

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



**ITEM: 3.59
(ID # 25078)**

MEETING DATE:
Tuesday, May 21, 2024

FROM : HUMAN RESOURCES AND EXECUTIVE OFFICE :

SUBJECT: EXECUTIVE OFFICE AND HUMAN RESOURCES: Introduction of Ordinance No. 780.4, Establishing Compensation and Benefits for the Board of Supervisors, and Ordinance No. 781.16, Establishing Compensation and Benefits for Elected Officials Other Than Members of the Board of Supervisors, All Districts. [Total Cost - \$812,501, 100% Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. INTRODUCE, READ TITLE, AND WAIVE FURTHER READING OF, AND ADOPT ON SUCCESSIVE WEEKS, Ordinance No. 780.4, an ordinance amending Ordinance No. 780 in its entirety and replacing it with new language relating to compensation and benefits for the Board of Supervisors; and
2. INTRODUCE, READ TITLE, AND WAIVE FURTHER READING OF, AND ADOPT ON SUCCESSIVE WEEKS, Ordinance No. 781.16, an ordinance amending Ordinance No. 781 in its entirety and replacing it with new language relating to compensation and benefits for elected officials other than the Board of Supervisors.

ACTION:Policy


Tami Douglas-Schatz, Director of Human Resources 5/17/2024

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Gutierrez and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that the above Ordinances are approved as introduced with waiver of reading.

Ayes: Spiegel, Washington, Perez and Gutierrez
Nays: Jeffries
Absent: None
Date: May 21, 2024
xc: H.R., E.O.

Kimberly A. Rector
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	\$812,501	\$812,501	\$812,501
NET COUNTY COST	\$0	\$0	\$	\$0
SOURCE OF FUNDS: 100% Departmental Budgets			Budget Adjustment: No	
			For Fiscal Year: 23/24	

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

BACKGROUND:

Summary

California Constitution, Article XI, Section 1(b), requires the County to establish compensation and benefits for its elected officials and to do so by ordinance. This includes the Assessor / County Clerk / Recorder, County Auditor-Controller, District Attorney, Sheriff / Coroner / Public Administrator, and Treasurer and Tax Collector, and the members of the Board of Supervisors. Periodically the compensation and benefits for Elected Officials are reviewed by Human Resources to ensure market alignment, as well as subordinate staff parity.

For most of these elected officials, these ordinances were last addressed in 2014. (The District Attorney’s compensation was not adjusted at that time as originally intended but was subsequently amended in 2018.) Human Resources determined that the compensation for elected officials has not kept pace with either the salaries paid to their subordinates or to similarly situated officials in surrounding counties. As a result, approval of Ordinance Nos. 780.4 and 781.16 and their salary adjustments as set forth below is recommended.

Ordinance No. 780 would become effective sixty (60) days after its adoption, pursuant to Government Code section 25123.5. Pursuant to Government Code section 25123, Ordinance No. 781 would become effective thirty (30) days after its adoption. Any resulting adjustments to compensation and benefits would occur in the first pay period after the ordinances take effect. If the ordinance is approved on June 4, 2024, those dates would be August 8, 2024, for the Board of Supervisors and July 11, 2024, for the other elected officials.

Board of Supervisors

Riverside County is the fourth largest county by population in the State of California, and the tenth largest in the United States. Between 1990 and 2020, the population of Riverside County more than doubled in size. Between 2010 and 2020, more people moved to Riverside County than any other county in the state. Between 2021 and 2022, more people moved to Riverside County than any other county in the nation, with the single exception of Maricopa County, Arizona. In 2023, the County once again led the state in the number of people moving to the area. The Board of Supervisors is the governing body of the County and a number of special districts. The Board sets policy for more than 40 departments, with roughly 23,000 full time employees, and sets a \$9 billion budget to promote the health, safety, and quality of life for more than 2.4 million residents spread across 7,300 square miles. Each Board member represents approximately 500,000 residents.

