

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



ITEM
3.5
(ID # 6662)

MEETING DATE:
Tuesday, March 27, 2018

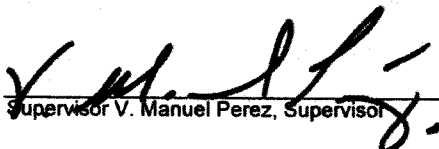
FROM : SUPERVISOR V. MANUEL PEREZ:

SUBJECT: Supervisor V. Manuel Perez: Equal Pay for Equal Work, Initiation of Amendment of County Ordinance 440, dated January 5, 2016

RECOMMENDED MOTION: That the Board of Supervisors:

- 1.) Amend County Ordinance 440, relating to salaries, to include language that this body supports equal pay for equal work
- 2.) Directs the CEO, COO, and Acting Assistant CEO of Human Resources, in accordance with Policy A-67, to modify County Ordinance 440 to include this language in Ordinance 440 and ensure this language is also added to county recruitments to ensure potential applicants for initial hire understand the Board of Supervisors fully supports equal pay for equal work for all individuals who serve on county or special district staff
- 3.) Recommend to the Board of Supervisors for consideration and approval , if needed, for a new or revised policy or regulations regarding equal pay for equal work
- 4.) Requires the modification to be completed by the Human Resources Department within 120 calendar days or sooner and be returned to this body for a final vote.

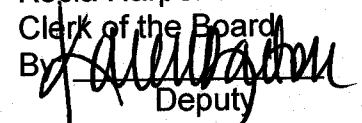
ACTION: Policy


Supervisor V. Manuel Perez, Supervisor 3/22/2018

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Tavaglione and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Tavaglione, Washington, Perez and Ashley
Nays: None
Absent: None
Date: March 27, 2018
xc: Supvr. Perez, EO, HR, COB

Kecia Harper-Ihem
Clerk of the Board
By 
Deputy

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STATE OF CALIFORNIA**

C.E.O. RECOMMENDATION: [CEO use]

BACKGROUND:

Summary

California Labor Code 1197.5, The Equal Pay Act, prohibits employers from paying any of its employees at wage rates less than the rates paid to employees of the opposite sex for substantially similar work, when viewed as a composite skill, effort, and responsibility, and performed under similar working conditions.

As one of the largest employers in the region, the County of Riverside should continue to lead by example and set high standards for fairness and equity in our compensation process. This provision shall also be included in all recognized employee organization memorandums of understanding (MOUs). The Board of Supervisors reaffirms its commitment, in accordance with Ordinance 440, Section 5 a., to the local merit pay system.

Riverside County Supervisors, past and present, have modified county policy to recognize issues of importance to our present and future labor force. Adding the requested language of equal pay for equal work sends a strong message to our labor force that the Board of Supervisors and the county leadership team values the contribution and commitment of its entire work force of dedicated women and men equally.