

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



ITEM
3.25
(ID # 7583)

MEETING DATE:

Tuesday, July 31, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: ADOPTION OF ORDINANCE 440.1763, an Ordinance that amends the current County of Riverside Salary Ordinance No. 440, reflecting equity pay, regardless of gender, race or ethnicity, All Districts. [Total Cost - \$0] [Source of Funds - N/A]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the adoption of Ordinance 440.1763, an amendment to Ordinance 440 adding a new subsection 3. to Section 8., subsection a), as shown in Attachment A, attached.

ACTION: Policy

Michael Bowers

Michael Bowers, Interim HR Director

7/20/2018

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Tavaglione and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Ordinance 440.1763 is adopted with waiver of the reading.

Ayes: Jeffries, Tavaglione, Washington and Perez
Nays: None
Absent: Ashley
Date: July 31, 2018
xc: HR, MC, COB

Kecia Harper-Ihem
Clerk of the Board

By: *Kecia Harper-Ihem*
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$0	\$0	\$0	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: N/A			Budget Adjustment: No	
			For Fiscal Year: 18/19	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside County Salary Ordinance No. 440 (hereinafter, Salary Ordinance), was last amended by Minute Order 3-16 on January 5, 2016. The Salary Ordinance will now include specific language addressing equity of pay regardless of gender, race, or ethnicity.

On March 27, 2018, The Board of Supervisors unanimously (Board Agenda Item 3.5) directed the Human Resources Department to amend County Ordinance 440 to include language consistent with California Labor Code 1197.5, The Equal Pay Act, which prohibits employers from paying any of its employees at wage rates less than the rates paid to employees regardless of race or ethnicity for substantially similar work. By including this language in Ordinance 440, the Board of Supervisors seeks to reaffirm the County of Riverside's commitment to equal pay for all employees regardless of gender, race or ethnicity. As one of the largest employers in Southern California, the County of Riverside should continue to lead by example and set high standards for fairness and equity in its compensation processes.

The US Census Bureau found that full-time, year-round working women earned 80% of what their male counterparts earned in 2016. Recently, Governor Brown signed three bills into law that address the disparity between women and men. All three bills specifically target California Labor Code 1197.5. Senate Bill 358 removed the "same establishment" language and changed the "equal work" language to "substantially similar work". Senate Bill 1063 expands protections in the labor code to include race and ethnicity. Assembly Bill 1676 prohibited employers from justifying starting salary based solely on the grounds of prior salary. The expansion of and further defining of Labor Code 1197.5 broadens employee protections against wage inequality between the genders.

A redline of the Salary Ordinance reflecting the new added subsection was provided with the introduction of Ordinance 440.1763 on July 17, 2018, Item 3.51.

Impact on Residents and Businesses

This action will codify the County of Riverside's commitment to all residents, regardless of gender, that salary decisions are based on measurable criteria.

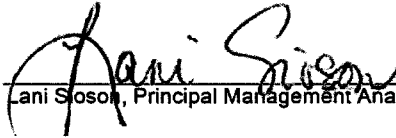
Additional Fiscal Information

This action does not have any fiscal impact on the County of Riverside.

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

ATTACHMENTS:

Attachment A. Language Amending Ordinance No. 440, Relating to Salaries
Salary Ordinance 440.1763 recommended additional language.



Lani Soson, Principal Management Analyst

7/23/2018



Gregory V. Priamos, Director County Counsel

7/20/2018

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ORDINANCE NO. 440.1763

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

The Board of Supervisors of the County of Riverside ordains as follows:

Section 1. A new subsection 3. is added to Section 8., subsection a) of Ordinance No. 440 to read as follows:

“3. The County as an employer shall not pay any of its employees at wage rates less than the rates paid to employees of the opposite sex, regardless of race, gender or ethnicity, for substantially similar work on jobs where the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where the payment is made pursuant to a seniority system, a merit system, a system which measures earnings, by quantity or quality of production, or a differential based on any bona fide factor other than gender, race, and ethnicity.”