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

The salary for members of the Board of Supervisors has been set at 80% of a California Superior Court Judge since 1998. Today, that equates to a salary of \$190,783. (Individual Board members have accepted or rejected pay increases as the salary of judges has increased over the years.) An external market survey reveals that Orange County and San Bernardino County supervisors are paid the same, but there is disparity in our other neighboring counties: Los Angeles County supervisors are paid \$238,479 and San Diego County supervisors are paid \$214,631.

Internally, the maximum salary of a Board of Supervisors Chief of Staff is \$198,561, 4% higher than a Board member's salary.

It is recommended to grant the members of the Board of Supervisors an adjustment from \$190,783.22 to \$226,359.49, to establish an ongoing internal parity relationship of 14% between the Board Chief of Staff and the Board member.

Assessor / County Clerk / Recorder

The Assessor / County Clerk / Recorder (ACR) oversees an operation of approximately 400 employees with a budget of nearly \$76 million. The ACR's office consists of four major divisions required to perform a wide variety of duties. The Assessors' Division's primary responsibility is to value taxable property. This year, the division valued more than one million assessments, with a total assessed value of \$429 billion. The County Clerks' Division's services range from issuing marriage licenses to filing Fictitious Business Names and performing marriage ceremonies. The Recorders' Division 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 provides County departments with specialized records management services designed to maintain the integrity of their records and control costs.

The ACR's salary has been set at \$195,192 for almost ten years. An external market survey of Los Angeles, Orange, San Diego, and San Bernardino counties reveals that the county mean salary is \$252,329 and the median salary is \$255,242. (As an aside, in Los Angeles and Orange counties, the Assessor does not have the responsibilities of the Clerk, Recorder, Records Management, or Archives duties.)

Internally, the Assistant ACR's salary is \$217,420, more than 10% higher than the ACR.

It is recommended to grant the ACR an adjustment from \$195,191.98 to \$247,859.40, to establish an ongoing internal parity relationship of 14% between the Assistant ACR and the ACR job classifications.

County Auditor-Controller

The County Auditor-Controller (ACO) leads the County's central fiscal office and is charged with the oversight of the County's \$9 billion operational budget and \$6 billion more in assets, which have increased 91% and 36% since 2014. The office is responsible for many complex

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

processes, including the apportionment of more than \$5.6 billion in property taxes to schools, cities and special districts; administers an annual payroll of more than \$3.3 billion, including payroll taxes, benefits and pension obligations for approximately 22,800 full-time County employees and 3,000 per diem, seasonal and temporary employees; and provides internal audits of the County's departments. In addition, the ACO produces numerous regulatory financial reports to government agencies and to the public, including the Annual Comprehensive Financial Report (ACFR), and audits and pays more than 500,000 transactions exceeding \$1 billion in purchase order and contract payments. The ACO also provides fiscal risk assessments and operational strategy in protecting the taxpayer's \$15 billion combined budgetary and physical assets. The ACO is a credentialed professional and leads a staff of approximately 100 professional and para-professional employees.

The County Auditor-Controller's salary has been set at \$195,192 for almost ten years. An external market survey of Los Angeles, Orange, San Diego, and San Bernardino counties reveals that the county mean salary is \$296,997 and the median salary is \$305,941.

Internally, the Assistant County Auditor-Controller's salary is \$217,420, more than 10% higher than the ACO.

It is recommended to grant the County Auditor-Controller an adjustment from \$195,191.98 to \$247,859.40, to establish an ongoing internal parity relationship of 14% between the Assistant County Auditor-Controller and the County Auditor-Controller job classifications.

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 almost \$200 million and approximately 750 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 tenth largest in the nation. The District Attorney directs the efforts of 230 lawyers in prosecuting approximately 50,000 cases each year. 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 one of the largest in the County of Riverside with more than 125 sworn law enforcement professionals. The District Attorney's Division of Victim Services has been designated by the Board of Supervisors as the organization that that will provide comprehensive services to victims and witnesses of crime.

