

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



ITEM: 3.34
(ID # 30906)

MEETING DATE:
Tuesday, July 14, 2026

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: County Executive Officer Employment Contract and Compensation Package, All Districts. [Total Cost - \$42,418] [Source of Funds - Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the employment agreement outlined herewith, effective December 12, 2026 through December 11, 2030, for Mr. Jeffrey A. Van Wagenen Jr.'s continued services as County Executive Officer.

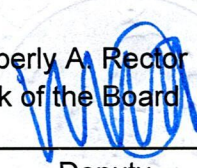
ACTION:Policy

Tami Douglas-Schatz
Tami Douglas-Schatz, Director of Human Resources 7/17/2026

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, seconded by Supervisor Medina and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, and Gutierrez
Nays: None
Absent: Washington and Perez
Date: July 14, 2026
xc: HR

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	\$ 14,846	\$ 27,572	\$ 42,418	\$ 27,572
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Department Budget.			Budget Adjustment:	No
			For Fiscal Year:	26/27

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Previous Agenda Reference

December 12, 2023 3.29 #23749

Summary

The Board of Supervisors has determined that Mr. Jeffrey A. Van Wagenen Jr. shall continue to serve in the capacity of County Executive Officer (CEO). As such, the Board of Supervisors desires to memorialize the extension of the CEO's service term. Attached herewith are the full terms and conditions of Mr. Jeffrey A. Van Wagenen Jr.'s employment agreement (**Attachment 1**) along with the amendment to this agreement for the extended term (**Attachment 2**). Mr. Van Wagenen Jr. shall be entitled to all fringe benefits that are afforded to Exempt Management, as well as any other benefits that have been granted by the Board of Supervisors as described.

Impact on Residents and Businesses

In his continued role as County Executive Officer, Mr. Van Wagenen Jr. will maintain his commitment to serving the public and enhancing the quality of life and services for the residents and businesses of Riverside County. His leadership will continue to support the County and guide departments in delivering essential services to the community.

Additional Fiscal Information

This document serves as the memorialization of the salary and benefits afforded to Mr. Van Wagenen Jr. in the employment agreement.

ATTACHMENTS

1. County Executive Officer Employment Agreement
2. County Executive Officer Employment Agreement Amendment

AMENDMENT TO EMPLOYMENT AGREEMENT AND

EXTENSION THERETO

This Contract Amendment is made and entered into this 14th day of July 2026, by and between the COUNTY OF RIVERSIDE, a general law county and political subdivision of the State of California, and JEFFREY A. VAN WAGENEN Jr., hereinafter referred to as "EMPLOYEE". This Amendment modifies the existing employment agreement as outlined below.

RECITALS

WHEREAS, On December 12, 2023, the COUNTY OF RIVERSIDE (hereinafter referred to as "COUNTY") and EMPLOYEE entered into an Employment Agreement, attached hereto as Exhibit A.

WHEREAS, the COUNTY desires to extend the employment of the EMPLOYEE as the County Executive Officer; and

WHEREAS, the EMPLOYEE desires to continue serving in the capacity of County Executive Officer;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, and the original Employment Agreement dated December 12, 2023, the parties agree as follows:

1. Section 2B of the Employment Agreement is hereby amended as follows:

B. Services provided by EMPLOYEE began on December 12, 2023, and shall continue until December 11, 2030, upon such terms and conditions as set forth in the Employment Agreement, this Amendment and as may be mutually negotiated by amendment to this Agreement.

