

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



**ITEM: 3.16
(ID # 19393)**

MEETING DATE:
Tuesday, June 21, 2022

FROM : HUMAN RESOURCES AND Department of Public Social Services :

SUBJECT: HUMAN RESOURCES: Classification & Compensation Recommendation to adjust the salaries of the Welfare Fraud Investigator, and Supervising Welfare Fraud Investigator, and amend Ordinance No. 440 pursuant to Resolution No. 440-9268 submitted herewith, All Districts. [\$293,279, 52% Federal, 38% State, 5% Realign, 5% County]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Welfare Fraud Investigator, Welfare Fraud Investigator A, Welfare Fraud Investigator B, Supervising Welfare Fraud Investigator, Supervising Welfare Fraud Investigator A, and the Supervising Welfare Fraud Investigator B.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9268

ACTION:Policy


Steven Espinoza 6/15/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Washington and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9268 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: June 21, 2022
xc: H.R., DPSS

Kecia R. Harper
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	\$293,279	\$293,279	\$293,279
NET COUNTY COST	\$0	\$14,687	\$14,687	\$14,687
SOURCE OF FUNDS: 52% Federal, 38% State, 5% Realign, 5% County			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Classification & Compensation Division received a request from the Laborers' International Union of North America, Local 777 (LIUNA) and the Service Employees International Union (SEIU), Local 721, to conduct an external market analysis and internal parity analysis on the DPSS Welfare Fraud Investigator (WFI) class series represented by LIUNA and the Supervising Welfare Fraud Investigator (SWFI) class series represented by SEIU working in the Department of Public Social Services (DPSS), Special Investigations Unit (SIU). The purpose of this request was to determine whether the recent addition of three job duties to the WFI class series job descriptions amounted to a significant expansion of job functions that warranted additional compensation. The three additional duties are performing supervised transport of minors, supervision of juvenile visitations and responding to department threats at DPSS facilities. Both an external market survey and an internal parity review was conducted to identify how the WFI/SWFI classes benchmarks to other jurisdictional classification and County of Riverside (CoR) classes.

With a review of the comparable job classes pertaining to the three specific duties, it was determined that there were no viable comparisons internally or externally to form a direct match. Although there were no direct matches, the external review found similarities with the additional duties like those typically performed by social workers, which captures both the added scope and risk, as well as the time and dedication currently not outlined within the WFI job spec. It is estimated that the added scope pertains to less than 30% of the WFI's current listed duties. This added scope supports additional compensation, but it should be limited to the appropriate portion of the WFI/SWFI's total workload. While no external comparable job class was responsible for all of the additional duties, we analyzed each relevant external classification and built a blended evaluation that effectively captured a monetary weight that could be applied to these duties at a 15% value to the current WFI salary range. It is recommended to benchmark the additional duties at a 15% increase to the max of the range for the following classifications:

- Welfare Fraud Investigator
- Welfare Fraud Investigator A
- Welfare Fraud Investigator B
- Supervising Welfare Fraud Investigator
- Supervising Welfare Fraud Investigator A

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- Supervising Welfare Fraud Investigator B

Furthermore, we recommend each incumbent within the classifications listed above, also receive a 15% increase to their base pay to ensure internal equity is maintained with the addition of these duties to classification's workload.

Salary Adjustments:

Welfare Fraud Investigator: It is recommended to adjust the salary plan/grade LIU 631 (\$54,746 - \$87,254) to salary plan/grade LIU 632 (\$54,746 - \$100,342). There are currently 4 incumbents in this classification.

Welfare Fraud Investigator A: It is recommended to adjust the salary plan/grade LIU 648 (\$56,218 - \$89,618) to salary plan/grade LIU 649 (\$56,218 - \$103,060). There are currently no incumbents in this classification.

Welfare Fraud Investigator B: It is recommended to adjust the salary plan/grade LIU 661 (\$57,715 - \$92,017) to salary plan/grade LIU 661 (\$57,715 - \$105,819). There are currently 13 incumbents in this classification.

Supervising Welfare Fraud Investigator: It is recommended to adjust the salary plan/grade SEUS 370 (\$59,383 - \$97,135) to salary plan/grade SEUS 370 (\$59,383 - \$111,705). There are currently no incumbents in this classification.

Supervising Welfare Fraud Investigator A: It is recommended to adjust the salary plan/grade SEUS 389 (\$60,999 - \$99,785) to salary plan/grade SEUS 389 (\$60,999 - \$114,752). There are currently no incumbents in this classification.

Supervising Welfare Fraud Investigator B: It is recommended to adjust the salary plan/grade SEUS/407 (\$62,614 - \$102,434) to salary plan/grade SEUS 407 (\$62,614 - \$117,799). There are currently 3 incumbents in this classification.

Impact on Residents and Businesses

Approval of this classification will have no direct impact to residents and businesses.

Other Financial Information

The proposed increases will be effective beginning with fiscal year 22/23. The total annual cost for a 15% increase to all incumbent pay rates is \$293,279 including benefits and employer costs. The department has indicated that this cost increase will be absorbed within their existing approved budget for fiscal year 22/23.

Attachments:

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STATE OF CALIFORNIA

Attachment A - Welfare Fraud Investigator Series
Attachment B - Supervising Welfare Fraud Investigator Series
Attachment C - Resolution No. 440-9268

Meghan Hahn
Meghan Hahn, Senior Management Analyst 6/15/2022



WELFARE FRAUD INVESTIGATOR

Class Code: 37591

COUNTY OF RIVERSIDE
Established Date: Dec 1, 1971
Revision Date: Jun 21, 2022

SALARY RANGE

\$26.32 - \$41.95 Hourly
\$4,562.17 - \$7,271.16 Monthly
\$54,746.02 - \$87,253.92 Annually

CLASS CONCEPT:

Under general supervision, conducts a variety of complex and sensitive enforcement investigations related to suspected fraudulent receipt of aid; obtains and presents facts and evidence in support of administrative action or prosecution; investigates, detains, and arrests suspects; and performs other related duties as required.