The District Attorney's salary has been set at \$273,463 since 2018. An external market survey of Los Angeles, Orange, San Diego, and San Bernardino counties reveals that the county mean salary is \$351,678 and the median salary is \$365,514.

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

Internally, the Assistant District Attorney's salary is \$308,317, more than 11% higher than the District Attorney.

It is recommended to grant the District Attorney an adjustment from \$273,463.01 to \$351,481.31, to establish an ongoing internal parity relationship of 14% between the Assistant District Attorney and the District Attorney job classifications.

Sheriff / Coroner / Public Administrator

The Sheriff / Coroner / Public Administrator, 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 2.4 million residents covering over 7,300 square miles. By law, the Sheriff is responsible for countywide patrol, jail operations, court security and civil process, and serves as the Coroner / Public Administrator. Fifteen of the twenty-eight cities in Riverside County contract with the Riverside Sheriff's Department to provide law enforcement services. The Sheriff also oversees fifteen contracts for police service for various school districts throughout the County, three Community Service Districts, and three Tribal reservations. The County hospital and one tribal community also contract with the department for proactive policing. Additionally, the Sheriff 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 by law also oversees mutual aid coordination of law enforcement resources countywide, enforcement of criminal law on tribal lands, and participation in federal, state and local task forces. Other areas of responsibilities include: receiving and booking more than 50,000 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 is directly responsible for an operating budget in excess of \$1 billion and a staffing level of approximately 4,100, who are members of four different unions. Due to its unique responsibilities in California, the Sheriff's Department 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.

The Sheriff / Coroner / Public Administrator's salary has been set at \$273,463 for almost ten years. An external market survey of Los Angeles, Orange, San Diego, and San Bernardino counties reveals that the county mean salary is \$327,093 and the median salary is \$314,362.

Internally, the Undersheriff's salary is \$305,062, more than 10% higher than the Sheriff.

It is recommended to grant the Sheriff / Coroner / Public Administrator an adjustment from \$273,463.01 to \$347,771.57, to establish an ongoing internal parity relationship of 14% between the Undersheriff and the Sheriff / Coroner / Public Administrator job classifications.

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

Treasurer and Tax Collector

The Treasurer and Tax Collector (TTC) oversees an operation of approximately 100 employees and a budget of almost \$20 million. Pursuant to the laws of the State of California, the TTC oversees the billing and collection of property taxes, as well as the processing, investment and safeguarding of public funds. With over \$50 billion in annual receipts and disbursements each year, the TTC serves as the Chief Investment Officer of the County with fiduciary responsibility of all funds in the treasury as well as the \$17 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. Through the Treasurer's active portfolio management, the TPIF produced in excess of \$500 million in interest earnings for its depositors. The TTC is further responsible for funding, through investment operations, the annual payroll needs of over \$3.5 billion for Riverside County's approximate 23,000 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.

The TTC's salary has been set at \$195,192 for almost ten years. An external market survey of Los Angeles, Orange, San Diego, and San Bernardino counties reveals that the county mean salary is \$274,748 and the median salary is \$268,657.

Internally, the Assistant TTC's salary is \$217,420, more than 10% higher than the TTC.

It is recommended to grant the TTC an adjustment from \$195,191.98 to \$247,859.40, to establish an ongoing internal parity relationship of 14% between the Assistant Treasurer-Tax Collector and the Treasurer and Tax Collector job classifications.

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.