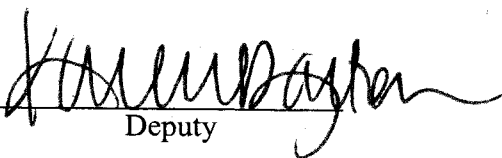
Section 2. This Ordinance relates to the salaries and other compensation of employees in accordance with Government Code Section 25123(f), and shall take effect at the beginning of the pay period following adoption.

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

By: 
Chairman

ATTEST:

CLERK OF THE BOARD:

By: 
Deputy

(SEAL)

JUL 31 2018 3.25

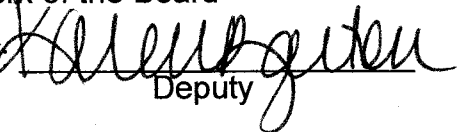
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STATE OF CALIFORNIA)
)
COUNTY OF RIVERSIDE) SS

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said county held on July 31, 2018, the foregoing ordinance consisting of 2 Sections was adopted by the following vote:

AYES: Jeffries, Tavaglione, Washington and Perez
NAYS: None
ABSENT: Ashley

DATE: July 31, 2018

KECIA HARPER-IHEM
Clerk of the Board
BY: 
Deputy

SEAL

Item 3.25

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



ITEM
3.51
(ID # 7195)

MEETING DATE:

Tuesday, July 17, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Introduction of Ordinance 440.1763, an Ordinance that amends the current County of Riverside Salary Ordinance No. 440, All Districts.
[Total Cost - \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the introduction of Ordinance 440.1763 (Attachment A), with adoption of the Ordinance on the following agenda.

ACTION: Policy


Michael Bowers, Interim HR Director 7/12/2018

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Tavaglione, Washington, Perez and Ashley
Nays: None
Absent: None
Date: July 17, 2018
xc: H.R., Co.Co., COB

Kecia Harper-Ihem
Clerk of the Board

By 
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: N/A			Budget Adjustment: No	
			For Fiscal Year: 18/19	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside County Salary Ordinance No. 440 (hereinafter, Salary Ordinance), was last amended by Minute Order 3-16 on January 5, 2016. The Salary Ordinance will now include specific language addressing equity of pay regardless of gender, race, or ethnicity.

On March 27, 2018, the Board of Supervisors unanimously (Board Agenda Item 3.5) directed the Human Resources Department to amend County Ordinance 440 to include language consistent with California Labor Code 1197.5, The Equal Pay Act, which prohibits employers from paying any of its employees at wage rates less than the rates paid to employees regardless of race or ethnicity for substantially similar work. By including this language in Ordinance 440, the Board of Supervisors seeks to reaffirm the County of Riverside's commitment to equal pay for all employees regardless of gender, race or ethnicity. As one of the largest employers in Southern California, the County of Riverside should continue to lead by example and set high standards for fairness and equity in its compensation processes.

The US Census Bureau found that full-time, year-round working women earned 80% of what their male counterparts earned in 2016. Recently, Governor Brown signed three bills into law that address the disparity between women and men. All three bills specifically target California Labor Code 1197.5. Senate Bill 358 removed the "same establishment" language and changed the "equal work" language to "substantially similar work". Senate Bill 1063 expands protections in the labor code to include race and ethnicity. Assembly Bill 1676 prohibited employers from justifying starting salary based solely on the grounds of prior salary. The expansion of and further defining of Labor Code 1197.5 broadens employee protections against wage inequality between the genders.

It is recommended that the following language be added to County Ordinance 440.1763 Section 8a. Salary Plan and Administration:

- 3. The County as an employer shall not pay any of its employees at wage rates less than the rates paid to employees of the opposite sex, regardless of race, gender or ethnicity, for substantially similar work on jobs where the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where the payment is made pursuant to a seniority system, a merit system, a system which measures earnings, by quantity or quality of production, or a differential based on any bona fide factor other than gender, race, and ethnicity.**

Two versions of the Salary Ordinance are attached for reference: one reflecting the revisions

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

made to the Salary Ordinance (Attachment B) and a final version of the Salary Ordinance (Attachment A).

Impact on Residents and Businesses

This action will codify the County of Riverside's commitment to all residents, regardless of gender, that salary decisions are based on measurable criteria.

