

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

375



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
July 18, 2013

**SUBJECT:** Classification recommendations for various job classifications and amend Ordinance No. 440 pursuant to Resolution No. 440-8932 submitted herewith.

**RECOMMENDED MOTION:** That the Board of Supervisors approve the recommendations and amend Ordinance No. 440 pursuant to Resolution No. 440-8932 submitted herewith.

**BACKGROUND:** The following recommendations are the result of classification requests from Auditor-Controller, Treasurer-Tax Collector, Assessor-County Clerk-Recorder, and the Economic Development Agency (EDA). These include: 1) creation of Officer of Commerce & Foreign Trade and Assistant Director of Facilities Management as At-Will classifications, and HIPAA Compliance Manager; and 2) eligibility adjustment for the Property Tax System IT Officer classification under the Performance Recognition Plan (PRP).

*John Mooney*  
John Mooney, Asst. Human Resources Director for  
Barbara A. Olivier  
Asst. County Executive Officer/Human Resources Director

|                           |                               |         |                         |         |
|---------------------------|-------------------------------|---------|-------------------------|---------|
| <b>FINANCIAL<br/>DATA</b> | Current F.Y. Total Cost:      | \$7,036 | In Current Year Budget: | No      |
|                           | Current F.Y. Net County Cost: | \$ 0    | Budget Adjustment:      | Yes     |
|                           | Annual Net County Cost:       | \$ 0    | For Fiscal Year:        | 2013/14 |

**SOURCE OF FUNDS:** Assessor-County Clerk-Recorder Budget

|                                  |                          |
|----------------------------------|--------------------------|
| Positions To Be Deleted Per A-30 | <input type="checkbox"/> |
| Requires 4/5 Vote                | <input type="checkbox"/> |

**C.E.O. RECOMMENDATION:**

**APPROVE**

BY:

*Ivan M. Chand*  
Ivan M. Chand

7/22/2013

County Executive Office Signature

Dep't Recomm.:  
Per Exec. Ofc.:  
☐ Consent  
☒ Policy  
☐ Consent  
☒ Policy

Prev. Agn. Ref.:

District: ALL

Agenda Number:

**BACKGROUND continued:**

**CREATION OF NEW CLASSIFICATIONS**

**Officer of Commerce & Foreign Trade:**

The Office of Foreign Trade was established in 2009 out of a need to improve the ability to attract foreign investment and provide support to the Board of Supervisors and EDA in legislative affairs and public relations. The Office of Foreign Trade offers services and information on trade policies and regulations as well as providing diplomatic services. Providing assistance to foreign investors and entrepreneurs to invest in Riverside County is a key component of the Office of Foreign Trade. The Office of Foreign Trade assists business owners, corporate officials, investors, and entrepreneurs with export and import assistance with the objective of creating new jobs and investments within the County. The Human Resources Department recommends establishing a new At-Will classification of Officer of Commerce & Foreign Trade for the EDA, Office of Foreign Trade unit to more accurately reflect the unique high-level job duties to be performed.

It is recommended to add this new classification to the Class & Salary Listing at salary plan/grade XMB 144/L23 (\$93,659 – 168,113). This single position class will be designated At-Will and eligible for the Performance Recognition Plan as outlined in Section 311(B) of the current Management Resolution No. 2012-243. This request is only to add the classification and there is no immediate financial impact associated with this request. The proposed job specification is attached.

**Assistant Director of Facilities Management:**

A re-organization within the Economic Development Agency requires the establishment of a new classification titled Assistant Director of Facilities Management. The Assistant Director of Facilities Management will report directly to the Assistant County Executive Officer/EDA and will be responsible for managing the Design and Construction of County facilities, which includes project management, real property acquisitions and management. The requested classification will provide the necessary leadership to the Real Property and Design and Construction Divisions of EDA.