The Welfare Fraud Investigator is a sworn peace officer that enforces the provisions of the Welfare and Institutions Code and reports to a Supervising Welfare Fraud Investigator in the Special Investigations Unit of the Department of Public Social Services (DPSS). Incumbents are responsible for performing the more complex, difficult, and sensitive investigations of suspected violations of public assistance laws, rules and regulations, and a variety of other departmental matters. Incumbents possess sworn peace officer status and are assigned cases requiring personnel capable of exercising the legal powers of arrest and detention within the State of California.

The Welfare Fraud Investigator is distinguished from the Supervising Welfare Fraud Investigator in that the latter has full supervisory responsibility over a unit of sworn and non-sworn personnel.

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

REPRESENTATION UNIT: LIUNA - Inspections & Technical

EXAMPLES OF ESSENTIAL DUTIES:

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

- Review case files to locate alleged violations, determine validity of allegations, and extract case file information useful to the investigation.
- Locate and interview suspected persons, absent parents, witnesses, and company and agency representatives to obtain and verify information and evidence; analyze and evaluate statements, information and evidence obtained through interviews and investigations.
- Examine a variety of records to secure information concerning suspected violations; gather and assemble reports, statements, affidavits, and other forms of evidence for use in legal actions; gather, preserve, analyze, and evaluate physical evidence for presentation in hearings and court; use electronic and electronic data processing equipment to collect evidence.

- Prepare and serve search warrants; prepare legal and general correspondences, investigative reports and other documents as directed.
- Interpret, explain, and apply provisions of ongoing and new laws, rules and regulations related to the investigations of welfare fraud and/or other special investigations.
- Prepare subjects for photo line-up to identify suspects; prepare and process extradition forms; identify, investigate, detain, and arrest suspects and appear in court to provide required information; file criminal complaints with the District Attorney's Office.
- Act as a liaison between DPSS and the District Attorney's Office; correspond with County departments, other departmental staff, as well as various external agencies in the coordination of investigations.
- Conduct special investigations of internal affairs matters, applicant's background, alleged civil rights violations, DPSS court dependent problems and other issues as directed.
- Conduct investigations of missing/runaway juveniles; locate and transport juveniles to and from group homes, hospitals, mental facilities, juvenile detention centers, family residences and airports, all of which may be both within or out of the County of Riverside and the State of California; comply and enforce appropriate safety guidelines to ensure officer safety, public safety, and the security of the juvenile.
- Respond to lobby security panic alarms and incidents involving members of the public creating a public safety risk to themselves, staff or others located in assigned DPSS County facilities; serve in a sworn peace officer capacity and tactfully deal with escalating situations until local law enforcement agencies respond.
- Assist with court-ordered juvenile visitations and monitoring of dependent care.

RECRUITING GUIDELINES:

OPTION I

Education: Graduation from an accredited college or university with a bachelor's degree, preferably with a major in criminal justice, law enforcement, administration of justice, police science, criminology, or a related field to the assignment.

OPTION II

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

Experience: Two years performing non-sworn investigative work, which included conducting interviews, preparing investigative reports, identifying, and locating witnesses, suspects or claimants and conducting preliminary field investigations.

OPTION III

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

Experience: Two years conducting criminal investigations in a sworn status, in a governmental law enforcement agency, which included as a primary responsibility the performance of field investigations or law enforcement patrol enforcing the general criminal laws of a state.

OPTION IV

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

Experience: Three years conducting eligibility casework, which included as a primary responsibility an advanced level of case auditing in public assistance programs or performing casework in protective

services, which included as a primary responsibility complex investigative work and writing court reports.

ALL OPTIONS

Knowledge of: Diverse interviewing techniques; research methods and techniques; investigative techniques and procedures; the principles of identification, preservation and presentation of evidence; the legal rights of citizens; policies and procedures regarding the safety and security of juveniles; ongoing and new rules of evidence and court procedures; ongoing and new state and local laws and regulations governing sworn peace officer legal authority; commercial and property laws and credit transactions; legal procedures; the methods of financial record keeping.

Ability to: Conduct a variety of welfare fraud and departmental investigations; obtain information and evidence by observation, record examination, interviews and use of electronic and electronic data processing equipment; analyze and evaluate the statements of witnesses or suspected violators and draw logical conclusions; secure and present information and evidence in both verbal and written form; identify, detain and arrest suspects in accordance with sworn peace officer status; deal with citizens and public officials under conditions requiring tact; establish and maintain effective working relationships with the members of the public and other law enforcement personnel; communicate clearly and effectively with diverse populations.

OTHER REQUIREMENTS:

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

Possession of a valid State of California Peace Officers Standards and Training (P.O.S.T.) Basic Certificate must be obtained within 12 months of appointment.

Incumbents will be required to successfully pass a physical agility test.

Depending on assignment, driving and some travel may be required.

SPECIAL REQUIREMENTS:

Prior to employment, candidates will be required to pass a thorough Class II background investigation, which includes a polygraph examination, an extensive Class I physical examination and a psychological evaluation. The physical examination will include, but is not limited to: Vision: Applicants must have no worse than 20/200 correctable to 20/20 and must have normal peripheral fields and normal color vision. Hearing: Applicants must not have hearing loss greater than 30dB at any of the first three frequencies and an average loss no greater than 30dB for all four frequencies. Hearing aids are not permitted to meet these requirements.