Additional Fiscal Information

This action does not have any fiscal impact on the County of Riverside.

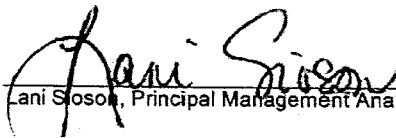
ATTACHMENTS:

Attachment A. Final Ordinance Revision

Salary Ordinance 440.1763

Attachment B. Ordinance Revision

Salary Ordinance 440.1763 reflecting recommended revisions.



Lani Sison, Principal Management Analyst 7/12/2018



OFFICE OF THE
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

August 1, 2018

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

TEL: (951) 368-9229
E-MAIL: legals@pe.com

RE: ADOPTION OF ORDINANCE NO. 440.1763

To Whom It May Concern:

Attached is a copy for publication in your newspaper for **ONE (1) TIME** on **Sunday, August 5, 2018.**

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



OFFICE OF THE
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

August 1, 2018

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

TEL: (760) 778-4578
E-MAIL: legals@thedesertsun.com

RE: ADOPTION OF ORDINANCE NO. 440.1763

To Whom It May Concern:

Attached is a copy for publication in your newspaper for **ONE (1) TIME on Sunday, August 5, 2018.**

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

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

ORDINANCE NO. 440.1763

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

The Board of Supervisors of the County of Riverside ordains as follows:

Section 1. A new subsection 3. is added to Section 8., subsection a) of Ordinance No. 440 to read as follows:

“3. The County as an employer shall not pay any of its employees at wage rates less than the rates paid to employees of the opposite sex, regardless of race, gender or ethnicity, for substantially similar work on jobs where the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where the payment is made pursuant to a seniority system, a merit system, a system which measures earnings, by quantity of quality of production, or a differential based on any bona fide factor other than gender, race, and ethnicity.”

Section 2. This Ordinance relates to the salaries and other compensation of employees in accordance with Government Code Section 25123(f), and shall take effect at the beginning of the pay period following adoption.

Chuck Washington, Chairman of the Board

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on **July 31, 2018**, the foregoing Ordinance consisting of two (2) sections was adopted by said Board by the following vote:

AYES: Jeffries, Tavaglione, Washington, and Perez
NAYS: None
ABSENT: Ashley

Kecia Harper-Ihem, Clerk of the Board

By: Cecilia Gil, Board Assistant

Advertising Order Confirmation

The Press Enterprise

Ad Order Number
0011156395

Sales Representative
Nick Eller

Order Taker
Nick Eller

Order Source
Select Source

Customer
BOARD OF SUPERVISORS

Customer Account
5209148

Customer Address
COUNTY OF RIVERSIDE
PO BOX 1147
RIVERSIDE, CA 92502

Customer Phone
951-955-1066

Payor Customer
BOARD OF SUPERVISORS

Payor Account
5209148

Payor Address
COUNTY OF RIVERSIDE
PO BOX 1147
RIVERSIDE, CA 92502

Payor Phone
951-955-1066

PO Number

Ordered By
Cecilia Gil

Customer Fax

Customer EMail

Invoice Text
Adoption of Ord. No. 440.1763

Blind Box

Affidavits
0

Materials

Current Queue
Ready

Promo Type

Special Pricing

Production Color

Ad Number
0011156395-01

Ad Size
3 X 48 LI

Color

Production Method
AdBooker

External Ad Number

Pick Up

Ad Type
Legal Liner

Production Notes

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

ORDINANCE NO. 440.1763

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

The Board of Supervisors of the County of Riverside ordains as follows:

Section 1. A new subsection 3. is added to Section 8., subsection a) of Ordinance No. 440 to read as follows:
"3. The County as an employer shall not pay any of its employees at wage rates less than the rates paid to employees of the opposite sex, regardless of race, gender or ethnicity, for substantially similar work on jobs where the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where the payment is made pursuant to a seniority system, a merit system, a system which measures earnings, by quantity of quality of production, or a differential based on any bona fide factor other than gender, race, and ethnicity."

Section 2. This Ordinance relates to the salaries and other compensation of employees in accordance with Government Code Section 23123(f), and shall take effect at the beginning of the pay period following adoption.