ATTACHMENTS:

- A. Ordinance No. 780.4
- B. Ordinance No. 781.16
- C. External Market Survey Data for Elected Officials

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



Jeff Van Wagenen, County Executive Officer

5/17/2024

1 **ORDINANCE NO. 780.4**

2 **AN ORDINANCE OF THE COUNTY OF RIVERSIDE**

3 **ESTABLISHING COMPENSATION AND BENEFITS FOR THE BOARD OF SUPERVISORS**

4
5 The Board of Supervisors of the County of Riverside, State of California, ordains as follows:

6 Section 1. Ordinance No. 780 is amended in its entirety to read as follows:

7 **“ORDINANCE NO. 780**

8 **AN ORDINANCE OF THE COUNTY OF RIVERSIDE**

9 **ESTABLISHING COMPENSATION AND BENEFITS FOR**

10 **THE BOARD OF SUPERVISORS**

11 Section 1. INTENT. The Riverside County Board of Supervisors is required by state
12 law to establish its own compensation and to do so by ordinance. In providing the salary and benefits
13 herein, it is not the intent of the Board to preclude reimbursement for reasonable and necessary expenses
14 incurred for the benefit of the County pursuant to County policies and procedures.

15 Section 2. BASE SALARY ALIGNMENT.

- 16 A. The Board of Supervisors Member classification (Class Code 74516) shall be
17 entitled to an annual base salary equal to fourteen percent (14%) above the
18 maximum annual base salary available to the Board of Supervisors Chief of Staff
19 classification (Class Code 74514).
- 20 B. The annual base salary of the Board of Supervisors Member shall be increased by
21 the Director of Human Resources at such times and in such percentages as
22 increases are granted to the Board of Supervisors Chief of Staff to maintain base
23 compensation of fourteen percent (14%) higher than the identified subordinate
24 annual maximum base salary, with the Board of Supervisors' salary increases to go
25 into effect the first pay period beginning sixty (60) days after the Chief of Staff
26 base compensation increase goes into effect.

27 Section 3. BENEFITS. In addition to the base salary established in Section 2 above,
28 each member of the Board of Supervisors shall receive the following benefits:

- A. Flexible Benefits. The monthly flexible benefit contribution applicable to Group 1 employees as defined and outlined in the most recent version of the *Resolution of the County of Riverside and Other Agencies Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented Employees*.
- B. Life and Disability Insurance. A fully paid life insurance policy in the amount of fifty thousand dollars (\$50,000). Additional group term life insurance may be purchased by members of the Board of Supervisors. The above life insurance is only in effect as long as the individual serves as a Supervisor.
- C. Paid Annual Leave. An equivalent payment in lieu of leave redemption equal to 7.7% of base salary.
- D. Automobile Allowance. Allowance of \$550 per month plus the IRS standard mileage rate for business miles as amended from time to time or, at the Supervisor's option, an automobile provided by the County.
- E. Retirement. As provided by the Public Employees Retirement System and the *Resolution of the County of Riverside and Other Agencies Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented Employees*, including alternative equivalent payments to the County of Riverside Deferred Compensation Program.
- F. Deferred Compensation. Participation in the County's 401(a) and 457 Plan, with County contributions equivalent to County Department Heads, as provided in the *Resolution of the County of Riverside and Other Agencies Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented Employees*.

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1 G. Holidays. Holidays and their application shall be provided in an equivalent manner
2 to those outlined in the most recent version of the *Resolution of the County of*
3 *Riverside and Other Agencies Providing Salaries and Related Matters for Exempt*
4 *Management, Management, Confidential, and Other Unrepresented Employees.*”

5 Section 2. EFFECTIVE DATE. This ordinance shall take effect the beginning of the pay
6 period sixty (60) days after the date of adoption.


7 BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE
8 STATE OF CALIFORNIA

9
10 By: _____
Chuck Washington, Chair

11 *ATTEST:*
12 KIMBERLY RECTOR
13 Clerk of the Board

14
15
16 By: _____
Deputy Clerk of the Board

17
18 *APPROVED AS TO FORM:*
19 MINH TRAN
20 County Counsel

21
22 By:  _____
23 Melissa R. Cushman
24 Deputy County Counsel

25 Adopted: 780 Item 3.02 of 09/05/1998 (Eff: 11/04/1998)
26 Amended: 780.1 Item 3.16 of 12/17/2002 (Eff: 02/15/2003)
27 780.2 Item 3.36 of 09/12/2006 (Eff: 11/11/2006)
28 780.3 Item 3.64 of 09/09/2014 (Eff: 11/08/2014)

