator. Seventeen of the twenty-eight cities in Riverside County contract with the Riverside Sheriff's Department to provide law enforcement services. The Sheriff-Coroner serves as the Chief of Police for those 17 contract cities and oversees 11 contracts for police service for various school districts throughout the county. The county hospital and one tribal community also contract with the department for proactive policing. Additionally, the Sheriff-Coroner has 24/7 legal responsibility for search and rescue, calls for service from the public, and emergency response for disasters and terrorist attacks countywide. The Sheriff-Coroner by law also oversees mutual aid coordination of law enforcement resources countywide, enforcement of criminal law

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DATE: July 24, 2014

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on 12 tribal lands and is the lead agent for Federal, State and local integration of over 35 joint task force efforts. Other areas of responsibilities include: receiving and booking 60,000 adults annually into our county jails; air support; special weapons teams for high risk critical incidents; forensics services; homicide investigations; secures some ninety courtrooms; serves civil process as an arm of the courts; investigates suspicious deaths; and provides basic and advanced law enforcement training to smaller law enforcement agencies within the county and in surrounding counties. The Sheriff-Coroner is directly responsible for an operating budget in excess of \$600 million dollars, 135 different job classifications, and with an authorized staffing level of approximately 4,600, who are members of four different unions. Due to its unique responsibilities in California, the Office of Sheriff touches directly and/or indirectly the lives of every Riverside County resident in California's 4th largest county. The Riverside County Sheriff's Department is many times larger and far more complex than the next largest law enforcement agency within the County.

Treasurer/Tax Collector:

It is recommended to grant this classification an approximate 20.68% parity adjustment from salary plan/grade ELO 106/L1 (\$165,727) to salary plan/grade ELO 106/L1 (\$200,000) in order to maintain the internal parity relationship between the Assistant Treasurer/Tax Collector and the Treasurer/Tax Collector classifications.

The Treasurer-Tax Collector oversees an operation of approximately 105 employees in 3 office locations with nearly a \$14 million budget. Pursuant to the laws of the State of California, the Treasurer-Tax Collector oversees the billing and collection of property taxes, as well as the processing, investing and safeguarding of public funds.

With over \$10 billion in annual receipts and disbursements each year, the Treasurer-Tax Collector serves as the chief investment officer of the County with fiduciary responsibility of all funds in the treasury as well as the \$5.2 billion Treasurer's Pooled Investment Fund (TPIF). Maintaining the highest achievable rankings by two nationally recognized ratings firms, the TPIF is managed on behalf of the county, school and community college districts, special districts and discretionary depositors. During the current full time tenure on the investment desk, the TPIF produced in excess of \$1.1 billion in interest earnings for its depositors. The Treasurer-Tax Collector is further responsible for funding, through investment operations, the annual payroll needs of over \$2.8 billion for Riverside County's approximate 18,000 employees, as well as an approximate 60,000 employees of the Riverside County Office of Education, community colleges and school districts.

In addition, collectively, over one million secured, unsecured, supplemental and delinquent property tax bills representing nearly \$3 billion in revenue are mailed and processed through the Treasurer-Tax Collector's office each year.

Impact on Residents and Businesses

There is no impact on residents and businesses.

SUPPLEMENTAL:

Additional Fiscal Information

The costs associated with the above recommended actions will be borne by the affected departments.

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74520	Assessor/County Clerk/Recorder	\$204,000
75212	County Auditor-Controller	\$204,000
74542	District Attorney	\$278,000
74532	Treasurer-Tax Collector	\$204,000
74544	Sheriff/Coroner/Public Administrator	\$278,000

Section 3. BENEFITS and Other Compensation.

As outlined in Ordinance 781.13.

Section 4. REPEAL OF PRIOR ORDINANCES

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

Section 5. EFFECTIVE DATE

This Ordinance shall take effect September 18, 2014.