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.



WELFARE FRAUD INVESTIGATOR-A

Class Code: 37594

COUNTY OF RIVERSIDE
Established Date: Mar 30, 1995
Revision Date: Jun 21, 2022

SALARY RANGE

\$27.03 - \$43.09 Hourly
\$4,684.82 - \$7,468.10 Monthly
\$56,217.82 - \$89,617.22 Annually

CLASS CONCEPT:

Under general supervision, conducts a variety of complex and sensitive enforcement investigations related to suspected fraudulent receipt of aid; obtains and presents facts and evidence in support of administrative action or prosecution; investigates, detains, and arrests suspects; and performs other related duties as required.

The Welfare Fraud Investigator-A is a sworn peace officer that enforces the provisions of the Welfare and Institutions Code and reports to a Supervising Welfare Fraud Investigator in the Special Investigations Unit of the Department of Public Social Services (DPSS). Incumbents are responsible for performing the more complex, difficult, and sensitive investigations of suspected violations of public assistance laws, rules and regulations, and a variety of other departmental matters. Incumbents possess sworn peace officer status and are assigned cases requiring personnel capable of exercising the legal powers of arrest and detention within the State of California.

The Welfare Fraud Investigator-A is distinguished from the Supervising Welfare Fraud Investigator in that the latter has full supervisory responsibility over a unit of sworn and non-sworn personnel.

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

Incumbents must have completed the requirements for and have received a valid State of California Peace Officers Standards and Training (P.O.S.T.) Intermediate Certificate.

REPRESENTATION UNIT: LIUNA - Inspections & Technical

EXAMPLES OF ESSENTIAL DUTIES:

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

- Review case files to locate alleged violations, determine validity of allegations and extract case file information useful to the investigation.
- Locate and interview suspected persons, absent parents, witnesses, and company and agency representatives to obtain and verify information and evidence; analyze and evaluate statements, information and evidence obtained through interviews and investigations.
- Examine a variety of records to secure information concerning suspected violations; gather and assemble reports, statements, affidavits, and other forms of evidence for use in legal actions; gather,

preserve, analyze, and evaluate physical evidence for presentation in hearings and court; use electronic and electronic data processing equipment to collect evidence.

- Prepare and serve search warrants; prepare legal and general correspondences, investigative reports and other documents as directed.
- Interpret, explain, and apply provisions of ongoing and new laws, rules and regulations related to the investigations of welfare fraud and/or other special investigations.
- Prepare subjects for photo line-up to identify suspects; prepare and process extradition forms; identify, investigate, detain, and arrest suspects and appear in court to provide required information; file criminal complaints with the District Attorney's Office.
- Act as a liaison between DPSS and the District Attorney's Office; correspond with County departments, other departmental staff, as well as various external agencies in the coordination of investigations.
- Conduct special investigations of internal affairs matters, applicant's background, alleged civil rights violations, DPSS court dependent problems and other issues as directed.
- Conduct investigations of missing/runaway juveniles; locate and transport juveniles to and from group homes, hospitals, mental facilities, juvenile detention centers, family residences and airports, all of which may be both within or out of the County of Riverside and the State of California; comply and enforce appropriate safety guidelines to ensure officer safety, public safety, and the security of the juvenile.
- Respond to lobby security panic alarms and incidents involving members of the public creating a public safety risk to themselves, staff or others located in assigned DPSS County facilities; serve in a sworn peace officer capacity and tactfully deal with escalating situations until local law enforcement agencies respond.
- Assist with court-ordered juvenile visitations and monitoring of dependent care.

RECRUITING GUIDELINES:

OPTION I

Education: Graduation from an accredited college or university with a bachelor's degree, preferably with a major in criminal justice, law enforcement, administration of justice, police science, criminology, or a related field to the assignment.

OPTION II

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

Experience: Two years performing non-sworn investigative work, which included conducting interviews, preparing investigative reports, identifying, and locating witnesses, suspects or claimants and conducting preliminary field investigations.

OPTION III

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

Experience: Two years conducting criminal investigations in a sworn status, in a governmental law enforcement agency, which included as a primary responsibility the performance of field investigations or law enforcement patrol enforcing the general criminal laws of a state.

OPTION IV

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

Experience: Three years conducting eligibility casework, which included as a primary responsibility an advanced level of case auditing in public assistance programs or performing casework in protective services, which included as a primary responsibility complex investigative work and writing court reports.

ALL OPTIONS

Knowledge of: Diverse interviewing techniques; research methods and techniques; investigative techniques and procedures; the principles of identification, preservation and presentation of evidence; the legal rights of citizens; policies and procedures regarding the safety and security of juveniles; ongoing and new rules of evidence and court procedures; ongoing and new state and local laws and regulations governing sworn peace officer legal authority; commercial and property laws and credit transactions; legal procedures; the methods of financial record keeping.

Ability to: Conduct a variety of welfare fraud and departmental investigations; obtain information and evidence by observation, record examination, interviews and use of electronic and electronic data processing equipment; analyze and evaluate the statements of witnesses or suspected violators and draw logical conclusions; secure and present information and evidence in both verbal and written form; identify, detain, and arrest suspects in accordance with sworn peace officer status; deal with citizens and public officials under conditions requiring tact; establish and maintain effective working relationships with the members of the public and other law enforcement personnel; communicate clearly and effectively with diverse populations.

OTHER REQUIREMENTS:

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

Possession of a valid State of California Peace Officers Standards and Training (P.O.S.T.) Intermediate Certificate.

