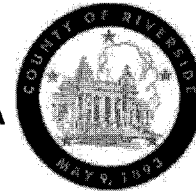


**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



ITEM
3.66
(ID # 6205)

MEETING DATE:

Tuesday, February 27, 2018

FROM : HUMAN RESOURCES AND DISTRICT ATTORNEY :

SUBJECT: HUMAN RESOURCES AND DISTRICT ATTORNEY: Establish new recommended classifications, grant salary adjustments for the Director of Victim Services and Programs, Assistant Chief District Attorney Investigator and the Victim Services Supervisor; approve the addition of the Victim Services Regional Manager classification to Appendix II: and amend Ordinance No. 440 pursuant to Resolution No. 440-9074 submitted herewith, All Districts. [Total Cost - \$36,997] [Source of Funds - Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the creation of a new classification, non-sworn District Attorney Hazardous Waste Examiner and Senior Victim Services Advocate.
2. Approve the salary adjustments for the classifications of Director of Victim Services and Programs, Victim Services Supervisor and Assistant Chief District Attorney Investigator.
3. Approve the recommendation to add the Victim Services Regional Manager classification to Appendix II.
4. Amend Ordinance No. 440 pursuant to Resolution No. 440-9074.

ACTION: Policy


Michael Stock, Assistant CEO/ Director of Human Resources

2/14/2018

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9074 is adopted as recommended.

Ayes: Jeffries, Tavaglione, Washington, Perez and Ashley
Nays: None
Absent: None
Date: February 27, 2018
xc: DA, HR

Kecia Harper-Ihem
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	\$9,211	\$27,785	\$36,997	\$
NET COUNTY COST	\$0	\$0	\$0	\$
SOURCE OF FUNDS: Department Budget			Budget Adjustment:	No
			For Fiscal Year:	17/18 & 18/19

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The District Attorney's Office is engaging in a multi-phase reorganization plan to increase efficiencies and fully leverage all available non-County funding streams. This comprehensive reorganization will result in a minimum Net County Cost (NCC) savings of \$73,860 per year. In order to realize these savings, the DA's office has requested the Human Resources Classification and Compensation Division establish two new classifications, a new non-sworn District Attorney Hazardous Waste Examiner and Senior Victim Services Advocate; provide salary adjustments for the Director of Victim Services and Programs, Assistant Chief District Attorney Investigator and the Victim Services Supervisor job classifications.

The District Attorney's Office is comprised of approximately 700 attorneys and support staff who serve more than 2 million residents across the 10th largest county in the United States. The District Attorney's Office files, on average, more than 40,000 criminal cases each year and is one of the largest District Attorney's offices in the state. The District Attorney works with every component of the criminal justice system as well as within our community to prevent and deter crime and promote public safety. As such, each employee within the department is an integral part of this process and through their collected efforts, are able to fulfill the critical responsibilities of the District Attorney's Office.

District Attorney Hazardous Waste Examiner

The District Attorney Hazardous Waste Examiner, will perform the most complex and in depth inspections and investigations for the District Attorney's Office which involves the enforcement of hazardous waste, hazardous substances, hazardous materials, and underground storage tank regulations.

The District Attorney Hazardous Waste Examiner is an advanced journey level classification and reports to a sworn senior investigator. Incumbents are responsible for performing full investigations related to illegal disposal of hazardous waste substances and assisting investigators with collecting evidence for prosecuting cases. Examiners will require comprehensive knowledge of environmental case law to ensure proper adherence to County, state, and federal regulations and laws, which prohibit the illegal disposal of hazardous waste materials.

Senior Victim Services Advocate

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

The Senior Victim Services Advocate is the advanced journey level classification in the Victim Services Advocate series. Incumbents serve as a principal advisor and mentor of Advocate staff and volunteers and provide a wide variety of complex, and specialized supportive services to the victims and witnesses of serious violent crimes. Incumbents operate with a high degree of independence in identifying and resolving work unit challenges. Case management is a primary function including, but not limited to, complex cases of a serious nature involving homicides, gang-related crimes, career criminal cases, sexual assault, child abuse, elder abuse and domestic violence incidents. The creation of this classification will create compaction with the Victim Services Supervisor. Therefore, a compaction adjustment for the Victim Services Supervisor is also requested.