It is recommended to add this new classification to the Class & Salary Listing at salary plan/grade XMB 172/L23 (\$113,368 – 203,570). This single position class will be designated At-Will and eligible for the Performance Recognition Plan as outlined in Section 311(B) of the current Management Resolution No. 2012-243. This request is only to add the classification and there is no immediate financial impact associated with this request. The proposed job specification is attached.

**HIPAA Compliance Manager:**

In 2009, the United States Department of Health and Human Services instituted the Privacy Rule and the Security Rule as supplements to the Health Insurance Portability and Accountability Act (HIPAA), establishing standards for protection of the privacy of healthcare information. Under the Privacy Rule, every HIPAA covered entity must designate a privacy official whose duties include ensuring the entity's privacy compliance, as well as making this information available to the public. The privacy officer is responsible for developing, implementing and monitoring an effective compliancy program of all federal, state and local regulations and requirements.

Recently, the U.S. Department of Health and Human Services (HHS) Office for Civil Rights announced a final rule that implements a number of provisions of the Health Information Technology for Economic and Clinical Health (HITECH) Act, enacted as part of the American Recovery and Reinvestment Act of 2009, to strengthen the privacy and security protections for health information established under the Health Insurance Portability and Accountability Act of 1996 (HIPAA).

Currently, there is no centralized oversight of the County's compliance with HIPAA, the responsibility for ensuring the security and privacy of health information is split between the Information Security Office (ISO) under the Information Technology Department, the County Human Resources Department, and the various departments that use health information. Recent changes within the HHS to strengthen the privacy and security protections will also include an increase in HHS hiring more auditors to ensure compliance. It is anticipated that there will be increased scrutiny by HHS in the future. Centralizing the HIPAA compliance function in the ISO will minimize potential liability for the County by improving HIPAA compliance. The Human Resources Department recommends that the function be centralized in the ISO and that the HIPAA Compliance Manager classification be established to perform that function.

It is recommended to add this new classification to the Class & Salary Listing at salary plan/grade MRP 649/L18 (\$81,647 – \$128,167). This single position class will be designated eligible for the Performance Recognition Plan as outlined in Section 311(C) of the current Management Resolution No. 2012-243. This request is only to add the classification and there is no immediate financial impact associated with this request. The proposed job specification is attached.

#### **PERFORMANCE RECOGNITION PLAN ELIGIBILITY ADJUSTMENT**

Property Tax System IT Officer:

Based on a request received from the Assessor-County Clerk Recorder, the Treasurer-Tax Collector, and the Auditor-Controller, the classification of Property Tax System IT Officer was reviewed in order to determine whether the classification should be eligible for Tier II under the Performance Recognition Plan (PRP).

At the implementation of the PRP, the Property Tax System IT Officer classification was designated as Tier III eligible. However, after further review, it has been determined that this unique classification qualifies for Tier II. This single position At-Will classification reports to, and serves at the pleasure of, the three elected officials listed above.

It is recommended that the Property Tax System IT Officer classification move from the PRP Tier III level in salary plan/grade MRP 778/L19 (\$95,662 - 154,351) to the PRP Tier II level in salary plan/grade XMB 145/L23 (\$95,662 – 171,700) effective March 7, 2013, the same date that other PRP Tier II employees received an increase in accordance with the PRP established guidelines pertaining to Tier II eligible classifications. Approval of this change will result in one incumbent becoming eligible for up to four additional steps of performance recognition pay subject to the approval of his Department Heads and the County CEO. If the incumbent is granted an increase in pay, the estimated annual cost of the increase is \$7,036.

