

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



ITEM: 3.9
(ID # 25126)

MEETING DATE:
Tuesday, June 04, 2024

FROM : HUMAN RESOURCES AND EXECUTIVE OFFICE

SUBJECT: EXECUTIVE OFFICE AND HUMAN RESOURCES: Adoption 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. Adopt 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. Adopt 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.

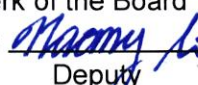
ACTION:Policy


Tami Douglas-Schatz, Director of Human Resources 5/22/2024

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, seconded by Supervisor Perez and duly carried, IT WAS ORDERED that the above matter is approved as recommended and Ordinance No. 780.4 and Ordinance No. 781.16 are adopted with waiver of reading.

Ayes: Washington, Perez and Gutierrez
Nays: Jeffries
Abstained: Spiegel
Absent: None
Date: June 4, 2024
xc: H.R., E.O., COBCF/AB/DL

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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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	\$0
SOURCE OF FUNDS: 100% Departmental Budgets			Budget Adjustment: No	
			For Fiscal Year: 23/24	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

On May 21, 2024, the Board of Supervisors approved Agenda Item 3.59, which introduced 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, as well as 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.

It is recommended to adopt Ordinance No. 780.4 and 781.16. Upon approval, Ordinance No. 780.4 will become effective sixty (60) days after adoption, pursuant to Government Code section 25123.5. Pursuant to Government Code section 25123, Ordinance No. 781.16 will become effective thirty (30) days after its adoption. Any resulting adjustments to compensation and benefits will occur in the first pay period after the ordinances take effect, which is August 8, 2024, for the Board of Supervisors, and July 11, 2024, for the other elected officials.

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.

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

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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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.

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

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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 ACO'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 ACO 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.

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.

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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.

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

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STATE OF CALIFORNIA**

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 TTC 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



Jeff Van Wagenen, County Executive Officer 5/28/2024

- 1 A. Flexible Benefits. The monthly flexible benefit contribution applicable to Group 1
2 employees as defined and outlined in the most recent version of the *Resolution of*
3 *the County of Riverside and Other Agencies Providing Salaries and Related*
4 *Matters for Exempt Management, Management, Confidential, and Other*
5 *Unrepresented Employees.*
- 6 B. Life and Disability Insurance. A fully paid life insurance policy in the amount of
7 fifty thousand dollars (\$50,000). Additional group term life insurance may be
8 purchased by members of the Board of Supervisors. The above life insurance is
9 only in effect as long as the individual serves as a Supervisor.
- 10 C. Paid Annual Leave. An equivalent payment in lieu of leave redemption equal to
11 7.7% of base salary.
- 12 D. Automobile Allowance. Allowance of \$550 per month plus the IRS standard
13 mileage rate for business miles as amended from time to time or, at the
14 Supervisor's option, an automobile provided by the County.
- 15 E. Retirement. As provided by the Public Employees Retirement System and
16 the *Resolution of the County of Riverside and Other Agencies Providing Salaries*
17 *and Related Matters for Exempt Management, Management, Confidential, and*
18 *Other Unrepresented Employees*, including alternative equivalent payments to the
19 County of Riverside Deferred Compensation Program.
- 20 F. Deferred Compensation. Participation in the County's 401(a) and 457 Plan, with
21 County contributions equivalent to County Department Heads, as provided in the
22 *Resolution of the County of Riverside and Other Agencies Providing Salaries and*
23 *Related Matters for Exempt Management, Management, Confidential, and Other*
24 *Unrepresented Employees.*

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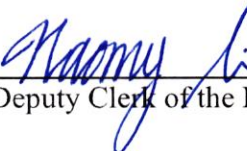
G. Holidays. Holidays and their application shall be provided in an equivalent manner to those outlined in the most recent version of the *Resolution of the County of Riverside and Other Agencies Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented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

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


BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE
STATE OF CALIFORNIA

By: 
Chuck Washington, Chair

ATTEST:
KIMBERLY RECTOR
Clerk of the Board

By: 
Deputy Clerk of the Board

APPROVED AS TO FORM:
MINH TRAN
County Counsel

By: 
Melissa R. Cushman
Deputy County Counsel

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

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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 June 04, 2024, the foregoing ordinance consisting of 2 Sections was adopted by the following vote:

AYES: Washington, Perez, and Gutierrez
NAYS: Jeffries
ABSENT: None
ABSTAINED: Spiegel

DATE: June 04, 2024

KIMBERLY A. RECTOR
Clerk of the Board

BY: *Naomy Li*
Deputy

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ORDINANCE NO. 781.16

**AN ORDINANCE OF THE COUNTY OF RIVERSIDE
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. Ordinance No. 781 is amended in its entirety to read as follows:

“ORDINANCE NO. 781

**AN ORDINANCE OF THE COUNTY OF RIVERSIDE
ESTABLISHING COMPENSATION AND BENEFITS FOR ELECTED OFFICIALS OTHER
THAN MEMBERS OF THE BOARD OF SUPERVISORS**

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

Section 2. BASE SALARY ALIGNMENT.