Assistant Chief District Attorney Investigator

The Assistant Chief District Attorney Investigators are selected from the DA's internal ranks of District Attorney Bureau Commanders. Bureau Commanders also receive a 12% POST incentive if they possess a valid advanced certificate issued by the Commission on Peace Officer Standards and Training of the State of California. This incentive is currently rolled into base compensation, creating only a 3.9% gap between the DA Bureau Commander B and the Assistant Chief District Attorney Investigators. This does not include other differences in benefits including an education incentive of 2.5% for employees who possess or earn a Bachelor's degree or 5% for employees who possess or earn a Master's degree from an accredited college or university. The DA is requesting a broader gap between these classifications in order to successfully backfill one Assistant Chief District Attorney Investigator. There are currently three budgeted Assistant Chief District Attorney Investigators and two filled positions.

Director of Victim Services and Programs

The Director of Victim Services and Programs reports to the District Attorney and functions as a division head for the Riverside County District Attorney's Division of Victim Services. This class plans, organizes, and directs employees and volunteers throughout the County who assist victims and witnesses with diverse problems they may encounter in the wake of a crime. The current salary for this classification was compared to surrounding counties. Compensation is currently below market by 23.55% at the maximum of the salary range, and 23.08% at the minimum of the salary range. The role of this classification is unique to surrounding counties in its oversight of three Family Justice Centers (FJCs) in satellite offices throughout Riverside County. This job class is designated At-Will and is Performance Recognition Plan (PRP) eligible. Additionally, the District Attorney's office has developed a comprehensive reorganization plan to improve efficiencies and cut long-term costs of the Division of Victim Services.

Victim Services Regional Manager

This classification will be added to Appendix II and be designated as an At-Will classification.

CLASSIFICATION ADDITIONS

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

District Attorney Hazardous Waste Examiner: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU 588/L19 (\$58,933 - \$95,189). This request is only to add the classification and there is no immediate financial impact associated with this request. The new class specification is attached.

Senior Victim Services Advocate: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU 312/L18 (\$41,415 - \$64,983). This request is only to add the classification and there is no immediate financial impact associated with this request. The new class specification is attached.

SALARY PARITY ADJUSTMENTS

Assistant Chief District Attorney Investigator: It is recommended to grant this classification an approximate 1.5% parity adjustment from salary plan/grade LEX 131/L13 (\$124,730 - \$171,963) to LEX 132/L13 (\$126,586 - \$174,542). There are currently two incumbents.

Director of Victim Services and Programs: It is recommended to grant this classification an approximate 31.7% parity adjustment from salary plan/grade MRP 363/L19 (\$66,916 - \$107,727) to MRP 655/L19 (\$87,969 - \$141,902). There is currently one incumbent.

Victim Services Supervisor: It is recommended to grant this classification an approximate 5% salary adjustment from salary plan/grade SEU 313/L18 (\$41,419 - \$65,266) to SEU 350/L18 (\$43,682 - \$68,557). There are currently four incumbents.

The Human Resources Department has met with the District Attorney's Office and the District Attorney's Office concurs with the suggested adjustments.

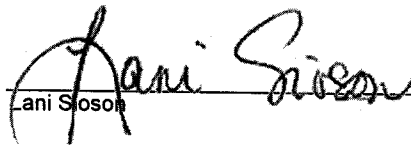
Impact on Residents and Businesses

The proposed increases will not impact private residents or businesses.

ATTACHMENTS:

- A. Resolution No. 440-9074
- B. Market Survey - Director of Victim Services and Programs
- C. Senior Victim Services Advocate Classification Specification
- D. District Attorney Hazardous Waste Examiner Classification Specification

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


Ani Sison 2/21/2018

RESOLUTION NO. 440-9074

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on February 27, 2018, 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 approval, as follows:

<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
73579	+	District Attorney Hazardous Waste Examiner	SEU 588/L19
79776	+	Senior Victim Services Advocate	SEU 312/L18

BE IT FURTHER RESOLVED 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, operative the beginning of the pay period following approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
37672	Assistant Chief District Attorney Investigator	LEX 131/L13	LEX 132/L13
79779	Director of Victim Services and Programs	MRP 363/L19	MRP 655/L19
79792	Victim Services Supervisor	SEU 313/L18	SEU 350/L18

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 the beginning of the pay period following approval, as follows:

<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>
79775	+	Victim Services Regional Manager

The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the date therein set forth.