RESOLUTION NO. 440-8932

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on July 30, 2013, that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, with an operative date *retroactive* to *March 7, 2013*, as follows:

| <u>Job Code</u> | <u>Class Title</u>             | <u>From Salary Plan/Grade</u> | <u>To Salary Plan/Grade</u> |
|-----------------|--------------------------------|-------------------------------|-----------------------------|
| 86146           | Property Tax System IT Officer | MRP 778/L19                   | XMB 145/L23                 |

BE IT FURTHER RESOLVED that pursuant to Section 3(a)(iv) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative the beginning of the pay period following the date of approval, as follows:

| <u>Job Code</u> | <u>+/-</u> | <u>Class Title</u>                          | <u>Salary Plan/Grade</u> |
|-----------------|------------|---|--------------------------|
| 76612           | +          | Assistant Director of Facilities Management | XMB 172/L23              |
| 76400           | +          | HIPAA Compliance Manager                    | MRP 649/L18              |
| 74462           | +          | Officer of Commerce & Foreign Trade         | XMB 144/L23              |

BE IT FURTHER RESOLVED that pursuant to Section 3(c)(ii) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to add the following classification(s) to Appendix II, operative at the beginning of the pay period following the date of approval, as follows:

| <u>Job Code</u> | <u>+/-</u> | <u>Class Title</u>                          |
|-----------------|------------|---|
| 76612           | +          | Assistant Director of Facilities Management |
| 74462           | +          | Officer of Commerce & Foreign Trade         |



## **OFFICER OF COMMERCE & FOREIGN TRADE**

Class Code: 74462

COUNTY OF RIVERSIDE  
Established Date: Aug 8, 2013  
Revision Date: Aug 8, 2013

### **SALARY RANGE**

\$45.03 - \$80.82 Hourly  
\$7,804.94 - \$14,009.44 Monthly  
\$93,659.28 - \$168,113.30 Annually

### **CLASS CONCEPT:**

Under direction, plans, develops, organizes, and coordinates Countywide foreign trade, legislative affairs, and public relations; and performs other related duties as required.

The Officer of Commerce & Foreign Trade is a single-position classification reporting to the Managing Director of the Economic Development Agency (EDA) and serves as the trade, diplomatic, and foreign affairs advisor to the Board of Supervisors, Executive Office, Assistant County Executive Officer, and Department Heads by request, and other County elected or appointed officials.

This class has been designated At-Will by the Board of Supervisors, in accordance with the provisions provided under Article 6, Section 601E (2) of the County Management Resolution and serves at the pleasure of the Assistant County Executive Officer/EDA.

This class has been deemed eligible for the Performance Recognition Plan as set forth under Article 3, Section 311(B) of the County Management Resolution. Program eligibility requires employees to be in a leadership position, manage other employees or programs, and have significant influence on the achievement of organizational objectives.

**REPRESENTATION UNIT:** Management

### **EXAMPLES OF ESSENTIAL DUTIES:**

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

#### **FOREIGN TRADE**

- Work closely with State and federal elected officials to promote trade and investment within Riverside County and will assist local cities with trade policy and implementation.
- Serve as the County representative to the Import Export Bank of the United States of America in Washington, D.C. and within the County boundaries for the expressed purpose of securing and assisting in loan underwriting, business loan guarantees that support manufacturers and exporters located within the County.
- Serve as the official representative of the County to the United States Department of State and the United States Department of Commerce and applicable state agencies for the expressed purpose of promoting trade and foreign direct investment.

- Arrange tours of the County for visiting officials and community groups.

#### **LEGISLATIVE AFFAIRS**

- Work with necessary department, federal, and state governing bodies to craft legislation in support of Countywide interests.
- Maintain working relationships with departments such as, but not limited to, the U.S. Department of Health and Human Services, Federal Aviation Administration, Department of Homeland Security, U.S. Department of Commerce, and the U.S. Department of State.
- Track legislation from inception to completion and advise executive management on the status of pending and approved bills.
- Recommend strategies and policies for the support, opposition, or neutrality of pending legislation in both houses of the federal and state legislative bodies.
- Aid the EDA Assistant Directors in developing language to modify policies and procedures of state and federal law that limit the impact of the success of EDA programs.
- Prepare the EDA's portion of the annual legislative platform for inclusion in the official County platform.