Adopted: 781 Item 3.2 of 09/15/1998 (Eff: 10/15/1998)
Amended: 781.1 Item 3.24 of 11/02/1999 (Eff: 12/02/1999)
781.2 Item 3.15 of 03/06/2001 (Eff: 04/06/2001)
781.3 Item 3.25 of 09/24/2002 (Eff: 10/23/2002)
781.4 Item 3.17 of 10/28/2003 (Eff: 11/26/2003)
781.5 Item 3.9 of 03/16/2004 (Eff: 04/14/2004)
781.6 Item 3.11 of 12/21/2004 (Eff: 01/20/2005)
781.7 Item 3.24 of 03/01/2005 (Eff: 03/31/2005)
781.8 Item 3.43 of 09/13/2005 (Eff: 10/12/2005)
781.9 Item 3.15 of 11/15/2005 (Eff: 12/22/2005)
781.10 Item 3.15 of 11/15/2005 (Eff: 12/22/2005)
781.11 Item 3.37 of 09/12/2006 (Eff: 10/12/2006)
781.12 Item 3.11 of 06/19/2007 (Eff: 08/02/2007)

781.13 Item 3.27 of 05/13/2008 (Eff: 08/14/2008)
781.14 Item x-xx of 08/05/2014 (Eff: 09/18/2014)

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

BY: _____

Chair

ATTEST:

Kecia Harper-Ihem
Clerk of the Board

By _____

Deputy

(SEAL)



OFFICE OF
CLERK OF THE BOARD OF SUPERVISORS
1st FLOOR, COUNTY ADMINISTRATIVE CENTER
P.O. BOX 1147, 4080 LEMON STREET
RIVERSIDE, CA 92502-1147
PHONE: (951) 955-1060
FAX: (951) 955-1071

KECIA HARPER-IHEM
Clerk of the Board of Supervisors

KIMBERLY A. RECTOR
Assistant Clerk of the Board

September 12, 2014

THE PRESS ENTERPRISE
ATTN: LEGALS
P.O. BOX 792
RIVERSIDE, CA 92501

FAX: (951) 368-9018
E-MAIL: legals@pe.com

RE: ADOPTION OF ORDINANCE NO. 781.14

To Whom It May Concern:

Attached is a copy for publication in your newspaper for **ONE (1) TIME** on **Wednesday, September 17, 2014**.

We require your affidavit of publication immediately upon completion of the last publication.

Your invoice must be submitted to this office, **WITH TWO CLIPPINGS OF THE PUBLICATION**.

NOTE: PLEASE COMPOSE THIS PUBLICATION INTO A SINGLE COLUMN FORMAT.

Thank you in advance for your assistance and expertise.

Sincerely,

Cecilia Gil


Board Assistant to:
KECIA HARPER-IHEM, CLERK OF THE BOARD

Gil, Cecilia

From: PEC Legals Master <legalsmaster@pe.com>
Sent: Friday, September 12, 2014 8:44 AM
To: Gil, Cecilia
Subject: RE: FOR PUBLICATION: Adoption of Ord. No. 781.14

Received for publication on Sept. 17. Proof with cost to follow.

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****Additional days required for larger ad sizes****

From: Gil, Cecilia <CCGIL@rcbos.org>
Sent: Friday, September 12, 2014 8:30 AM
To: PEC Legals Master
Subject: FOR PUBLICATION: Adoption of Ord. No. 781.14

Good morning! Happy Friday ☺

Attached is an adoption of Ordinance, for publication on Wednesday, September 17, 2014. Please confirm. THANK YOU!