Chuck Washington, Chairman of the Board

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on July 31, 2018, the foregoing Ordinance consisting of two (2) sections was adopted by said Board by the following vote:

AYES: Jeffries, Tavaglione, Washington, and Perez
NAYS: None
ABSENT: Ashley

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

<u>Product</u> PE Riverside:Full Run	<u>Requested Placement</u> Legals CLS	<u>Requested Position</u> County Legal - 1076~	<u>Run Dates</u> 08/05/18	<u># Inserts</u> 1
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Advertising Order Confirmation

The Press Enterprise

Order Charges:

<u>Net Amount</u>	<u>Tax Amount</u>	<u>Total Amount</u>	<u>Payment Amount</u>	<u>Amount Due</u>
187.20	0.00	187.20	0.00	\$187.20

If this confirmation includes an advertising proof, please check your proof carefully for errors, spelling, and/or typos. Errors not marked on the returned proof are not subject to credit or refunds.
Please note: To meet our printer's deadline, we must have your proof returned by the published deadline, and as indicated by your sales rep.

Please note: If you pay by bank card, your card statement will show the merchant as "SoCal Newspaper Group".



Order Confirmation for Ad #: 0003073734

Customer: RIVERSIDE COUNTY-BOARD OF
Address: 4080 LEMON ST
 RIVERSIDE CA 92501 USA
Acct. #: TDS-RIV069
Phone: 9099551067

RIVERSIDE COUNTY-BOARD OF
Ordered By: Cecilia Gil

OrderStart Date: 08/05/2018

Order End Date: 08/05/2018

<u>Tear Sheets</u>	<u>Affidavits</u>	<u>Blind Box</u>	<u>Promo Type</u>	<u>Materials</u>	<u>Special Pricing</u>	<u>Size</u>
0	2					1 X 77.00

<u>Net Amount</u>	<u>Tax Amount</u>	<u>Total Amount</u>	<u>Payment Method</u>	<u>Payment Amount</u>	<u>Amount Due</u>
\$176.00	\$0.00	\$176.00	Invoice	\$0.00	\$176.00

Ad Order Notes:

Sales Rep: dlindberg

Order Taker: dlindberg

Order Created 08/01/2018

Product	# Ins	Start Date	End Date
TDS-DesertSun.com	1	08/05/2018	08/05/2018
08-05-18, TDS-The Desert Sun	1	08/05/2018	08/05/2018
08-05-18,			

* ALL TRANSACTIONS CONSIDERED PAID IN FULL UPON CLEARANCE OF FINANCIAL INSTITUTION

3.25 w/ 07/31/18

Text of Ad: 08/01/2018

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

ORDINANCE NO. 440.1763

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

The Board of Supervisors of the
County of Riverside ordains as
follows:

Section 1. A new subsection 3, is
added to Section 8, subsection a) of
Ordinance No. 440 to read as
follows:

"3. The County as an employer shall
not pay any of its employees at wage
rates less than the rates paid to
employees of the opposite sex,
regardless of race, gender or
ethnicity, for substantially similar
work on jobs where the performance
of which requires equal skill, effort,
and responsibility, and which are
performed under similar working
conditions, except where the
payment is made pursuant to a
seniority system, a merit system, a
system which measures earnings, by
quantity of quality of production, or
a differential based on any bona fide
factor other than gender, race, and
ethnicity."

Section 2. This Ordinance relates to
the salaries and other compensation
of employees in accordance with
Government Code Section 25123(f),
and shall take effect at the
beginning of the pay period
following adoption.