#### **PUBLIC RELATIONS**

- Serve as the official spokesperson for the Riverside County Economic Development Agency.
- Handle day-to-day media and press relations with local, regional, and national news outlets in radio, television, and print mediums; prepare press releases for the department and joint press release with other partners; prepare, edit, and submit public information releases to newspapers, television, and radio stations.
- Prepare feature articles in direct support of the objectives of the Agency; prepare speeches and policy papers as requested.
- Coordinate press conferences and events.
- Serve as Master of Ceremonies for joint media relations activities to promote community events sponsored by the Agency or members of the Board of Supervisors.

#### **RECRUITING GUIDELINES:**

**Education:** Graduation from an accredited college or university with a Bachelor's degree in business or public administration, marketing, journalism, public relations, political science, or other closely related field. (Additional qualifying experience may be substituted for the required education on the basis of one year of qualifying experience equal to 30 semester or 45 quarter units of education.)

**Experience:** Four years of professional level experience in public relations, media, or legislative affairs;

**AND**

Two years of administrative responsibility that included the design, development, or implementation of Countywide foreign trade initiatives, legislative affairs, or public relations.

**Knowledge of:** Concepts, methods, and techniques of planning and implementing effective trades and investments; statistical analysis and data gathering techniques; English grammar, spelling, punctuation,

and the principles of effective written communications; and writing, editing, and publishing procedures.

Ability to: Establish and maintain good working relationships with media representatives, public and private organizations, staff, and foreign officials; plan, organize, and establish foreign trade and investment goals, objectives, and priorities; produce accurate information; adhere to deadlines and short time constraints; establish and maintain effective interpersonal communication; maintain confidentiality of sensitive information; make oral presentations; understand subject matter and programs related to the Economic Development Agency.

**OTHER REQUIREMENTS:**

License: Possession of a valid California Driver's License.

**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.



## **ASSISTANT DIRECTOR OF FACILITIES MANAGEMENT**

Class Code: 76612

COUNTY OF RIVERSIDE

Established Date: Aug 8, 2013

Revision Date: Aug 8, 2013

### **SALARY RANGE**

\$54.50 - \$97.87 Hourly

\$9,447.31 - \$16,964.20 Monthly

\$113,367.70 - \$203,570.43 Annually

### **CLASS CONCEPT:**

Under administrative direction, plans, organizes, and directs a comprehensive and fully integrated building services program; and performs other related duties as required.

The Assistant Director of Facilities Management is a single-position classification reporting directly to the Assistant County Executive Officer/Economic Development Agency (EDA). This position is characterized by the responsibility to support other County departments and agencies by directing the planning and design and construction of County facilities, to include project management and real property management and acquisitions. The class of Assistant Director of Facilities Management is distinguished from the class of Assistant County Executive Officer/EDA by the latter's overall responsibility for the total direction and operation of EDA.

This class has been designated At-Will by the Board of Supervisors, in accordance with the provisions provided under Article 6, Section 601E (2) of the County Management Resolution and serves at the pleasure of the Assistant County Executive Officer/EDA.

This class has been deemed eligible for the Performance Recognition Plan as set forth under Article 3, Section 311(B) of the County Management Resolution. Program eligibility requires employees to be in a leadership position, manage other employees or programs, and have significant influence on the achievement of organizational objectives.

**REPRESENTATION UNIT:** Management

### **EXAMPLES OF ESSENTIAL DUTIES:**

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

- Plan, coordinate, and direct integrated facilities design, construction, maintenance, and leasing programs to meet County space needs.
- Direct planning, design, and scheduling for construction of new County facilities and alteration of existing ones.
- Provide broad design guidance to staff and consultants and make key decisions as to selection of major building systems.
- Direct the planning, organization, and implementation of a centralized real property management



program for the County of Riverside, which includes the leasing, purchase, and sale of real property.