Incumbents will be required to successfully pass a physical agility test.

Depending on assignment, driving and some travel may be required.

SPECIAL REQUIREMENTS:

Prior to employment, candidates will be required to pass a thorough Class II background investigation, which includes a polygraph examination, an extensive Class I physical examination and a psychological evaluation. The physical examination will include, but is not limited to: Vision: Applicants must have no worse than 20/200 correctable to 20/20 and must have normal peripheral fields and normal color vision. Hearing: Applicants must not have hearing loss greater than 30dB at any of the first three frequencies and an average loss no greater than 30Db for all four frequencies. Hearing aids are not permitted to meet these requirements.

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.



WELFARE FRAUD INVESTIGATOR-B

Class Code: 37595

COUNTY OF RIVERSIDE
Established Date: Mar 30, 1995
Revision Date: Jun 21, 2022

SALARY RANGE

\$27.75 - \$44.24 Hourly
\$4,809.58 - \$7,668.04 Monthly
\$57,715.01 - \$92,016.50 Annually

CLASS CONCEPT:

Under general supervision, conducts a variety of complex and sensitive enforcement investigations related to suspected fraudulent receipt of aid; obtains and presents facts and evidence in support of administrative action or prosecution; investigates, detains, and arrests suspects; and performs other related duties as required.

The Welfare Fraud Investigator-B is a sworn peace officer that enforces the provisions of the Welfare and Institutions Code and reports to a Supervising Welfare Fraud Investigator in the Special Investigations Unit of the Department of Public Social Services (DPSS). Incumbents are responsible for performing the more complex, difficult, and sensitive investigations of suspected violations of public assistance laws, rules and regulations, and a variety of other departmental matters. Incumbents possess sworn peace officer status and are assigned cases requiring personnel capable of exercising the legal powers of arrest and detention within the State of California.

The Welfare Fraud Investigator-B is distinguished from the Supervising Welfare Fraud Investigator in that the latter has full supervisory responsibility over a unit of sworn and non-sworn personnel.

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

Incumbents must have completed requirements for and have received a valid State of California Peace Officers Standards and Training (P.O.S.T.) Advanced Certificate.

REPRESENTATION UNIT: LIUNA - Inspections & Technical

EXAMPLES OF ESSENTIAL DUTIES:

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

- Review case files to locate alleged violations, determine validity of allegations, and extract case file information useful to the investigation.
- Locate and interview suspected persons, absent parents, witnesses, and company and agency representatives to obtain and verify information and evidence; analyze and evaluate statements, information and evidence obtained through interviews and investigations.

- Examine a variety of records to secure information concerning suspected violations; gather and assemble reports, statements, affidavits, and other forms of evidence for use in legal actions; gather, preserve, analyze, and evaluate physical evidence for presentation in hearings and court; use electronic and electronic data processing equipment to collect evidence.
- Prepare and serve search warrants; prepare legal and general correspondences, investigative reports and other documents as directed.
- Interpret, explain, and apply provisions of ongoing and new laws, rules and regulations related to the investigations of welfare fraud and/or other special investigations.
- Prepare subjects for photo line-up to identify suspects; prepare and process extradition forms; identify, investigate, detain, and arrest suspects and appear in court to provide required information; file criminal complaints with the District Attorney's Office.
- Act as a liaison between DPSS and the District Attorney's Office; correspond with County departments, other departmental staff, as well as various external agencies in the coordination of investigations.
- Conduct special investigations of internal affairs matters, applicant's background, alleged civil rights violations, DPSS court dependent problems and other issues as directed.
- Conduct investigations of missing/runaway juveniles; locate and transport juveniles to and from group homes, hospitals, mental facilities, juvenile detention centers, family residences and airports, all of which may be both within or out of the County of Riverside and the State of California; comply and enforce appropriate safety guidelines to ensure officer safety, public safety, and the security of the juvenile.
- Respond to lobby security panic alarms and incidents involving members of the public creating a public safety risk to themselves, staff or others located in assigned DPSS County facilities; serve in a sworn peace officer capacity and tactfully deal with escalating situations until local law enforcement agencies respond.
- Assist with court-ordered juvenile visitations and monitoring of dependent care.

RECRUITING GUIDELINES:

OPTION I

Education: Graduation from an accredited college or university with a bachelor's degree, preferably with a major in criminal justice, law enforcement, administration of justice, police science, criminology, or a related field to the assignment.

OPTION II

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

Experience: Two years performing non-sworn investigative work, which included conducting interviews, preparing investigative reports, identifying, and locating witnesses, suspects, or claimants and conducting preliminary field investigations.

OPTION III

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

Experience: Two years conducting criminal investigations in a sworn status, in a governmental law enforcement agency, which included as a primary responsibility the performance of field investigations or law enforcement patrol enforcing the general criminal laws of a state.

OPTION IV

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

Experience: Three years conducting eligibility casework, which included as a primary responsibility an advanced level of case auditing in public assistance programs, or performing casework in protective services, which included as a primary responsibility complex investigative work and writing court reports.

ALL OPTIONS

Knowledge of: Diverse interviewing techniques; research methods and techniques; investigative techniques and procedures; the principles of identification, preservation and presentation of evidence; the legal rights of citizens; policies and procedures regarding the safety and security of juveniles; ongoing and new rules of evidence and court procedures; ongoing and new state and local laws and regulations governing sworn peace officer legal authority; commercial and property laws and credit transactions; legal procedures; the methods of financial record keeping.

