

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



**ITEM: 3.21
(ID # 11997)**

MEETING DATE:
Tuesday, February 25, 2020

FROM : SUPERVISOR KEVIN JEFFRIES:

SUBJECT: SUPERVISOR KEVIN JEFFRIES: Board of Supervisors Salary Adjustment
Accountability and Transparency

RECOMMENDED MOTION: That the Board of Supervisors Direct the Human Resources
Department to Bring Forward an Amendment to Ordinance 780.3 to Decouple their
Salaries and Benefits from Superior Court Judges.

ACTION:Policy


Supervisor Kevin Jeffries, Supervisor 1st. District 2/20/2020

MINUTES OF THE BOARD OF SUPERVISORS

NO ACTION TAKEN

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STATE OF CALIFORNIA**

BACKGROUND:

The Riverside County Board of Supervisors is required by state law, California Constitution, Article XI, Section 1 to establish its own compensation and do so by Ordinance.

In September 2014, the Riverside County Board of Supervisors, on a 3-2 vote, gave final approval to a Human Resources Department recommendation to permanently couple Supervisor salaries to Superior Court Judge salaries by amending Ordinance 780.3.

Subsequently, every time the state has raised the salaries of Superior Court Judges, raises have been automatically granted to the members of the Board of Supervisors without a public hearing or vote. This has put the members of the Board in a difficult position as their own salaries have been increased even amid difficult negotiations with the county's labor organizations during times of budget cuts to many departments. In response, the Board as a group had to bring an item forward to reject all automatic raises from July 1, 2016 to Dec. 31, 2018, and then after the most recent judicial pay raise, there was further confusion and disagreement about whether the new salary increases should apply to the Board of Supervisors or not.

This item would ask the Human Resources Department to return to the Board of Supervisors with an ordinance change to again decouple the pay scales of Supervisors and Judges, and return to a system that is both more accountable and more transparent, by requiring any future pay increases for the Board of Supervisors to occur in a public hearing.

Impact on Citizens and Businesses:

Decoupling the salaries of the Board of Supervisors from Superior Court Judges will return transparency and accountability to the process, and allow the public to have input as to appropriate compensation for their elected representatives.

http://rivcocob.org/agenda/2014/08_05_14_files/03-20.pdf