- Through subordinate staff, act as chief County negotiator in major real property leases and acquisitions; oversee, and may act to, effect compliance with contractual terms of lease agreements and construction projects.
- Develop and recommend building space standards for Board approval and apply standards to determine County department's needs.
- Direct the preparation of studies by subordinate staff and consultants in evaluating and recommending to the Board of Supervisors actions to lease, build, or alter existing facilities; direct the review of new County building plans for compliance with building maintenance and operational needs.
- Direct a program of custodial and maintenance services for County buildings; develop building and grounds maintenance policies and standards for County-owned and leased facilities.
- Establish and direct programs of recurring and emergency maintenance or repair through contract and in-house support.
- Direct the evaluation of long-range equipment and personnel requirements to meet County building maintenance needs.
- Consult with departmental representatives on major building modification requests and other non-routine or sensitive matters.
- Direct the selection, orientation, placement, and discipline of personnel in the department; direct the preparation and administration of the facilities management budgets.
- Comply with applicable local, State, and federal environmental requirements.

**RECRUITING GUIDELINES:**

Experience: Six years of engineering or architectural experience, which must include construction management. This experience must have included responsibility for budget planning and control, fiscal management, and personnel administration.

Knowledge of: Principles of planning, architectural design, construction and energy management; structural and mechanical engineering Building Codes, Cal-OSHA building construction regulations, ADA compliance (Title II), and other safety or construction requirements; Building construction and real property leasing, acquisition, and sale; the principles and practices of administration, with emphasis on organization, personnel management, and budgetary planning and control; program planning and evaluation methods.

Ability to: Plan, organize, and direct a comprehensive program of facilities management including lease, acquisition, and construction management; Develop and evaluate design and construction standards and criteria; coordinate construction of capital projects through completion; understand, interpret, apply and enforce codes, regulations, specifications, schedules and contract provisions; generate and evaluate alternatives, analyze data, reach logical conclusions, formulate recommendations, and institute effective changes; establish and maintain effective working relationships with public officials, subordinates, general public, and staff members of other agencies; speak and write effectively; prepare and present clear and comprehensive reports; design and implement new procedures and evaluation techniques for technical and administrative operations; formulate program policies and identify needs; analyze fiscal and administrative problems and determine appropriate actions; effectively manage a large staff through subordinate supervisors; read and interpret specifications, rules, and regulations; deal tactfully and

effectively with others.

**OTHER REQUIREMENTS:**

License/Certificate: Possession of a valid California Driver's License.

Possession of a valid certificate of registration as a Civil or Mechanical Engineer issued by the California State Board of Registration for Professional Engineers, or a valid certificate of registration as an Architect issued by the California State Board of Architectural Examiners.

**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.



## HIPAA COMPLIANCE MANAGER

Class Code: 76400

COUNTY OF RIVERSIDE

Established Date: Aug 8, 2013

Revision Date: Aug 8, 2013

### **SALARY RANGE**

\$39.25 - \$61.62 Hourly

\$6,803.92 - \$10,680.61 Monthly

\$81,647.07 - \$128,167.31 Annually

### **CLASS CONCEPT:**

Under the direction of the Chief Information Security Officer, develop, implement, and maintain County practices, policies, and procedures related to the Health Insurance Portability and Accountability Act (HIPAA) medical privacy and information security compliance programs; ensure Countywide compliance with HIPAA, the Health Information Technology for Economic and Clinical Health Act (HITECH), and all other federal and State regulatory requirements applicable to management of protected health information; and perform other related duties as required.

This single-position class reports to the Chief Information Security Officer (CISO) and is responsible for ensuring compliance of privacy regulations for the departments and agencies of the County of Riverside.

This class has been deemed eligible for the Performance Recognition Plan as set forth under Article 3, Section 311(C) of the County Management Resolution. Program eligibility requires employees to be in a leadership position, manage other employees or programs, and have significant influence on the achievement of organizational objectives.