Ability to: Conduct a variety of welfare fraud and departmental investigations; obtain information and evidence by observation, record examination, interviews and use of electronic and electronic data processing equipment; analyze and evaluate the statements of witnesses or suspected violators and draw logical conclusions; secure and present information and evidence in both verbal and written form; identify, detain and arrest suspects in accordance with sworn peace officer status; deal with citizens and public officials under conditions requiring tact; establish and maintain effective working relationships with the members of the public and other law enforcement personnel; communicate clearly and effectively with diverse populations.

OTHER REQUIREMENTS:

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

Possession of a valid State of California Peace Officers Standards and Training (P.O.S.T.) Advanced Certificate.

Incumbents will be required to successfully pass a physical agility test.

Depending on assignment, driving and some travel may be required.

SPECIAL REQUIREMENTS:

Prior to employment, candidates will be required to pass a thorough Class II background investigation, which includes a polygraph examination, an extensive Class I physical examination and a psychological evaluation. The physical examination will include, but is not limited to: Vision: Applicants must have no worse than 20/200 correctable to 20/20 and must have normal peripheral fields and normal color vision. Hearing: Applicants must not have hearing loss greater than 30dB at any of the first three frequencies and an average loss no greater than 30dB for all four frequencies. Hearing aids are not permitted to meet these requirements.

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.



COUNTY OF RIVERSIDE
Established Date: Nov 1, 1995
Revision Date: Jun 21, 2022

SUPERVISING WELFARE FRAUD INVESTIGATOR

Class Code: 37592

SALARY RANGE

28.55 - \$46.70 Hourly
\$4,948.55 - \$8,094.55 Monthly
\$59,382.54 - \$97,134.54 Annually

CLASS CONCEPT:

Under direction, supervises the activities of sworn and non-sworn personnel assigned to investigations related to suspected fraudulent receipt of aid; obtains and presents facts and evidence in support of administrative action or prosecution; assigns, monitors and evaluates the investigations involving the gathering of evidence for apprehension and prosecution of persons suspected of violating welfare fraud laws; conducts the most complex investigations; and performs other related duties as required.

The Supervising Welfare Fraud Investigator is the supervising level classification in the Welfare Fraud Investigator series and reports to the Welfare Fraud Investigative Manager. Incumbents are characterized by being responsible for oversight of day-to-day operations within the Special Investigations Unit of the Department of Public Social Services (DPSS), which includes participating in the employee selection process, training, coaching, and mentoring of employees. Incumbents are responsible for the supervision of staff, including, but not limited to, Welfare Fraud Investigators, Technicians or Trainees.

The Supervising Welfare Fraud Investigator is distinguished from the Welfare Fraud Investigative Manager in that the latter is responsible for planning, organizing, and managing the work of the Special Investigations Unit in DPSS through subordinate supervisors, while making recommendations and preparing reports related to budgeting, procedures, and staffing requiring extensive knowledge and experience.

REPRESENTATION UNIT: SEIU - Supervisory

EXAMPLES OF ESSENTIAL DUTIES:

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

- Plan, organize, supervise, and assign the work of subordinate investigators, technicians or trainees involved in conducting complex and sensitive enforcement investigations.
- Monitor the progress of cases assigned to subordinate personnel; ensure compliance with policies, procedures, rules, regulations, and legal mandates.
- Oversee and assist in the preparation and service of search warrants, extraditions, detaining, arresting and other legal processes.

- Oversee special investigations of internal affair matters, applicant's background, alleged civil rights violations and DPSS court dependent problems.
- Supervise field investigations including, but not limited to, the locating and interviewing of suspected persons, absent parents, witnesses, and company and agency representatives to obtain and verify information and evidence.
- Participate in identifying, investigating, detaining, and arresting suspects as required; oversee the preparation of subjects for photo line up to identify suspects; appear in court to testify; file criminal complaints with the District Attorney's Office.
- Participate in the interview and selection of staff; train, develop, or supervise the training of unit employees.
- Prepare and issue performance evaluations, discipline, and other personnel actions to subordinate staff; provide guidance and training to subordinate personnel in areas needing development (e.g., investigative techniques and managing safety situations).
- Assist with collecting, compiling, and analyzing factual information; assist with the preparation of records and statistical reports on caseloads and dispositions.
- Correspond with various federal, state, and local agencies, County departments and other departmental staff in the coordination of investigations; stay current on laws and court decision pertaining to welfare fraud.
- Conduct investigations of missing/runaway juveniles; locate and transport juveniles to and from group homes, hospitals, mental facilities, juvenile detention centers, family residences and airports, all of which may be both within or out of the County of Riverside and the State of California; comply and enforce appropriate safety guidelines to ensure officer safety, public safety, and the security of the juvenile.
- Respond to lobby security panic alarms and incidents involving members of the public creating a public safety risk to themselves, staff or others located in assigned DPSS County facilities; serve in a sworn peace officer capacity and tactfully deal with escalating situations until local law enforcement agencies respond.
- Assist with court-ordered juvenile visitations and monitoring of dependent care.

RECRUITING GUIDELINES:

Education: Completion of 60 semester or 90 quarter undergraduate units from an accredited college or university, preferably with course work in criminal justice, law enforcement, administration of justice, police science, criminology, or a related field to the assignment. (Additional qualifying experience may substitute for the required education on the basis of one year of full-time experience equaling 30 semester or 45 quarter units of the required education.)

Experience: Two years with a county, state, or federal agency in a sworn capacity performing field investigation work, which must include all of the following duties: locating and interviewing witnesses and suspects; collecting and verifying information and evidence through interviews and investigations; gathering, preserving, analyzing, and evaluating physical evidence for admission to court; investigating potential violation of welfare fraud laws and regulations; making arrests; testifying in court to verify records, evidence and information; documenting actions and writing criminal and/or civil reports.