Attachment C

External Market Survey Data

Classification Name: Board of Supervisors

Riv Co Class Code: 74516

Market Research										Survey Data		
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	PayScale				
Los Angeles County	Board of Supervisors			\$238,479		\$119,239.50						
Orange County	Member, Board of Supervisors	55EA		\$190,783		\$95,391.50						
San Bernardino County	Board of Supervisors (Elected)	5025		\$190,783		\$95,391.50						
San Diego County	County Supervisor	100		\$214,631		\$107,315.50						
County Mean: \$208,669 County Median: \$202,707												
Riverside County	Board of Supervisors Member	74516		\$190,783		\$95,391.50						
				-\$17,886								
				-8.57%								
				-\$11,924								
				-5.88%								
				Dollar difference from Mean:								
				Percentage difference from mean:								
				Dollar difference from median:								
				Percentage difference from median:								

Notes:

Run Date: 6/1/2023

Date Revised: 5/16/2024

By: HR

External Market Survey Data

Classification Name: Assessor/County Clerk/Recorder

Riv Co Class Code: 74520

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	PayScale
Los Angeles County	Assessor			\$257,889		\$128,944.50		
Orange County	Assessor	0005Eq		\$230,911		\$115,455.50		
San Bernardino County	Assessor/Recorder	5015		\$267,922		\$133,961.00		
San Diego County	Assessor/Recorder/County Clerk	110		\$252,595		\$126,297.50		
County Mean:			\$252,329					
County Median:			\$255,242					
Riverside County		74520		\$195,192		\$97,595.99		
				-\$57,137				
				-22.64%				
				-\$60,050				
				-23.53%				

Dollar difference from Mean:
 Percentage difference from mean:
 Dollar difference from median:
 Percentage difference from median:

Notes: LA County: Outlier - Partial Scope: Registrar-Recorder/County Clerk - (non-elected) \$422,454
 Orange County: Outlier - Partial Scope: CountyClerk/Recorder - \$230,911

Run Date: 11/18/2022

Date Revised: 5/16/2024

By: HR

External Market Survey Data

Classification Name: District Attorney

Riv Co Class Code: 74542

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	PayScale
Los Angeles County	District Attorney			\$402,379		\$201,189.50		
Orange County	District Attorney	30EA		\$364,398		\$182,199.00		
San Bernardino County	District Attorney (Elected)	5035		\$273,304		\$136,652.00		
San Diego County	District Attorney	140		\$366,629		\$183,314.50		
County Mean:				\$351,678				
County Median:				\$365,514				
Riverside County	District Attorney	74542		\$273,463		\$136,731.51		
				-\$78,214				
				-22.24%				
				-\$92,050				
				-25.18%				

Dollar difference from Mean:

Percentage difference from mean:

Dollar difference from median:

Percentage difference from median:

Notes:

Run Date: 11/18/2022

Date Revised: 5/16/2024

By: HR

External Market Survey Data

Classification Name: Sheriff/Coroner/Public Administrator

Riv Co Class Code: 74544

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	PayScale
Los Angeles County	Sheriff			\$383,903		\$191,951.50		
Orange County	Sheriff-Coroner	70EA		\$298,388		\$149,194.00		
San Bernardino County	Sheriff/Coroner/Public Administrator (Elected)	5055		\$295,745		\$147,872.50		
San Diego County	Sheriff	160		\$330,335		\$165,167.50		
County Mean:				\$327,093				
County Median:				\$314,362				
Riverside County	Sheriff/Coroner/Public Administrator	74544		\$273,463		\$136,731.51		
	Dollar difference from Mean:			-\$53,630				
	Percentage difference from mean:			-16.40%				
	Dollar difference from median:			-\$40,898				
	Percentage difference from median:			-13.01%				