2. Section 4E of the Employment Agreement is hereby amended as follows:

E. EMPLOYEE shall receive an annual salary increase of 4% upon execution of this Amendment and shall automatically receive an annual salary increase of 4% upon satisfactory performance as County Executive Officer on the first day of the pay

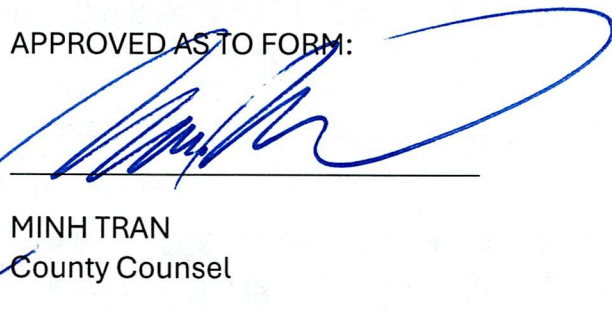
period immediately following the anniversary date of the effective date of this Amendment.

3. EFFECT OF AMENDMENT. Except as expressly amended by this Amendment, all provisions of the Agreement dated December 12, 2023 shall remain in effect.

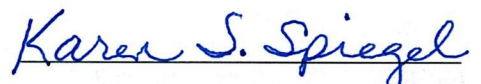
EMPLOYEE


JEFFREY A. VAN WAGENEN, JR.
County Executive Officer

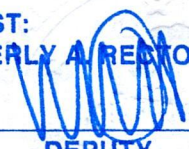
APPROVED AS TO FORM:


MINH TRAN
County Counsel

COUNTY OF RIVERSIDE


KAREN SPIEGEL
Chair of the Board of Supervisors

ATTEST:
KIMBERLY A. RECTOR, Clerk

By 
DEPUTY

1
2 D. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of
3 EMPLOYEE to resign at any time.

4 E. EMPLOYEE agrees to remain in the exclusive employ of COUNTY and shall not either
5 to accept other employment or become employed by any other Employer until this
6 Agreement terminated. Notwithstanding, Employee may engage in secondary
employment or business activity in accordance with County Policy and state law upon
authorization by the Board of Supervisors.

7 SECTION 3. TERMINATION / MODIFICATION.

8 A. EMPLOYEE understands, acknowledges, and agrees that pursuant to Section 2.C., above,
9 COUNTY may terminate this Agreement at any time with or without cause or advance
10 notice by COUNTY. COUNTY shall only be required to provide written notice to Employee
as to the effective date of said termination.

11 B. In the event this Agreement is terminated by COUNTY prior to the expiration of the Term,
12 EMPLOYEE, pursuant to California Government Code sections 53260 and 53261, shall
13 receive severance compensation in an amount equal to one month of compensation for
14 each month remaining on the Term of the Agreement. Severance compensation shall
include salary and health benefits as are received by Exempt Management. If the
unexpired term of the Agreement is greater than 12 months, the maximum cash settlement
shall be in an amount equal to the monthly salary and health benefits multiplied by 12.

15 C. In the event this Agreement is terminated, EMPLOYEE agrees to immediately surrender
16 the position of County Executive Officer; any and all writings containing information relating
17 to the conduct of the COUNTY'S business prepared, owned, used or retained by
18 EMPLOYEE regardless of physical form or characteristics; and any and all equipment,
tools, or other materials of whatever nature provided to EMPLOYEE by COUNTY.

19 D. In the event EMPLOYEE desires to terminate this Agreement during such time as
20 COUNTY desires EMPLOYEE to continue in the capacity of County Executive Officer,
21 EMPLOYEE agrees to provide the COUNTY with two (2) weeks prior written notice of said
resignation and termination of the Agreement.

22 E. In the event that this Employment Agreement is terminated, any cash settlement related to
23 the termination that EMPLOYEE may receive from COUNTY shall be fully reimbursed to
24 COUNTY if EMPLOYEE is convicted of a crime involving an abuse of his or her office or
position pursuant Government Code section 53243.2.