KECIA HARRIS-HEM Clerk of said Board
 By  Deputy

ROLL CALL:

Ayes: Jeffries, Tavaglione, Washington, Perez and Ashley
 Nays: None
 Absent: None

02.27.18 3.66

External Market Survey Data

Director of Victim Services and Programs		Riv Co Class Code: 79779	
Jurisdiction	Title	Annual Min Base Salary	Annual Max Base Salary
		Range (\$)	Range (%)
Los Angeles	Program Administrator, Victim-Witness Assistance	\$80,882	\$106,081
San Bernardino	Victim Services Chief	\$77,480	\$106,766
San Diego	Victim/Witness Program Director	\$68,266	\$147,035
Ventura	*Chief Deputy District Attorney	\$145,530	\$203,762
County Mean:		\$93,039	\$140,911
County Median:		\$79,181	\$126,901
Riverside County	** Director of Victim Services and Programs	\$66,916	\$107,727
	Dollar Difference from Mean:	-\$26,124	-\$33,184
	Percentage difference from Mean:	-28.08%	-23.55%
	Dollar difference from median:	-\$12,265	-\$19,174
	Percentage difference from median:	-15.49%	-15.11%

Notes: Orange County does not have comparable data. Ventura County class functions as a Victim Svcs division head and differs in that a law degree and experience as a civil attorney is required. **Data reflects base pay only.

Run Date:

Date Prepared/Revised: 2/8/2018

By: VNUNEZ



SENIOR VICTIM SERVICES ADVOCATE

Class Code: 79776

COUNTY OF RIVERSIDE
Established Date: Mar 1, 2018
Revision Date: Mar 1, 2018

SALARY RANGE

\$19.91 - \$31.24 Hourly
\$3,451.22 - \$5,415.26 Monthly
\$44,414.67 - \$64,983.15 Annually

CLASS CONCEPT:

Under direction, provides a wide variety of complex and specialized supportive services to the victims and witnesses of serious violent crimes; coordinates the role of victims and witnesses through client advocacy with respect to the courts, law enforcement, and related agencies; serves as a principal advisor and mentor to Advocate staff and volunteers; and performs other related duties as required.

The Senior Victim Services Advocate is the advanced journey level classification in the Victim Services Advocate series and reports to a Victim Services Supervisor. Assignments frequently require the exercise of independent judgement and are accomplished without immediate supervision and a high level of accountability. Incumbents operate with a high degree of independence in identifying and resolving work unit challenges. Case management is a primary function including, but not limited to, complex cases of a serious nature involving homicides, gang-related crimes, career criminal cases, sexual assault, child abuse, elder abuse, and domestic violence incidents.

The Senior Victim Services Advocate is distinguished from the Victim Services Advocate II class in that the latter performs a variety of less complex routine duties. This class is further distinguished from the Victim Services Supervisor in that the latter functions as a full scope supervisor over victim services staff and does not carry a caseload.

Advancement to the next level is obtained by competitive selection through an open recruitment.

REPRESENTATION UNIT: SEIU - Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Collaborate with the supervisor to provide on-the-job training, instruction, and assistance to Advocates; prepare training schedules and maintain training records; create and/or update victim templates; provide guidance on advocate procedures and processes.
- Act as a technical advisor and subject matter expert; assist in the training, work assignment, and mentorship of other victim services advocates.
- Serve as a liaison to collateral agencies including but not limited to, law enforcement, courts, social services, and other concerned parties to provide crisis intervention services for crime victims and witnesses of crime; identify physical and psychological barriers to safety; identify options; develop an action plan and assist with the implementation of the plan.

- Attend, participate, and take a leadership role in special events, conferences, workshops, and trainings within the community.
- Respond to client needs and facilitate client services including but not limited to safety planning, crime scene cleanup, protective relocation or shelter, document replacement, property repair, funeral and burial arrangements, intervention with creditors, landlords, schools, employers, and application to Victim of Crime Compensation Program; provide resources and referrals for ongoing support or services.
- Counsel victims and witnesses to reduce trauma; provide advocacy and support to victims during interviews with law enforcement, district attorneys, or defense attorneys.
- Advocate on behalf of clients to help ensure that all victims and witnesses are treated with dignity, respect, courtesy, and sensitivity; advocate on behalf of clients to help ensure that their rights are protected; accompany victims to court in order to provide support during testimony.
- Provide information to victims and witnesses concerning the procedures of the criminal justice system, juvenile justice system, and justice agencies; provide information on other judicial systems as necessary to meet the needs of the client.
- Maintain recordkeeping to meet state, federal, and internal reporting requirements.
- Provide training to law enforcement, district attorneys, and other agencies or the public concerning the Division of Victim Services and the rights of victims and witnesses.
- Drive a County vehicle as necessary to carry out services.
- Lead in the orientation and training of Advocate staff and volunteers; provide guidance and leadership in the solution of the most complex cases.

RECRUITING GUIDELINES:

OPTION I

Education: Completion of 60 semester or 90 quarter units of coursework from an accredited college or university in psychology, sociology, social welfare, social/human services, criminal justice, or a related field to the assignment.