Notes:

Run Date: 11/18/2022

Date Revised: 5/16/2024

By: HR

External Market Survey Data

Classification Name: **Treasurer and Tax Collector**

Riv Co Class Code: 74532

Market Research										Survey Data		
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	PayScale				
Los Angeles County	Treasurer and Tax Collector	5458		\$300,000		\$150,000.00						
Orange County	Treasurer-Tax Collector	0087EA		\$230,911		\$115,455.50						
San Bernardino County	Auditor-Controller/Treasurer/Tax Collector (Elected)	5020		\$330,769		\$165,384.50						
San Diego County	Treasurer-Tax Collector	185		\$237,313		\$118,656.50						
County Mean:										\$274,748		
County Median:										\$268,657		
Riverside County	Treasurer and Tax Collector	74532		\$195,192		\$97,595.99						
				-\$79,556								
				-28.96%								
				-\$73,465								
				-27.35%								

Dollar difference from Mean:
 Percentage difference from mean:
 Dollar difference from median:
 Percentage difference from median:

Notes:

Run Date: 11/18/2022

Date Revised: 5/16/2024

By: HR

1 **ORDINANCE NO. 781.16**

2 **AN ORDINANCE OF THE COUNTY OF RIVERSIDE**

3 **ESTABLISHING COMPENSATION AND BENEFITS FOR ELECTED OFFICIALS**

4 **OTHER THAN MEMBERS OF THE BOARD OF SUPERVISORS**

5
6 The Board of Supervisors of the County of Riverside, State of California, ordains as follows:

7 Section 1. Ordinance No. 781 is amended in its entirety to read as follows:

8 **“ORDINANCE NO. 781**

9 **AN ORDINANCE OF THE COUNTY OF RIVERSIDE**

10 **ESTABLISHING COMPENSATION AND BENEFITS FOR ELECTED OFFICIALS OTHER**

11 **THAN MEMBERS OF THE BOARD OF SUPERVISORS**

12 Section 1. INTENT. It is the intent of the Riverside County Board of Supervisors to
13 compensate elected department heads an equitable salary while recognizing their command of an entire
14 department for which they serve. In providing the salary and benefits herein, it is not the intent of the
15 Board to preclude reimbursement for reasonable and necessary expenses incurred for the benefit of the
16 County pursuant to County policies and procedures.

17 Section 2. BASE SALARY ALIGNMENT.

18 A. The District Attorney, Sheriff/Coroner/Public Administrator, Assessor/County
19 Clerk/Recorder, County Auditor-Controller, and Treasurer and Tax Collector shall
20 be paid an annual base salary equal to fourteen percent (14%) above the maximum
21 annual base salary available to the subordinate classifications identified below:

CODE	CLASSIFICATION TITLE	CODE	CLASSIFICATION TITLE
74520	Assessor / County Clerk / Recorder	74376	Assistant Assessor-Clerk-Recorder
75212	County Auditor-Controller	77425	Assistant County Auditor-Controller
74542	District Attorney	78539	Assistant District Attorney
74544	Sheriff / Coroner / Public Administrator	74541	Undersheriff
74532	Treasurer and Tax Collector	77435	Assistant Treasurer-Tax Collector

1 B. The annual base salary of each elected official shall be increased by the Director of
2 Human Resources at such times and in such percentages as increases are granted to
3 the identified subordinate staff to maintain base compensation of fourteen percent
4 (14%) higher than the identified subordinate annual maximum base salary, with the
5 elected officials' salary increases to go into effect the first pay period thirty (30)
6 days after the relevant subordinate staff base salary increase goes into effect.