25 F. Any modification of this Agreement will be effective only if it is in writing and signed by both
26 parties.

27
28 SECTION 4. SALARY AND BENEFITS

- 1 A. COUNTY agrees to pay EMPLOYEE pursuant to the salary range of the classification
2 "County Executive Officer" as set forth in Class Code No. 74261 as the same now exists
3 or may hereafter be amended. Effective December 12, 2023, EMPLOYEE shall receive
4 an annual salary of Three Hundred Eighty-Seven Thousand Dollars (\$387,000) and shall
5 be entitled to receive the same cost of living adjustments provided to Exempt Management
6 Group 1¹, payable in the same manner and time as are all other employees of Exempt
7 Management Group 1.
- 8 B. EMPLOYEE shall be entitled to all fringe benefits that are afforded to Exempt Management
9 as well as any other benefits that have been or will be granted by the Board of Supervisors.
- 10 C. All actions taken by COUNTY relating to fringe benefits as hereinafter defined shall be
11 considered actions including and applying to EMPLOYEE. The term "fringe benefits", as
12 used herein are set forth in COUNTY's Management Resolution, as the same now exists
13 or hereafter may be amended, and are defined herein to specifically include annual leave,
14 holidays, retirement (PERS) benefits and payments, health, dental and life insurance, and
15 deferred compensation as is provided to other COUNTY employees in the Exempt
16 Management Group. In addition, COUNTY shall make available a long-term disability
17 insurance plan for EMPLOYEE, as the same is provided to other COUNTY employees in
18 the Exempt Management Group.
- 19 D. EMPLOYEE understands, acknowledges, and agrees that the position of County Executive
20 Officer is commensurate with an exempt employee under the Fair Labor Standards Act,
21 and shall not be entitled to receive any overtime pay, compensatory time, or other premium
22 pay or compensation, except as may be provided by the Board of Supervisors.
- 23 E. EMPLOYEE shall automatically receive an annual salary increase of 4% upon satisfactory
24 performance as County Executive Officer on the first day of the pay period immediately
25 following the anniversary date of the effective date of this Agreement.

26 SECTION 5. PERFORMANCE EVALUATION

27 The Board of Supervisors may evaluate EMPLOYEE'S performance on or about the anniversary
28 date of the effective date of this Agreement or at any time during the term of this Agreement.
Every year, the Board of Supervisors and EMPLOYEE may, in addition, set goals and objectives
for the ensuing year.

29 SECTION 6. OTHER TERMS AND CONDITIONS

30 COUNTY, in consultation with EMPLOYEE, may fix such other terms and conditions of
31 employment as they may determine from time to time, relating to the duties and performance of
32 EMPLOYEE, provided such terms and conditions are not inconsistent with or in conflict with the
33 provisions of this Agreement, or any law, ordinance, resolution or regulation.

34 ¹ Exempt Management Group 1 as defined in Resolution 2023-053, Section 101 as At-will or contract Department Heads and
Assistant Department Heads, independent elected officials and Board of Supervisors Members

1 SECTION 7. NOTICES

2 Notices pursuant to this Agreement shall be given by deposit in the custody of the United
3 States Postal Service, postage prepaid, addressed as follows or as such address may be changed
4 from time to time upon notice to the other:

5 COUNTY: Chairperson of the Board of Supervisors
6 County of Riverside
7 4080 Lemon Street, 5th Floor
8 Riverside, CA 92501

9 EMPLOYEE: Jeffrey A. Van Wagenen, Jr.
10 County of Riverside, Executive Office
11 4080 Lemon Street, 4th Floor
12 Riverside, CA 92501

13 SECTION 8. ENTIRE AGREEMENT

14 This Agreement contains the entire agreement between the parties hereto. No promise,
15 representation, warranty or covenant not included in this Agreement has been or is relied on by
16 any party hereto.

17 SECTION 9. ASSIGNMENT

18 This Agreement is not assignable by either COUNTY or EMPLOYEE.

19 SECTION 10. GOVERNING LAW

20 This agreement shall be governed by and construed in accordance with the laws of the
21 State of California.

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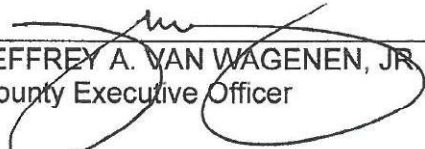
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2 SECTION 11. PARTIAL INVALIDITY

3 If any provision of this Agreement is held by a court of competent jurisdiction to be invalid,
4 void, or unenforceable, the remaining provisions shall nevertheless continue in full force and effect
without being 13 impaired or invalidated in any way.