Knowledge of: Diverse investigative techniques and procedures; rules of evidence and court procedures; current techniques of interviewing and interrogating witnesses; ongoing and new legal

procedures and requirements related to enforcement of welfare fraud laws; legal rights of citizens; research methods and techniques; policies and procedures regarding the safety and security of juveniles; ongoing and new state and local laws and regulations governing sworn peace officer legal authority; basic principles and methods of effective supervision and training of subordinate employees.

Ability to: Supervise, assign and review the work of subordinate investigators and support personnel; conduct complex investigations; obtain and present evidence; analyze and evaluate the statements of witnesses or suspected violators and draw logical conclusions; maintain a variety of records and evidence; prepare complex reports; deal effectively with others under conditions requiring tact; secure the cooperation of employees to work together; establish and maintain effective working relationships; communicate clearly and effectively with diverse populations.

OTHER REQUIREMENTS:

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

Possession of a valid State of California Peace Officers Standards and Training (P.O.S.T.) Basic Certificate must be obtained within 12 months of appointment.

Incumbents will be required to successfully pass a physical agility test.

Depending on assignment, driving and some travel may be required.

ADDITIONAL P.O.S.T. REQUIREMENTS:

Incumbents must attend and successfully complete the P.O.S.T. Supervisory Course Certification within one year of hire date.

SPECIAL REQUIREMENTS:

Prior to employment, candidates will be required to pass a thorough Class II background investigation, which includes a polygraph examination, an extensive Class I physical examination and a psychological evaluation. The physical examination will include, but is not limited to: Vision: Applicants must have no worse than 20/200 correctable to 20/20 and must have normal peripheral fields and normal color vision. Hearing: Applicants must not have hearing loss greater than 30dB at any of the first three frequencies and an average loss no greater than 30dB for all four frequencies. Hearing aids are not permitted to meet these requirements.

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.



SUPERVISING WELFARE FRAUD INVESTIGATOR-A

Class Code: 37598

COUNTY OF RIVERSIDE
Established Date: Nov 1, 1995
Revision Date: Jun 21, 2022

SALARY RANGE

\$29.33 - \$47.97 Hourly
\$5,083.23 - \$8,315.39 Monthly
\$60,998.70 - \$99,784.67 Annually

CLASS CONCEPT:

Under direction, supervises the activities of sworn and non-sworn personnel assigned to investigations related to suspected fraudulent receipt of aid; obtains and presents facts and evidence in support of administrative action or prosecution; assigns, monitors, and evaluates the investigations involving the gathering of evidence for apprehension and prosecution of persons suspected of violating welfare fraud laws; conducts the most complex investigations; and performs other related duties as required.

The Supervising Welfare Fraud Investigator-A is the supervising level classification in the Welfare Fraud Investigator series and reports to the Welfare Fraud Investigative Manager. Incumbents are characterized by being responsible for oversight of day-to-day operations within the Special Investigations Unit of the Department of Public Social Services (DPSS), which includes participating in the employee selection process, training, coaching, and mentoring of employees. Incumbents are responsible for the supervision of staff, including, but not limited to, Welfare Fraud Investigators, Technicians or Trainees.

The Supervising Welfare Fraud Investigator-A is distinguished from the Welfare Fraud Investigative Manager in that the latter is responsible for planning, organizing, and managing the work of the Special Investigations Unit in DPSS through subordinate supervisors, while making recommendations and preparing reports related to budgeting, procedures, and staffing requiring extensive knowledge and experience.

Incumbents must have completed the requirements for and have received a valid State of California Peace Officers Standards and Training (P.O.S.T.) Intermediate Certificate.

REPRESENTATION UNIT: SEIU - Supervisory

EXAMPLES OF ESSENTIAL DUTIES:

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

- Plan, organize, supervise, and assign the work of subordinate investigators, technicians or trainees involved in conducting complex and sensitive enforcement investigations.
- Monitor the progress of cases assigned to subordinate personnel; ensure compliance with policies, procedures, rules, regulations, and legal mandates.

- Oversee and assist in the preparation and service of search warrants, extraditions, detaining, arresting, and other legal processes.
- Oversee special investigations of internal affair matters, applicant's background, alleged civil rights violations and DPSS court dependent problems.
- Supervise field investigations including, but not limited to, the locating and interviewing of suspected persons, absent parents, witnesses, and company and agency representatives to obtain and verify information and evidence.
- Participate in identifying, investigating, detaining, and arresting suspects as required; oversee the preparation of subjects for photo line-up to identify suspects; appear in court to testify; file criminal complaints with the District Attorney's Office.
- Participate in the interview and selection of staff; train, develop, or supervise the training of unit employees.
- Prepare and issue performance evaluations, discipline, and other personnel actions to subordinate staff; provide guidance and training to subordinate personnel in areas needing development (e.g., investigative techniques and managing safety situations).
- Assist with collecting, compiling, and analyzing factual information; assist with the preparation of records and statistical reports on caseloads and dispositions.
- Correspond with various federal, state, and local agencies, County departments and other departmental staff in the coordination of investigations; stay current on laws and court decision pertaining to welfare fraud.
- Conduct investigations of missing/runaway juveniles; locate and transport juveniles to and from group homes, hospitals, mental facilities, juvenile detention centers, family residences and airports, all of which may be both within or out of the County of Riverside and the State of California; comply and enforce appropriate safety guidelines to ensure officer safety, public safety, and the security of the juvenile.
- Respond to lobby security panic alarms and incidents involving members of the public creating a public safety risk to themselves, staff or others located in assigned DPSS County facilities; serve in a sworn peace officer capacity and tactfully deal with escalating situations until local law enforcement agencies respond.
- Assist with court-ordered juvenile visitations and monitoring of dependent care.