A. The District Attorney, Sheriff/Coroner/Public Administrator, Assessor/County Clerk/Recorder, County Auditor-Controller, and Treasurer and Tax Collector shall be paid an annual base salary equal to fourteen percent (14%) above the maximum 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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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.*


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

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

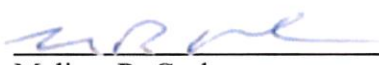
BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE
STATE OF CALIFORNIA

By: 
Chuck Washington, Chair

ATTEST:
KIMBERLY RECTOR
Clerk of the Board

By: 
Deputy Clerk of the Board

APPROVED AS TO FORM:
MINH TRAN
County Counsel

By: 
Melissa R. Cushman
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)

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County of Riverside - Clerk of the Board
PO Box 1147
Riverside, California 92502

Account Number: 5209148
Ad Order Number: 0011673786
Customer's Reference/PO Number:
Publication: The Press-Enterprise
Publication Dates: 06/09/2024
Total Amount: \$687.96
Payment Amount: \$0.00
Amount Due: \$687.96
Notice ID: H8B1qWSIOgE6QksXfrk7
Invoice Text:

BOARD OF SUPERVISORS OF THE COUNTY OF RIVERSIDE, STATE OF CALIFORNIA ORDINANCE NO. 780.4 AN ORDINANCE OF THE COUNTY OF RIVERSIDE ESTABLISHING COMPENSATION AND BENEFITS FOR THE BOARD OF SUPERVISORS The Board of Supervisors of the County of Riverside, State of California, ordains as follows: Section 1. Ordinance No. 780 is amended in its entirety to read as follows: "ORDINANCE NO. 780 AN ORDINANCE OF THE COUNTY OF RIVERSIDE ESTABLISHING COMPENSATION AND BENEFITS FOR THE BOARD OF SUPERVISORS Section 1. INTENT. The Riverside County Board of Supervisors is required by state law to establish its own compensation and to do so by ordinance. In providing the salary and benefits herein, it is not the intent of the Board to preclude reimbursement for reasonable and necessary expenses incurred for the benefit of the County pursuant to County policies and procedures. Section 2. BASE SALARY ALIGNMENT. A. The Board of Supervisors Member classification (Class Code 74516) shall be entitled to an annual base salary equal to fourteen percent (14%) above the maximum annual base salary available to the Board of Supervisors Chief of Staff classification (Class Code 74514). B. The annual base salary of the Board of Supervisors Member shall be increased by the Director of Human Resources at such times and in such percentages as increases are granted to the Board of Supervisors Chief of Staff to maintain base compensation of fourteen percent (14%) higher than the identified subordinate annual maximum base salary, with the Board of Supervisors' salary increases to go into effect the first pay period beginning sixty (60) days after the Chief of Staff base compensation increase goes into effect. Section 3.

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3512 14 Street
Riverside, California 92501
(951) 368-9229

County of Riverside - Clerk of the Board
PO Box 1147
Riverside, California 92502

Publication: The Press-Enterprise

PROOF OF PUBLICATION OF

Ad Desc: 0011673786

FILE NO. 0011673786

PROOF OF PUBLICATION

I am a citizen of the United States. I am over the age of eighteen years and not party to or interested in the above-entitled matter. I am an authorized representative of THE PRESS-ENTERPRISE, a newspaper of 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:

06/09/2024

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

Date: June 9, 2024.

At: Riverside, California

Signature

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

**ORDINANCE NO. 780.4
AN ORDINANCE OF THE COUNTY OF RIVERSIDE
ESTABLISHING COMPENSATION AND BENEFITS
FOR THE BOARD OF SUPERVISORS**

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

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

**"ORDINANCE NO. 780
AN ORDINANCE OF THE COUNTY OF RIVERSIDE
ESTABLISHING COMPENSATION AND BENEFITS
FOR
THE BOARD OF SUPERVISORS**

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

Section 2. BASE SALARY ALIGNMENT.

A. The Board of Supervisors Member classification (Class Code 74516) shall be entitled to an annual base salary equal to fourteen percent (14%) above the maximum annual base salary available to the Board of Supervisors Chief of Staff classification (Class Code 74514).