Experience: Two years of experience providing case management, supportive or crisis intervention counseling, and advising clients of available programs, services, and resources in a public or private social service or criminal justice agency.

OPTION II

Education: Graduation from high school or attainment of a satisfactory score on a G.E.D. test.

Experience: One year as a Victim Services Advocate II with the Riverside County District Attorney's Office or an equivalent position in a public or private social service or criminal justice agency providing services to crime victims and witnesses.

OPTION III

Education: Graduation from high school or attainment of a satisfactory score on a G.E.D. test.

Experience: Three years of experience providing case management, supportive or crisis intervention counseling, and advising clients of available programs, services, and resources in a public or private social service or criminal justice agency.

ALL OPTIONS

Knowledge of: The laws and procedures of criminal justice agencies as they affect the responsibilities and rights of victims and witnesses of crimes; public agency and community resources and their functions; interviewing and counseling techniques.

Ability to: Lead and direct the work of volunteer staff; mentor Advocate staff; prepare statistical and narrative reports; maintain effective working relationships with others; provide psychological and emotional support to reduce trauma associated with being a victim or witness of a crime; communicate effectively in oral and written form; promote specific program projects through the use of effective presentations.

OTHER REQUIREMENTS:

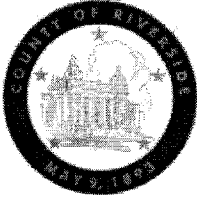
License: Possession of a valid California Driver's License may be required.

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.



DISTRICT ATTORNEY HAZARDOUS WASTE EXAMINER

Class Code: 73579

COUNTY OF RIVERSIDE
Established Date: Mar 1, 2018
Revision Date: Mar 1, 2018

SALARY RANGE

\$28.33 - \$45.76 Hourly
\$4,911.09 - \$7,932.44 Monthly
\$58,933.06 - \$95,189.33 Annually

CLASS CONCEPT:

Under general direction, performs non-sworn duties in the investigation of environmental criminal and civil violations for the District Attorney's Office involving unlawful treatment, transportation, storage and disposal of hazardous materials and wastes, underground storage tank violations, and streambed alterations, among other environmental crimes; assist in the review of cases involving violations of environmental safety regulations resulting in death, serious disability or serious hazardous exposure to employees and performs other related duties as required.

The District Attorney Hazardous Waste Examiner is an advanced journey level classification and reports to a sworn senior investigator, prosecutor or a managing attorney for case orientation and direction. Incumbents are responsible for exercising considerable judgment and independence in performing assignments of above average difficulty, which require comprehensive knowledge of assigned projects and environmental case laws and regulations, including county, state and federal laws and regulations that prohibit the illegal disposal of hazardous materials and wastes. Incumbents may direct lower level staff in technical and functional duties related to the investigation and prosecution of environmental crime cases in collaboration with a sworn senior investigator, prosecutor or a managing attorney.

The District Attorney Hazardous Waste Examiner is characterized by the responsibility to perform the full range of complex and specialized non-sworn duties with minimal technical supervision in the investigations of environmental crimes. This class is further distinguished from the District Attorney Investigator in that it does not affect arrests, control suspects, carry a handgun or have an assigned County vehicle.

REPRESENTATION UNIT: SEIU – Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Assist sworn investigators with conducting complaint investigations of all types of hazardous wastes and hazardous materials facilities; collect and obtain evidence of illegal hazardous materials and waste disposal activities; package hazardous materials and hazardous wastes as evidence and samples for transportation, laboratory analysis and preservation.

- May accompany and assist law enforcement personnel in searches of crime scenes for evidence by gathering, analyzing and preserving evidence concerning environmental crimes and suspected complaints involving hazardous materials and wastes; may be called to work in collaboration with first responders in the determination of the environmental hazard, handle investigation and collection of evidence and conduct interviews.
- At the direction of a sworn investigator or prosecuting attorney conduct waste audits on waste loads from all types of waste generators (residential, commercial, and industrial) to determine if hazardous waste violations have occurred.
- Participate in and conduct environmental strike force meetings in participation with multi-agency regulators at the county, state and federal level to ensure the resources for complex environmental regulations are utilized to effectively investigate and prosecute environmental crimes.
- Participate in and conduct safety briefings, operational briefings and prepare for emergency response activities and call-outs related to environmental/hazardous materials investigations.
- Conduct inspections as part of an environmental crime investigation on waste disposal manifests for proper disposal in accordance with county, state and federal laws.
- Assist investigators with contacts and/or meet with responsible parties of illegally disposed waste and/or hazardous materials from residential, commercial, and industrial sources.
- Prepare comprehensive reports and documents for legal action for the District Attorney's Office relative to illegal disposal of hazardous materials and wastes; gather and categorize evidence to identify responsible parties; interview witnesses and solid waste and hazardous material handlers to obtain information and statements; obtain evidence photographs with the use of photographic equipment; testify in court as a participant witness or expert in matters related to assigned cases as needed.
- Utilize field equipment and screening devices to perform hazardous materials categorization evaluations on household, commercial, and industrial waste evidence collection in the field; conduct environmental surveys, field investigations, data collections, chemical testing, and sample collection using specialized equipment; operate and calibrate technical equipment for hazardous and radioactive material identification.
- Conduct routine inspections on field equipment, monitoring devices and safety supply inventories to ensure compliance with hazardous waste control laws and worker safety laws; restock safety supplies and personal protective equipment; maintain and perform minor repairs to field, emergency and safety equipment.