7 Section 3. BENEFITS. In addition to the base salary established in Section 2 above,
8 each elected official shall receive the following benefits:

9 A. Flexible Benefits. The monthly flexible benefit contribution applicable to Group 1
10 employees as defined and outlined in the most recent version of the *Resolution of*
11 *the County of Riverside and Other Agencies Providing Salaries and Related*
12 *Matters for Exempt Management, Management, Confidential, and Other*
13 *Unrepresented Employees.*

14 B. Life and Disability Insurance. A fully paid life insurance policy in the amount of
15 fifty thousand dollars (\$50,000). Additional group term life insurance may be
16 purchased.

17 C. Paid Annual Leave. An equivalent payment in lieu of leave redemption equal to
18 7.7% of base salary.

19 D. Automobile Allowance. Allowance of \$550 per month plus the IRS standard
20 mileage rate for business miles as amended from time to time or, at the Supervisors
21 option, an automobile provided by the County.

22 E. Retirement. As provided by the Public Employees Retirement System and the
23 *Resolution of the County of Riverside and Other Agencies Providing Salaries and*
24 *Related Matters for Exempt Management, Management, Confidential, and Other*
25 *Unrepresented Employees*, including alternative equivalent payments to the County
26 of Riverside Deferred Compensation Program.

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1 F. Deferred Compensation. Participation in the County’s 401(a) and 457 Plan, with
2 County contributions equivalent to County Department Heads, as provided in the
3 *Resolution of the County of Riverside and Other Agencies Providing Salaries and*
4 *Related Matters for Exempt Management, Management, Confidential, and Other*
5 *Unrepresented Employees.*

6 G. Holidays. Holidays and their application shall be provided in an equivalent manner
7 to those outlined in the most recent version of *Resolution of the County of Riverside*
8 *and Other Agencies Providing Salaries and Related Matters for Exempt*
9 *Management, Management, Confidential, and Other Unrepresented Employees.”*

10 Section 2. EFFECTIVE DATE. This ordinance shall take effect the beginning of the pay
11 period thirty (30) days after the date of adoption.


13 BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE
14 STATE OF CALIFORNIA

16 By: _____
17 Chuck Washington, Chair

17 *ATTEST:*
18 KIMBERLY RECTOR
19 Clerk of the Board

20 By: _____
21 Deputy Clerk of the Board

22
23 *APPROVED AS TO FORM:*
24 MINH TRAN
25 County Counsel

26 By:  _____
27 Melissa R. Cushman
28 Deputy County Counsel

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Adopted: 781 Item 3.02 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 3.09 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 3.65 of 09/09/2014 (Eff. 10/16/2014)
781.15 Item 3.15 of 10/16/2018 (Eff. 11/22/2018)

✓

**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: ROY BUCKNER

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

City: _____ **Zip:** _____

Phone #: _____

Date: 5-21 **Agenda #** 3.59

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: _____

Riverside County Board of Supervisors
Request to Speak



Online

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: Brad Anderson

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

City: _____ **Zip:** _____

Phone #: _____

Date: _____ **Agenda #** 3.59

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: _____

Lopez, Daniel

From: Aquia Mail
Sent: Tuesday, May 21, 2024 7:29 AM
To: ba4612442@gmail.com
Cc: Clerk of the Board
Subject: Request to Speak Web Submission



Thank you for submitting your request to speak. The Clerk of the Board office has received your request and will be prepared to allow you to speak when your item is called. To attend the meeting, please call (669) 900-6833 and use **Meeting ID # 864 4411 6015 . Password is 20240521**. You will be muted until your item is pulled and your name is called. Please dial in at 9:00 am with the phone number you provided in the form so you can be identified during the meeting.

Submitted on May 21, 2024

Submitted values are:

First Name

B

Last Name

Anderson

Phone

760-324-9637

Email

ba4612442@gmail.com

Agenda Date

05/22/2024

Agenda Item # or Public Comment

3.59

State your position below

Oppose

Comments

Opposed to the Current selection of Riverside County Board of Supervisors receiving increased revenue and benefits for services that haven't been witnessed.

The noticeable work performance of "ALL" district Supervisors have been extremely poor and deserves No rewards