B. The annual base salary of the Board of Supervisors Member shall be increased by the Director of Human Resources at such times and in such percentages as increases are granted to the Board of Supervisors Chief of Staff to maintain base compensation of fourteen percent (14%) higher than the identified subordinate annual maximum base salary, with the Board of Supervisors' salary increases to go into effect the first pay period beginning sixty (60) days after the Chief of Staff base compensation increase goes into effect.

Section 3. BENEFITS. In addition to the base salary established in Section 2 above, 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. 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.
G. Holidays and their application shall be provided in an equivalent manner to those 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.”

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

Chuck Washington, Chair of the Board

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on **June 4, 2024**, the foregoing Ordinance was adopted by said Board by the following vote:

AYES: Washington, Perez and Gutierrez
NAYS: Jeffries
ABSENT: None
ABSTAINED: Spiegel

Kimberly A. Rector, Clerk of the Board
By: Cindy Fernandez, Clerk of the Board Assistant
The Press-Enterprise
Published: 6/9/24

THE PRESS-ENTERPRISE

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County of Riverside - Clerk of the Board
PO Box 1147
Riverside, California 92502

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Ad Order Number: 0011673751

Customer's Reference/PO Number:

Publication: The Press-Enterprise

Publication Dates: 06/09/2024

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Amount Due: \$1001.29

Notice ID: 7Fo59rbzSRfK1yVjLf2n

Invoice Text:

BOARD OF SUPERVISORS OF THE COUNTY OF RIVERSIDE, STATE OF CALIFORNIA ORDINANCE NO. 781.16 AN ORDINANCE OF THE COUNTY OF RIVERSIDE 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. Ordinance No. 781 is amended in its entirety to read as follows: "ORDINANCE NO. 781 AN ORDINANCE OF THE COUNTY OF RIVERSIDE ESTABLISHING COMPENSATION AND BENEFITS FOR ELECTED OFFICIALS OTHER THAN MEMBERS OF THE BOARD OF SUPERVISORS Section 1. INTENT. It is the intent of the Riverside County Board of Supervisors to compensate elected department heads an equitable salary while recognizing their command of an entire department for which they serve. In providing the salary and benefits herein, it is not the intent of the Board to preclude reimbursement for reasonable and necessary expenses incurred for the benefit of the County pursuant to County policies and procedures. Section 2. BASE SALARY ALIGNMENT. A. The District Attorney, Sheriff/Coroner/Public Administrator, Assessor/County Clerk/Recorder, County Auditor-Controller, and Treasurer and Tax Collector shall be paid an annual base salary equal to fourteen percent (14%) above the maximum 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

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County of Riverside - Clerk of the Board
PO Box 1147
Riverside, California 92502

Publication: The Press-Enterprise

PROOF OF PUBLICATION OF

Ad Desc: 0011673751

FILE NO. 0011673751

PROOF OF PUBLICATION

I am a citizen of the United States. I am over the age of eighteen years and not party to or interested in the above-entitled matter. I am an authorized representative of THE PRESS-ENTERPRISE, a newspaper of 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:

06/09/2024

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

Date: June 9, 2024.

At: Riverside, California



Signature

**ORDINANCE NO. 781.16
AN ORDINANCE OF THE COUNTY OF RIVERSIDE
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. Ordinance No. 781 is amended in its entirety to read as follows:

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

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

Section 2. BASE SALARY ALIGNMENT.

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

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

Section 3. BENEFITS. In addition to the base salary established in Section 2 above, each elected official 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.

C. Paid Annual Leave. An equivalent payment in lieu of leave redemption equal to 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 Supervisors option, an automobile provided by the County.

E. 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.

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

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

Chuck Washington, Chair of the Board

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on **June 4, 2024**, the foregoing Ordinance was adopted by said Board by the following vote:

AYES: Washington, Perez and Gutierrez
NAYS: Jeffries
ABSENT: None
ABSTAINED: Splegel

Kimberly A. Rector, Clerk of the Board
By: Cindy Fernandez, Clerk of the Board Assistant

The Press-Enterprise
Published: 6/9/24

**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: Jose Medina

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

City: Riverside **Zip:** 92506

Phone #: 909 645-3567

Date: 6/4/20 **Agenda #** 3.9 Ex. Office

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**

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: Pawnee **Zip:** _____

Phone #: _____

Date: 6/4/24 **Agenda #** 3.9

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: _____

AFFIDAVIT OF PUBLICATION

RD OF SUP. RIVERSIDE COUNTY-BOA
Riverside County-Board Of Sup.
Po Box 1147
Riverside CA 92502-1147

RECEIVED RIVERSIDE COUNTY CLERK/BOARD OF SUPERVISORS
2024 JUN 18 AM 10:31

STATE OF WISCONSIN, COUNTY OF BROWN

The Desert Sun, a newspaper published in the city of Palm Springs, Riverside County, State of California, and personal knowledge of the facts herein state and that the notice hereto annexed was Published in said newspapers in the issue:

06/09/2024

and that the fees charged are legal.
Sworn to and subscribed before on 06/09/2024

Jelly Hor
Legal Clerk

[Signature]
Notary, State of WI, County of Brown

10-25-26

My commission expires

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RYAN SPELLER
Notary Public
State of Wisconsin

BOARD OF SUPERVISORS OF THE COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
ORDINANCE NO. 780.4
AN ORDINANCE OF THE COUNTY OF RIVERSIDE ESTABLISHING COMPENSATION AND BENEFITS FOR THE BOARD OF SUPERVISORS
The Board of Supervisors of the County of Riverside, State of California, ordains as follows:
Section 1. Ordinance No. 780 is amended in its entirety to read as follows:
"ORDINANCE NO. 780
AN ORDINANCE OF THE COUNTY OF RIVERSIDE ESTABLISHING COMPENSATION AND BENEFITS FOR THE BOARD OF SUPERVISORS
Section 1. INTENT. The Riverside County Board of Supervisors is required by state law to establish its own compensation and to do so by ordinance. In providing the salary and benefits herein, it is not the intent of the Board to preclude reimbursement for reasonable and necessary expenses incurred for the benefit of the County pursuant to County policies and procedures.
Section 2. BASE SALARY ALIGNMENT.
A. The Board of Supervisors Member classification (Class Code 74516) shall be entitled to an annual base salary equal to fourteen percent (14%) above the maximum annual base salary available to the Board of Supervisors Chief of Staff classification (Class Code 74514).
B. The annual base salary of the Board of Supervisors Member shall be increased by the Director of Human Resources at such times and in such percentages as increases are granted to the Board of Supervisors Chief of Staff to maintain base compensation of fourteen percent (14%) higher than the identified subordinate annual maximum base salary, with the Board of Supervisors' salary increases to go into effect the first pay period beginning sixty (60) days after the Chief of Staff base compensation increase goes into effect.
Section 3. BENEFITS. In addition to the base salary established in Section 2 above, 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.

AN ORDINANCE OF THE COUNTY OF RIVERSIDE ESTABLISHING COMPENSATION AND BENEFITS FOR THE BOARD OF SUPERVISORS

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

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

"ORDINANCE NO. 780

AN ORDINANCE OF THE COUNTY OF RIVERSIDE ESTABLISHING COMPENSATION AND BENEFITS FOR THE BOARD OF SUPERVISORS

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

Section 2. BASE SALARY ALIGNMENT.

A. The Board of Supervisors Member classification (Class Code 74516) shall

be entitled to an annual base salary equal to fourteen percent (14%) above the maximum annual base salary available to the Board of Supervisors Chief of Staff classification (Class Code 74514).

B. The annual base salary of the Board of Supervisors Member shall be increased by the Director of Human Resources at such times and in such percentages as increases are granted to the Board of Supervisors Chief of Staff to maintain base compensation of fourteen percent (14%) higher than the identified subordinate annual maximum base salary, with the Board of Supervisors' salary increases to go into effect the first pay period beginning sixty (60) days after the Chief of Staff base compensation increase goes into effect.

Section 3. BENEFITS. In addition to the benefits established in Section 2 above, each Supervisor shall receive the following:

A. Flexible Benefits. The monthly amount shall be the amount applicable to

Group 1 employees as defined in the Resolution of the Board of Supervisors and Other Agencies Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented Employees.

B. Life and Disability Insurance. A group term life insurance policy in the amount of fifty thousand dollars shall be provided for members of the Board of Supervisors. This insurance is only in effect as long as the member is 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.

G. Holidays. Holidays and their application shall be provided in an equivalent manner to those 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."

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

Chuck Washington, Chair of the Board

I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on June 4, 2024, the foregoing Ordinance was adopted by said Board by the following vote:

AYES: Washington, Perez and Gutierrez

NAYS: Jeffries

ABSENT: None

ABSTAINED: Spiegel

Kimberly A. Rector, Clerk of the Board

By: Cindy Fernandez, Clerk of the Board Assistant

Published: 6/9/24

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.

G. Holidays. Holidays and their application shall be provided in an equivalent manner to those 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."

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

Chuck Washington, Chair of the Board
I HEREBY CERTIFY that at a regular meeting of the Board of Supervisors of said County, held on June 4, 2024, the foregoing Ordinance was adopted by said Board by the following vote:

AYES: Washington, Perez and Gutierrez

NAYS: Jeffries

ABSENT: None

ABSTAINED: Spiegel

Kimberly A. Rector, Clerk of the Board

By: Cindy Fernandez, Clerk of the Board Assistant

Published: 6/9/24