Cecilia Gil
Board Assistant
Clerk of the Board
951-955-8464
MS# 1010



OFFICE OF
CLERK OF THE BOARD OF SUPERVISORS
1st FLOOR, COUNTY ADMINISTRATIVE CENTER
P.O. BOX 1147, 4080 LEMON STREET
RIVERSIDE, CA 92502-1147
PHONE: (951) 955-1060
FAX: (951) 955-1071

KECIA HARPER-IHEM
Clerk of the Board of Supervisors

KIMBERLY A. RECTOR
Assistant Clerk of the Board

September 12, 2014

THE DESERT SUN
ATTN: LEGALS
P.O. BOX 2734
PALM SPRINGS, CA 92263

FAX: (760) 778-4731
E-MAIL: legals@thedesertsun.com

RE: ADOPTION OF ORDINANCE NO. 781.14

To Whom It May Concern:

Attached is a copy for publication in your newspaper for **ONE (1) TIME** on **Wednesday, September 17, 2014**.

We require your affidavit of publication immediately upon completion of the last publication.

Your invoice must be submitted to this office, WITH TWO CLIPPINGS OF THE PUBLICATION.

NOTE: PLEASE COMPOSE THIS PUBLICATION INTO A SINGLE COLUMN FORMAT.

Thank you in advance for your assistance and expertise.

Sincerely,

Cecilia Gil

Board Assistant to:
KECIA HARPER-IHEM, CLERK OF THE BOARD

Gil, Cecilia

From: Moeller, Charlene <CMOELLER@palmspri.gannett.com>
Sent: Friday, September 12, 2014 8:45 AM
To: Gil, Cecilia
Subject: RE: FOR PUBLICATION: Adoption of Ord. No. 781.14

Good Morning – Happy Friday Too! ☺

Ad received and will publish on date(s) requested.

Charlene Moeller | Media Sales Legal Notice Coordinator

The Desert Sun Media Group
750 N. Gene Autry Trail, Palm Springs, CA 92262
t 760.778.4578 | f 760.778.4731
legals@thedesertsun.com / dpwlegals@thedesertsun.com

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From: Gil, Cecilia [<mailto:CCGIL@rcbos.org>]
Sent: Friday, September 12, 2014 8:30 AM
To: tds-legals
Subject: FOR PUBLICATION: Adoption of Ord. No. 781.14

Good morning! Happy Friday ☺

Attached is an Adoption of Ordinance, for publication on Wednesday, Sept. 17, 2014. Please confirm.
THANK YOU!

Cecilia Gil
Board Assistant
Clerk of the Board
951-955-8464
MS# 1010

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

ORDINANCE No. 781.14
AN ORDINANCE OF THE COUNTY OF RIVERSIDE AMENDING
ORDINANCE NO. 781 ESTABLISHING COMPENSATION AND BENEFITS
FOR ELECTED OFFICIALS OTHER THAN MEMBERS OF THE BOARD OF SUPERVISORS

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

Section 1. Section 2 of Ordinance No. 781, as amended by Ordinance No. 781.13, is further amended to read as follows:

Section 2. BASE SALARY:

A. Effective October 16, 2014, the pay grade levels of the following classifications shall be as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
74520	Assessor/County Clerk/Recorder	\$191,365
75212	County Auditor-Controller	\$191,365
74542	District Attorney	\$247,024
74544	Sheriff/Coroner/Public Administrator	\$268,101
74532	Treasurer-Tax Collector	\$191,365

B. Effective the first pay period in July 8, 2015, the pay grade levels of the following classifications shall reflect the 2% Cost of Living Adjustment as follows:

CLASS CODE	CLASSIFICATION TITLE	ANNUAL SALARY
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75212	County Auditor-Controller	\$195,192
74542	District Attorney	\$251,964
74544	Sheriff/Coroner/Public Administrator	\$273,463
74532	Treasurer-Tax Collector	\$195,192

Section 2. EFFECTIVE DATE: October 16, 2014

This Ordinance shall take effect the beginning of the pay period thirty (30) days after the date of adoption.

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on **September 9, 2014**, the foregoing Ordinance consisting of two (2) sections was adopted by said Board by the following vote:

AYES: Tavaglione, Benoit and Ashley
NAYS: Stone and Jeffries
ABSENT: None

Kecia Harper-Ihem, Clerk of the Board
By: Cecilia Gil, Board Assistant

Gil, Cecilia

From: Willis, Anita <ANITAWILLIS@co.riverside.ca.us>
Sent: Wednesday, September 10, 2014 4:46 PM
To: Pina, Lisa
Cc: Rector, Kimberly; Gil, Cecilia
Subject: RE: Ord.