RECRUITING GUIDELINES:

Education: Completion of 60 semester or 90 quarter undergraduate units from an accredited college or university, preferably with course work in criminal justice, law enforcement, administration of justice, police science, criminology, or a related field to the assignment. (Additional qualifying experience may substitute for the required education on the basis of one year of full-time experience equaling 30 semester or 45 quarter units of the required education.)

Experience: Two years with a county, state, or federal agency in a sworn capacity performing field investigation work, which must include all of the following duties: locating and interviewing witnesses and suspects; collecting and verifying information and evidence through interviews and investigations; gathering, preserving, analyzing, and evaluating physical evidence for admission to court; investigating potential violation of welfare fraud laws and regulations; making arrests; testifying in court to verify records, evidence, and information; documenting actions and writing criminal and/or civil reports.

Knowledge of: Diverse investigative techniques and procedures; rules of evidence and court procedures; current techniques of interviewing and interrogating witnesses; ongoing and new legal procedures and requirements related to enforcement of welfare fraud laws; legal rights of citizens; research methods and techniques; policies and procedures regarding the safety and security of juveniles; ongoing and new state and local laws and regulations governing sworn peace officer legal authority; basic principles and methods of effective supervision and training of subordinate employees.

Ability to: Supervise, assign and review the work of subordinate investigators and support personnel; conduct complex investigations; obtain and present evidence; analyze and evaluate the statements of witnesses or suspected violators and draw logical conclusions; maintain a variety of records and evidence; prepare complex reports; deal effectively with others under conditions requiring tact; secure the cooperation of employees to work together; establish and maintain effective working relationships; communicate clearly and effectively with diverse populations.

OTHER REQUIREMENTS:

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

Possession of a valid State of California Peace Officer Standards and Training (P.O.S.T.) Intermediate Certificate.

Incumbents will be required to successfully pass a physical agility test.

Depending on assignment, driving and some travel may be required.

ADDITIONAL P.O.S.T. REQUIREMENTS:

Incumbents must attend and successfully complete the P.O.S.T. Supervisory Course Certification within one year of hire date.

SPECIAL REQUIREMENTS:

Prior to employment, candidates will be required to pass a thorough Class II background investigation, which includes a polygraph examination, an extensive Class I physical examination and a psychological evaluation. The physical examination will include, but is not limited to: Vision: Applicants must have no worse than 20/200 correctable to 20/20 and must have normal peripheral fields and normal color vision. Hearing: Applicants must not have hearing loss greater than 30dB at any of the first three frequencies and an average loss no greater than 30dB for all four frequencies. Hearing aids are not permitted to meet these requirements.

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.



COUNTY OF RIVERSIDE
Established Date: Nov 1, 1995
Revision Date: Jun 21, 2022

SUPERVISING WELFARE FRAUD INVESTIGATOR-B

Class Code: 37599

SALARY RANGE

\$30.10 - \$49.25 Hourly
\$5,217.87 - \$8,536.13 Monthly
\$62,614.45 - \$102,433.55 Annually

CLASS CONCEPT:

Under direction, supervises the activities of sworn and non-sworn personnel assigned to investigations related to suspected fraudulent receipt of aid; obtains and presents facts and evidence in support of administrative action or prosecution; assigns, monitors, and evaluates the investigations involving the gathering of evidence for apprehension and prosecution of persons suspected of violating welfare fraud laws; conducts the most complex investigations; and performs other related duties as required.

The Supervising Welfare Fraud Investigator-B is the supervising level classification in the Welfare Fraud Investigator series and reports to the Welfare Fraud Investigative Manager. Incumbents are characterized by being responsible for oversight of day-to-day operations within the Special Investigations Unit of the Department of Public Social Services (DPSS), which includes participating in the employee selection process, training, coaching, and mentoring of employees. Incumbents are responsible for the supervision of staff, including, but not limited to, Welfare Fraud Investigators, Technicians or Trainees.

The Supervising Welfare Fraud Investigator-B is distinguished from the Welfare Fraud Investigative Manager in that the latter is responsible for planning, organizing, and managing the work of the Special Investigations Unit in DPSS through subordinate supervisors, while making recommendations and preparing reports related to budgeting, procedures, and staffing requiring extensive knowledge and experience.

Incumbents must have completed the requirements for and have received a valid State of California Peace Officers Standards and Training (P.O.S.T.) Advanced Certificate.

REPRESENTATION UNIT: SEIU - Supervisory

EXAMPLES OF ESSENTIAL DUTIES:

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

- Plan, organize, supervise, and assign the work of subordinate investigators, technicians or trainees involved in conducting complex and sensitive enforcement investigations.
- Monitor the progress of cases assigned to subordinate personnel; ensure compliance with policies, procedures, rules, regulations, and legal mandates.