5 IN WITNESS WHEREOF, COUNTY and EMPLOYEE have caused this Agreement to be
6 executed on the day and year first above written.

7 EMPLOYEE

COUNTY OF RIVERSIDE

8
9 
10 JEFFREY A. VAN WAGENEN, JR.
County Executive Officer

11 KEVIN JEFFRIES
Chair of the Board of Supervisors

12 APPROVED AS TO FORM:

13 
14
15 MINH TRAN
County Counsel
16

Exhibit A



COUNTY EXECUTIVE OFFICER

Class Code:
74261

Bargaining Unit: Management Resolution -
Management

COUNTY OF RIVERSIDE
Established Date: Aug 1, 1996
Revision Date: Aug 28, 2008

SALARY RANGE

\$136.91 - \$212.17 Hourly
\$23,730.56 - \$36,775.72 Monthly
\$284,766.77 - \$441,308.61 Annually

CLASS CONCEPT:

Under administrative direction, to act as agent of the board in coordinating the administrative activities of the county government; to analyze and recommend the county budget; to plan, organize and direct the work of the administrative office; to conduct administrative studies of county operations and procedures and to prepare recommendations for the Board of Supervisors; and to do other work as required.

This class has been designated At-Will by the Board of Supervisors, in accordance with the provisions provided under Article 6, Section 601E (1) of the County Management Resolution and serves at the pleasure of the Board of Supervisors.

REPRESENTATION UNIT:

Management Resolution - Management

EXAMPLES OF ESSENTIAL DUTIES:

(Depending on the area of assignment, duties may include, but are not limited to, the following)

- Acts as an agent of the Board of Supervisors to insure that administrative policies and programs are carried out by departments.
- Directs the analysis and evaluation of annual and supplementary budget requests of all county departments and special districts.
- Directs the preparation of budget recommendations to the Board of Supervisors.
- Directs the continuous review of county expenditures throughout the fiscal year to determine if such expenditures are necessary and in accordance with Board policy and makes recommendations to the Board.

- Directs the development of budget procedures and schedules and advises department heads on budget policies and procedures.
- Coordinates long term capital project programming.
- Attends meetings of the Board of Supervisors and makes recommendations on administrative and budgetary matters.
- Plans, organizes and directs the work of the executive office.
- Selects, trains, and evaluates the performance of the technical and clerical staff.
- Analyzes and recommends policies and procedures for the orderly conduct of the County's administrative affairs.
- Directs surveys and studies on a wide variety of administrative and budgetary subjects and makes recommendations to the Board.
- Directs the collection, analysis and interpretation of data on departmental activities and coordinates administrative policy with departmental activities.
- Directs the analysis and projection of long-range systems needs for the County.
- Directs the planning on a County-wide basis for the coordinated development of major systems.

RECRUITING GUIDELINES:

Education: Graduation from an accredited college or university with major coursework in public or business administration, political science, economics, or related field.

Experience: Five years of progressively responsible experience in a management or administrative capacity in public or private employment, involving responsibility for planning, organizing, and execution of varied work programs, including three years of responsible supervisory experience.

Knowledge of: Modern principles of public administration, organization, and management; modern office methods and procedures; administrative survey principles and techniques; principles and practices of governmental budgeting; current social, political, economic, and scientific trends; principles of effective public relations.

Ability to: Plan, organize, direct and evaluate the work of a technical and clerical staff; analyze and make recommendations on administrative and technical problems; prepare and present comprehensive reports and recommendations; establish and maintain effective relationships with public officials, administrators, employees and the public.

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which

involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment).

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.