Chuck Washington,
Chairman of the Board

I HEREBY CERTIFY that at a regular
meeting of the Board of Supervisors
of said County, held on July 31, 2018,
the foregoing Ordinance consisting
of two (2) sections was adopted by
said Board by the following vote:

AYES: Jeffries, Tavaglione,
Washington, and Perez
NAYS: None
ABSENT: Ashley

Kecia Harper-Ihem, Clerk of the
Board
By: Cecilia Gil, Board Assistant
Published: 8/5/2018

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. No. 440.1763 /

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, 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:

08/05/2018

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

Date: August 05, 2018
At: Riverside, California



Legal Advertising Representative, The Press-Enterprise

BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE
PO BOX 1147
RIVERSIDE, CA 92502

Ad Number: 0011156395-01

P.O. Number:

Ad Copy:

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

ORDINANCE NO. 440.1763

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

The Board of Supervisors of the County of Riverside ordains as follows:

Section 1. A new subsection 3. is added to Section 8., subsection a) of Ordinance No. 440 to read as follows:

"3. The County as an employer shall not pay any of its employees at wage rates less than the rates paid to employees of the opposite sex, regardless of race, gender or ethnicity, for substantially similar work on jobs where the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where the payment is made pursuant to a seniority system, a merit system, a system which measures earnings, by quantity of quality of production, or a differential based on any bona fide factor other than gender, race, and ethnicity."

Section 2. This Ordinance relates to the salaries and other compensation of employees in accordance with Government Code Section 25123(f), and shall take effect at the beginning of the pay period following adoption.

Chuck Washington, Chairman of the Board

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on July 31, 2018, the foregoing Ordinance consisting of two (2) sections was adopted by said Board by the following vote:

AYES: Jeffries, Tavaglione, Washington, and Perez
NAYS: None
ABSENT: Ashley

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

8/5

HR
3.25 of 07/31/18



PROOF OF PUBLICATION

**STATE OF CALIFORNIA SS.
COUNTY OF RIVERSIDE**

RIVERSIDE COUNTY-BOARD OF SUP.
4080 LEMON ST

RIVERSIDE CA 92501

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:

08/05/18

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 6th of August 2018 in Green Bay, WI, County of Brown.


DECLARANT

Ad#:0003073734
P O :
of Affidavits :1

3.25 of 07/31/18

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

ORDINANCE NO. 440.1763

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

The Board of Supervisors of the County of Riverside ordains as follows:

Section 1. A new subsection 3. is added to Section 8., subsection a) of Ordinance No. 440 to read as follows:

"3. The County as an employer shall not pay any of its employees at wage rates less than the rates paid to employees of the opposite sex, regardless of race, gender or ethnicity, for substantially similar work on jobs where the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where the payment is made pursuant to a seniority system, a merit system, a system which measures earnings, by quantity of quality of production, or a differential based on any bona fide factor other than gender, race, and ethnicity."

Section 2. This Ordinance relates to the salaries and other compensation of employees in accordance with Government Code Section 25123(f), and shall take effect at the beginning of the pay period following adoption.

Chuck Washington,
Chairman of the Board

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on **July 31, 2018**, the foregoing Ordinance consisting of two (2) sections was adopted by said Board by the following vote:

AYES: Jeffries, Tavaglione, Washington, and Perez
NAYS: None
ABSENT: Ashley

Kecia Harper-Ihem, Clerk of the Board
By: Cecilia Gil, Board Assistant
Published: 8/5/2018

RECEIVED RIVERSIDE COUNTY
CLERK OF SUPERIOR COURT
2018 AUG 13 AM 10:42

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

ORDINANCE NO. 440.1763

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

The Board of Supervisors of the County of Riverside ordains as follows:

Section 1. A new subsection 3. is added to Section 8., subsection a) of Ordinance No. 440 to read as follows:

"3. The County as an employer shall not pay any of its employees at wage rates less than the rates paid to employees of the opposite sex, regardless of race, gender or ethnicity, for substantially similar work on jobs where the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where the payment is made pursuant to a seniority system, a merit system, a system which measures earnings, by quantity of quality of production, or a differential based on any bona fide factor other than gender, race, and ethnicity."

Section 2. This Ordinance relates to the salaries and other compensation of employees in accordance with Government Code Section 25123(f), and shall take effect at the beginning of the pay period following adoption.

Chuck Washington,
Chairman of the Board

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on **July 31, 2018**, the foregoing Ordinance consisting of two (2) sections was adopted by said Board by the following vote:

AYES: Jeffries, Tavaglione, Washington, and Perez
NAYS: None
ABSENT: Ashley

Kecia Harper-Ihem, Clerk of the Board
By: Cecilia Gil, Board Assistant
Published: 8/5/2018