RECRUITING GUIDELINES:

OPTION I

Education: Graduation from an accredited college or university with a Bachelor's degree, preferably with a major in environmental health, hazardous waste management, chemistry, toxicology, water quality, occupational health, or a related field to the assignment. (A Master's degree from an accredited college or university in environmental health, hazardous waste management, chemistry, toxicology, water quality, occupational health, or a related field to the assignment may substitute for one year of the required experience.)

Experience: Three years of professional journey level experience with the County of Riverside performing duties that involved hazardous materials and waste management, hazardous waste inspections/investigations, environmental health investigations, or environmental engineering.

OPTION II

Education: Graduation from an accredited college or university with a Bachelor's degree, preferably with a major in environmental health, hazardous waste management, chemistry, toxicology, water quality, occupational health, or a related field to the assignment. (A Master's degree from an accredited college or university in environmental health, hazardous waste management, chemistry, toxicology, water quality, occupational health, or a related field to the assignment may substitute for one year of the required experience.)

Experience: Four years of professional journey level experience in hazardous waste management, hazardous waste inspections/investigations, environmental health investigations, environmental engineering, or a closely related field.

ALL OPTIONS

Knowledge of: The principles of hazardous materials management; county, state and federal laws and regulations governing hazardous waste and materials management; methods and techniques of investigating, interviewing, inspecting and gathering evidence of environmental hazardous materials and wastes; sampling techniques and related apparatus used to monitor and/or collect samples of substances for analyses; environmental research and statistical methods; the basic understanding of rules of evidence and courtroom procedures; advanced understanding of chemistry as it relates to compatibility; advanced understanding of toxicology as it relates to human and environmental exposures; principles of personal safety and protection.

Ability to: Perform hazardous waste investigations; plan, organize and conduct environmental research; understand and interpret county, state and federal hazardous materials and waste laws, rules and regulations; communicate sensitive and complex technical information both orally and in writing; analyze situations accurately and take effective action; prepare clear and concise reports; establish and maintain effective working relationship with allied agencies, various governmental agencies, and other staff members; establish and maintain cooperative relationships with those contacted in the course of work.

OTHER REQUIREMENTS:

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

Upon hire or transfer, incumbents will be required to successfully complete and maintain in a current status, all necessary trainings, certifications and/or programs as outlined by the Department, including but not limited to:

- 40 Hour HAZWOPER Training (Cal OSHA)
- 40 Hour Health and Safety Training for Hazardous Waste Workers (Cal OSHA)
- First Aid Training (including CPR)
- PC 832 Arrest, Search and Seizure
- CA OSHA Medical Surveillance Program

Depending on assignment, additional trainings and conferences may be required.

Due to the nature of environmental/hazardous materials investigations, employee are expected to work flexible schedules including weekends and 24-hour on-call status. Overtime is often expected.

Physical Requirements: Independent body mobility to stand, move 55-gallon drums of materials with drum dolly; climb through refuse piles, walk on uneven ground or wet surfaces; upper body strength to

reach and move items from high shelves; ability to read standard text, labels, color change indication test papers, monitoring equipment display screens and computer screens; strength to lift and carry tools or personal protection and test equipment weighing up to 25 lbs.; physical capability to wear personal protective equipment including Level B, C and D suits with air purifying cartridge respirators and supplied air; ability to lift materials weighing up to 70 lbs.

Environmental Requirements: Will be required to work in an office and all types of field environments, be exposed to inclement weather conditions; work with hazardous materials/wastes including dust, odors and fumes from disposal operations and chemically contaminated sites; ability to tolerate very hot and cold temperatures; walk or stand for extended periods of time; walk over refuse and rough terrain; bend or stoop repeatedly or continually over time; view and inspect hospital waste loads containing infectious human material.

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.