Hi Lisa,

Just to follow up on our discussion about the ordinance, the section issue is minor, not substantive. There is no need to amend the ordinance to correct it. However, since it is merely a "clerical" error, the Clerk of the Board would like to make the correction to the document changing section 3 to section 2. That is permissible. So unless there is an objection, I would allow the Clerk to correct the clerical error. Please feel free to call me if you have any questions or wish to discuss further. Thank you.

ANITA C. WILLIS
Assistant County Counsel
County of Riverside
Phone: (951) 955-6300
Fax: (951) 955-6322
Email: anitawillis@co.riverside.ca.us

NOTICE: This communication is intended for the use of the individual or entity to which it is addressed and may contain attorney/client information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this communication is not the intended recipient or the employee or agent responsible for delivering this communication to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by reply email or by telephone and immediately delete this communication and all its attachments.

From: Pina, Lisa
Sent: Wednesday, September 10, 2014 2:50 PM
To: Willis, Anita
Subject: Ord.

Lisa M. Piña, MPA
HR Division Manager
Employee Relations & Compensation Services Division

Main: (951) 955-3510
Direct: (951) 955-5838
FAX: (951) 955-9816
e-mail: lpina@rc-hr.com

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GENERATED IN CONTEMPLATION OF LITIGATION**

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**Riverside County Board of Supervisors
Request to Speak**

Submit request to Clerk of Board (right of podium),
Speakers are entitled to three (3) minutes, subject
to Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: GARRY GRANT

Address: _____
(only if follow-up mail response requested)

City: _____ **Zip:** _____

Phone #: _____

Date: 9-8-87 **Agenda #** 3-65

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

_____ **Support** **Oppose** _____ **Neutral**

Note: If you are here for an agenda item that is filed
for "Appeal", please state separately your position on
the appeal below:

_____ **Support** _____ **Oppose** _____ **Neutral**

I give my 3 minutes to: _____

BOARD RULES

Requests to Address Board on "Agenda" Items:

You may request to be heard on a published agenda item. Requests to be heard must be submitted to the Clerk of the Board before the scheduled meeting time.

Requests to Address Board on items that are "NOT" on the Agenda:

Notwithstanding any other provisions of these rules, member of the public shall have the right to address the Board during the mid-morning "Oral Communications" segment of the published agenda. Said purpose for address must pertain to issues which are under the direct jurisdiction of the Board of Supervisors. YOUR TIME WILL BE LIMITED TO THREE (3) MINUTES.

Power Point Presentations/Printed Material:

Speakers who intend to conduct a formalized Power Point presentation or provide printed material must notify the Clerk of the Board's Office by 12 noon on the Monday preceding the Tuesday Board meeting, insuring that the Clerk's Office has sufficient copies of all printed materials and at least one (1) copy of the Power Point CD. Copies of printed material given to the Clerk (by Monday noon deadline) will be provided to each Supervisor. If you have the need to use the overhead "Elmo" projector at the Board meeting, please insure your material is clear and with proper contrast, notifying the Clerk well ahead of the meeting, of your intent to use the Elmo.

Individual Speaker Limits:

Individual speakers are limited to a maximum of three (3) minutes. Please step up to the podium when the Chairman calls your name and begin speaking immediately. Pull the microphone to your mouth so that the Board, audience, and audio recording system hear you clearly. Once you start speaking, the "green" podium light will light. The "yellow" light will come on when you have one (1) minute remaining. When you have 30 seconds remaining, the "yellow" light will begin flash, indicating you must quickly wrap up your comments. Your time is up when the "red" light flashes. The Chairman adheres to a strict three (3) minutes per speaker. **Note: If you intend to give your time to a "Group/Organized Presentation", please state so clearly at the very bottom of the reverse side of this form.**

Group/Organized Presentations:

Group/organized presentations with more than one (1) speaker will be limited to nine (9) minutes at the Chairman's discretion. The organizer of the presentation will automatically receive the first three (3) minutes, with the remaining six (6) minutes relinquished by other speakers, as requested by them on a completed "Request to Speak" form, and clearly indicated at the front bottom of the form.