- Oversee and assist in the preparation and service of search warrants, extraditions, detaining, arresting and other legal processes.
- Oversee special investigations of internal affair matters, applicant's background, alleged civil rights violations and DPSS court dependent problems.
- Supervise field investigations including, but not limited to, the locating and interviewing of suspected persons, absent parents, witnesses, and company and agency representatives to obtain and verify information and evidence.
- Participate in identifying, investigating, detaining, and arresting suspects as required; oversee the preparation of subjects for photo line up to identify suspects; appear in court to testify; file criminal complaints with the District Attorney's Office.
- Participate in the interview and selection of staff; train, develop, or supervise the training of unit employees.
- Prepare and issue performance evaluations, discipline, and other personnel actions to subordinate staff; provide guidance and training to subordinate personnel in areas needing development (e.g., investigative techniques and managing safety situations).
- Assist with collecting, compiling, and analyzing factual information; assist with the preparation of records and statistical reports on caseloads and dispositions.
- Correspond with various federal, state, and local agencies, County departments and other departmental staff in the coordination of investigations; stay current on laws and court decision pertaining to welfare fraud.
- Conduct investigations of missing/runaway juveniles; locate and transport juveniles to and from group homes, hospitals, mental facilities, juvenile detention centers, family residences and airports, all of which may be both within or out of the County of Riverside and the State of California; comply and enforce appropriate safety guidelines to ensure officer safety, public safety, and the security of the juvenile.
- Respond to lobby security panic alarms and incidents involving members of the public creating a public safety risk to themselves, staff or others located in assigned DPSS County facilities; serve in a sworn peace officer capacity and tactfully deal with escalating situations until local law enforcement agencies respond.
- Assist with court-ordered juvenile visitations and monitoring of dependent care.

RECRUITING GUIDELINES:

Education: Completion of 60 semester or 90 quarter undergraduate units from an accredited college or university, preferably with course work in criminal justice, law enforcement, administration of justice, police science, criminology, or a related field to the assignment. (Additional qualifying experience may substitute for the required education on the basis of one year of full-time experience equaling 30 semester or 45 quarter units of the required education.)

Experience: Two years with a county, state, or federal agency in a sworn capacity performing field investigation work, which must include all of the following duties: locating and interviewing witnesses and suspects; collecting and verifying information and evidence through interviews and investigations; gathering, preserving, analyzing, and evaluating physical evidence for admission to court; investigating potential violation of welfare fraud laws and regulations; making arrests; testifying in court to verify records, evidence and information; documenting actions and writing criminal and/or civil reports.

Knowledge of: Diverse investigative techniques and procedures; rules of evidence and court procedures; current techniques of interviewing and interrogating witnesses; ongoing and new legal procedures and requirements related to enforcement of welfare fraud laws; legal rights of citizens; research methods and techniques; policies and procedures regarding the safety and security of juveniles; ongoing and new state and local laws and regulations governing sworn peace officer legal authority; basic principles and methods of effective supervision and training of subordinate employees.

Ability to: Supervise, assign and review the work of subordinate investigators and support personnel; conduct complex investigations; obtain and present evidence; analyze and evaluate the statements of witnesses or suspected violators and draw logical conclusions; maintain a variety of records and evidence; prepare complex reports; deal effectively with others under conditions requiring tact; secure the cooperation of employees to work together; establish and maintain effective working relationships; communicate clearly and effectively with diverse populations.

OTHER REQUIREMENTS:

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

Possession of a valid State of California Peace Officer Standards and Training (P.O.S.T.) Advanced Certificate.

Incumbents will be required to successfully pass a physical agility test.

Depending on assignment, driving and some travel may be required.

ADDITIONAL P.O.S.T. REQUIREMENTS:

Incumbents must attend and successfully complete the P.O.S.T. Supervisory Course Certification within one year of hire date.

SPECIAL REQUIREMENTS:

Prior to employment, candidates will be required to pass a thorough Class II background investigation, which includes a polygraph examination, an extensive Class I physical examination and a psychological evaluation. The physical examination will include but is not limited to: Vision: Applicants must have no worse than 20/200 correctable to 20/20 and must have normal peripheral fields and normal color vision. Hearing: Applicants must not have hearing loss greater than 30dB at any of the first three frequencies and an average loss no greater than 30dB for all four frequencies. Hearing aids are not permitted to meet these requirements.

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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:

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RESOLUTION NO. 440-9268

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on June 21, 2022, 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 at the beginning of the pay period following the date of approval, as follows:

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
37591	Welfare Fraud Investigator	LIU 631	LIU 632
37594	Welfare Fraud Investigator A	LIU 648	LIU 649
37595	Welfare Fraud Investigator B	LIU 661	LIU 661
		(\$57,715 - \$92,017)	(\$57,715 - \$105,819)
37592	Supervising Welfare Fraud Investigator	SEUS 370	SEUS 370
		(\$59,383 - \$97,135)	(\$59,383 - \$111,705)
37598	Supervising Welfare Fraud Investigator A	SEUS 389	SEUS 389
		(\$60,999 - \$99,785)	(\$60,999 - \$114,752)
37599	Supervising Welfare Fraud Investigator B	SEUS 407	SEUS 407
		(\$62,614 - \$102,434)	(\$62,614 - \$117,799)

ROLL CALL:

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None

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 R. Harper, Clerk of said Board

By Julie Martinez
Deputy

/kc
06/15/2022
440 Resolutions\KC

RESOLUTION NO. 440-9268

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Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
37591	Welfare Fraud Investigator	LIU 631	LIU 632
37594	Welfare Fraud Investigator A	LIU 648	LIU 649
37595	Welfare Fraud Investigator B	LIU 661	LIU 661
		(\$57,715 - \$92,017)	(\$57,715 - \$105,819)
37592	Supervising Welfare Fraud Investigator	SEUS 370	SEUS 370
		(\$59,383 - \$97,135)	(\$59,383 - \$111,705)
37598	Supervising Welfare Fraud Investigator A	SEUS 389	SEUS 389
		(\$60,999 - \$99,785)	(\$60,999 - \$114,752)
37599	Supervising Welfare Fraud Investigator B	SEUS 407	SEUS 407
		(\$62,614 - \$102,434)	(\$62,614 - \$117,799)

ROLL CALL:

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None

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 R. Harper, Clerk of said Board

By _____ Deputy

/kc
06/15/2022
440 Resolutions\KC

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