**REPRESENTATION UNIT:** Unrepresented Management

### **EXAMPLES OF ESSENTIAL DUTIES:**

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

- Perform compliance audits and establish a mechanism for monitoring County compliance; regularly report audit results to the CISO.
- Evaluate County and departmental readiness to achieve HIPAA compliance in the areas of healthcare privacy; facilitate the development and implementation of privacy policies, procedures, and breach notification as necessary.
- Evaluate and update, as necessary, Board of Supervisor's Policy B-23 Health Privacy and Security, including the Notice of Privacy Practices, procedures for filing and investigation of complaints related to HIPAA/HITECH Privacy, Breach Notification Rules, and related County guidelines and procedures.
- Document and retain all complaints received as required by HIPAA/HITECH; establish and maintain a mechanism for tracking and reporting the investigation and resolving such complaints.
- Investigate claims alleging violation of Board Policy B-23 and related statutes; make recommendations

to the CISO on appropriate follow-up measures.

- Cooperate with the U.S. Department of Health and Human Services Office of Civil rights and other regulatory/auditing entities in any compliance reviews, audits, or investigations.
- Develop, implement, and administer training on Board Policy B-23 and HIPAA/HITECH's Privacy and Breach Notification Rules for all County employees; oversee annual compliance training; report delinquent departments to CISO.
- Work with the Center for Government Excellence (CGE) to ensure that a monitoring process is in place to confirm required training is provided in a timely manner.
- Assist in Disability Access Office (DAO) and HIPAA/HITEC strategic planning processes; provide input to the DAO Human Resources Services Manager and assist in developing strategic plans, goals, and objectives; measure, analyze, and report on progress towards goals and objectives.
- Prepare and/or revise a variety of documents, such as award applications, program descriptions, financial spreadsheets, policies and procedures, etc. for the County Human Resources Department and/or department partners.
- Manage the County's HIPAA compliance hotline.
- Provide guidance and assistance to departments on a variety of privacy and compliance auditing, and internal control matters; document findings and prepare reports.

#### **RECRUITING GUIDELINES:**

**Education:** Graduation from an accredited college or university with a Bachelor's degree in business administration, public administration, public health nursing, finance, or accounting. A Master's degree from an accredited college or university is preferred. Incumbent must possess and maintain current certification as a HIPAA Professional (CHP).

**Experience:** Six years of experience in the healthcare field, Human Resources, or other Administrative capacity which includes internal auditing experience and experience in the development and direction of HIPAA and/or privacy compliance programs. At least two years of this experience must be in a supervisory capacity over other professionals, with extensive experience and knowledge in business processes and standards associated with areas of assignment, risk assessment processes and practices, project planning and management, business continuity planning, documentation, and evaluation, managing the evidentiary process, and strong customer service skills.

**Knowledge of:** General knowledge of information security; theory, principles, and practices of general healthcare, and governmental accounting, budgeting, and auditing; HIPAA privacy and security rules and regulations; privacy laws, rules, and regulations relating to information and security; federal, State, and local codes, rules, and regulations including healthcare fiscal operations; the methods of developing systems forms for various types of accounting records and reports; information systems and their application to accounting operations; the principles, methods, and techniques of public administration, personnel, and business office management; the principles and techniques of supervision.

**Ability to:** Manage complex compliance and auditing programs; evaluate the efficiency of work by operations staff; apply legal and administrative compliance policies to general county systems; analyze data, draw logical conclusions, conduct independent reviews and make evaluations to ensure compliance issues and concerns within the county are being appropriately evaluated, investigated and resolved; recommend effective courses of action; communicate effectively in oral and written form; establish and maintain effective working relationships; perform trend analyses, project planning, and management; conduct independent systems analyses of complex business processes; interact with customers and

vendors on the phone and in person; perform business continuity planning, documentation, and evaluation.

**OTHER REQUIREMENTS:**

License: Possession of a valid California Driver's License.

A successful Sheriff's Level One Security Clearance is required.

**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.