Addressing the Board & Acknowledgement by Chairman:

The Chairman will determine what order the speakers will address the Board, and will call on all speakers in pairs. The first speaker should immediately step to the podium and begin addressing the Board. The second speaker should take up a position in one of the chamber aisles in order to quickly step up to the podium after the preceding speaker. This is to afford an efficient and timely Board meeting, giving all attendees the opportunity to make their case. Speakers are prohibited from making personal attacks, and/or using coarse, crude, profane or vulgar language while speaking to the Board members, staff, the general public and/or meeting participants. Such behavior, at the discretion of the Board Chairman may result in removal from the Board Chambers by Sheriff Deputies.

**Riverside County Board of Supervisors
Request to Speak**

Submit request to Clerk of Board (right of podium),
Speakers are entitled to three (3) minutes, subject
to Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: Paul Jacobs

Address: _____
(only if follow-up mail response requested)

City: Temecula **Zip:** _____

Phone #: _____

Date: 9/9/14 **Agenda #** 3-65

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

_____ **Support** _____ **Oppose** _____ **Neutral**

Note: If you are here for an agenda item that is filed
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the appeal below:

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I give my 3 minutes to: _____

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Ordered By: Cecilia Gil									
Legal Advertising Invoice									Balance \$213.15
Sales Contact Information		Advertiser Information							
Maria Tinajero 951-368-9225		Billing Period 09/17/2014 - 09/17/2014	Billed Account Number 1100141323	Advertiser/Client Number 1100141323	Advertiser/Client Name BOARD OF SUPERVISORS				

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 3-65 of 09/09/14*

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Balance \$213.15	Invoice Number 109966931-09172014	Terms Of Payment Due Upon Receipt

Billing Account Name And Address

Remittance Address

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

The Press-Enterprise
 POST OFFICE BOX 12009
 RIVERSIDE, CA 92502-2209

THE PRESS-ENTERPRISE

1825 Chicago Ave, Suite 100
Riverside, CA 92507
951-684-1200
951-368-9018 FAX

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

Publication(s): The Press-Enterprise

PROOF OF PUBLICATION OF


Ad Desc.: Adoption of Ord. 781.14 /

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, under date of August 25, 1995, Case Number 267864, under date of February 4, 2013, Case Number RIC 1215735, under date of July 25, 2013, Case Number RIC 1305730, and under date of September 16, 2013, Case Number RIC 1309013; 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:

09/17/2014

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

Date: September 17, 2014
At: Riverside, California



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

Ad Number: 0009966931-01

P.O. Number:

Ad Copy:

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

ORDINANCE No. 781.14
AN ORDINANCE OF THE COUNTY OF RIVERSIDE AMENDING
ORDINANCE NO. 781 ESTABLISHING COMPENSATION AND BENEFITS
FOR ELECTED OFFICIALS OTHER THAN MEMBERS
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Section 2. EFFECTIVE DATE: October 16, 2014

This Ordinance shall take effect the beginning of the pay period thirty (30) days after the date of adoption.

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on **September 9, 2014**, the foregoing Ordinance consisting of two (2) sections was adopted by said Board by the following vote:

AYES: Tavaglione, Benoit and Ashley
NAYS: Stone and Jeffries
ABSENT: None

Kecla Harper-Ihem, Clerk of the Board
By: Cecilia Gil, Board Assistant

The Desert Sun

mydesert.com

750 N. Gene Autry Trail
Palm Springs, CA 92262
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For the Period	Thru
09/01/14	09/28/14
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10/13/14	3,182.30
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0912	CLS	0001	CECILIA GIL NO 1472 NOTICE I	4	2	100.00	800.00		442.00						
0914	CLS	0001	CECILIA NO 1483 BOARD OF	2	2	58.00	232.00		132.44						
0914	CLS	0001	CECILIA NO 1484 NOTICE O	2	2	334.00	1336.00		734.12						
0917	CLS	0001	CECILIA NO 1489 BOARD OF	2	2	65.00	260.00		147.70						
0927	CLS	0001	CECILIA NO. 1547 NOTICE	2	2	110.00	440.00		245.80						
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:33%; vertical-align: top;"> <u>1472</u> - EDA 3-23 of 09/09/14 \$442.00 </td> <td style="width:33%; vertical-align: top;"> <u>1483</u> - HR 3-64 of 09/09/14 \$132.44 </td> <td style="width:33%; vertical-align: top;"> <u>1484</u> - Parks 13-1 of 09/09/14 \$734.12 </td> </tr> <tr> <td style="vertical-align: top;"> <u>1489</u> - HR 3-65 of 09/09/14 \$147.70 </td> <td style="vertical-align: top;"> <u>1547</u> - Transp. 3-67 of 09/23/14 \$245.80 </td> <td></td> </tr> </table>										<u>1472</u> - EDA 3-23 of 09/09/14 \$442.00	<u>1483</u> - HR 3-64 of 09/09/14 \$132.44	<u>1484</u> - Parks 13-1 of 09/09/14 \$734.12	<u>1489</u> - HR 3-65 of 09/09/14 \$147.70	<u>1547</u> - Transp. 3-67 of 09/23/14 \$245.80	
<u>1472</u> - EDA 3-23 of 09/09/14 \$442.00	<u>1483</u> - HR 3-64 of 09/09/14 \$132.44	<u>1484</u> - Parks 13-1 of 09/09/14 \$734.12													
<u>1489</u> - HR 3-65 of 09/09/14 \$147.70	<u>1547</u> - Transp. 3-67 of 09/23/14 \$245.80														
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Advertiser:

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RIVERSIDE CA 925013

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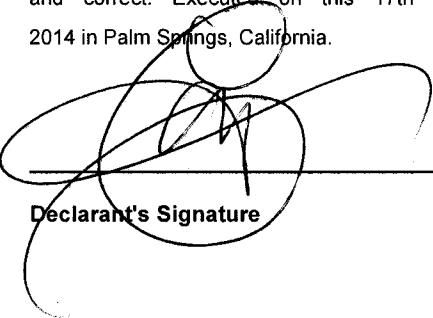
I am over the age of 18 years old, a citizen of the United States and not a party to, or have interest in this matter. I hereby certify that the attached advertisement appeared in said newspaper (set in type not smaller than non pariel) in each and entire issue of said newspaper and not in any supplement thereof on the following dates, to wit:

Newspaper: .The Desert Sun

9/17/2014

I acknowledge that I am a principal clerk of the printer of The Desert Sun, printed and published weekly in the City of Palm Springs, County of Riverside, State of California. The Desert Sun was adjudicated a newspaper of general circulation on March 24, 1988 by the Superior Court of the County of Riverside, State of California Case No. 191236.

I declare under penalty of perjury that the foregoing is true and correct. Executed on this 17th day of September, 2014 in Palm Springs, California.


Declarant's Signature

No 1489
BOARD OF SUPERVISORS OF THE COUNTY
OF RIVERSIDE, STATE OF CALIFORNIA

ORDINANCE No. 781.14
AN ORDINANCE OF THE COUNTY OF RIVERSIDE AMENDING ORDINANCE NO. 781 ESTABLISHING COMPENSATION AND BENEFITS FOR ELECTED OFFICIALS OTHER THAN MEMBERS OF THE BOARD OF SUPERVISORS

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Cecilia Harper-Ihem, Clerk of the Board
By: Cecilia Gil, Board Assistant

Published: 9/17/14