

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



**ITEM: 2.2**  
(ID # 20163)

**MEETING DATE:**  
Tuesday, October 04, 2022

**FROM :** AUDITOR CONTROLLER:

**SUBJECT:** AUDITOR-CONTROLLER: Fiscal Year 2021-22 Full Transparency Countywide Overtime Monitoring

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Receive and file the Fiscal Year 2021-22 Full Transparency Countywide Overtime Monitoring Report

**ACTION:**Consent

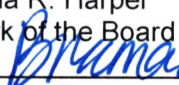
  
Paul A. Angulo, County Auditor-Controller 9/28/2022

---

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel, seconded by Supervisor Hewitt and duly carried by unanimous vote, IT WAS ORDERED that the above matter is received and filed as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt  
Nays: None  
Absent: None  
Date: October 4, 2022  
xc: Auditor

Kecia R. Harper  
Clerk of the Board  
By:   
Deputy

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: N/A</b>			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	N/A

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

**BACKGROUND:**

**Summary**

In 2013 the Riverside County Office of the Auditor-Controller (Auditor-Controller) initiated a monitoring program with the purpose of providing a relevant, timely and significant fiscal transactions and trends related to overtime expenses.

The attached report presents our completion of the overtime monitoring report. Nine Riverside County departments with reported overtime in excess of \$1 million, and eight additional departments with overtime expense exceeding fifty percent (50%) of prior year overtime expense.

Overtime expense data from the county's financial system was compiled and the information forwarded to the departments for their response. Each department was asked to provide its rationale for the use of overtime, protocol to approve overtime, and if they had identified ways to reduce this expense. The response of each respective department is included in the report.

**Impact on Residents and Businesses**

Provide information on significant transactions and trends occurring in county government.

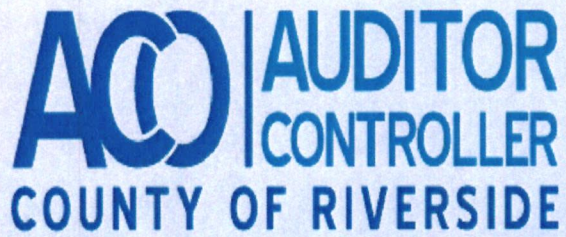
**Attachments:**

A: Fiscal Year 2021-22 Full Transparency Countywide Overtime Monitoring Report

B: Total Number of Employees by Department Earning over 50% of Base Pay

C: Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay





Fiscal Year 2021-22  
Full Transparency  
Countywide  
Overtime Monitoring

Paul Angulo, CPA, MA  
Auditor-Controller

*"Creating Value and  
Making a Difference"*

---

Overtime Monitoring Report

## Table of Contents

	Page
Executive Summary .....	3
<b>Results:</b>	
Riverside County Sheriff's Department .....	5
Riverside University Health System – Medical Center.....	8
Riverside County Department of Public Social Services.....	11
Riverside County Probation Department .....	14
Riverside County District Attorney.....	19
Riverside County Fire Department .....	23
Riverside University Health System – Public Health.....	26
Riverside University Health System – Behavioral Health.....	29
Riverside County Registrar of Voters .....	32
Riverside County Department of Child Support Services .....	34
Riverside County Human Resources .....	37
Riverside County Building and Safety .....	41
Riverside County IHSS Public Authority .....	43
Riverside County Office on Aging.....	46
Riverside County Code Enforcement .....	49
Riverside County Agricultural Commissioner .....	53
Riverside County Office of Economic Development .....	56
<b>Schedules:</b>	
A. Countywide Overtime by Department: Fiscal Year 2021-22.....	60
B. Total Number of Employees by Department Earning over 50% of Base Pay.....	62
C. County Employees Earning More Than 50% of Their Base Pay in Overtime Pay .....	63



## Overtime Monitoring Report Fiscal Year 2021-22

### EXECUTIVE SUMMARY

In Fiscal Year 2021-22, over one hundred twenty-one million dollars (\$121,920,942) in overtime was incurred by county departments. Nine departments exceeding \$1 million in overtime expense were selected for monitoring in this report, representing 93% of the total overtime cost incurred by the County of Riverside overall. The departments include, the Riverside County Sheriff's Department (Sheriff), Riverside University Health System – Medical Center (RUHS-MC), Department of Public Social Services (DPSS), Probation Department (Probation), Riverside County District Attorney (DA), Riverside County Fire Department (Fire), RUHS – Public Health (RUHS-PH), RUHS – Behavioral Health (RUHS-BH), and Riverside County Registrar of Voters. Eight additional departments, Riverside County Department of Child Support Services, Riverside County Human Resources, Riverside County Transportation and Land Management (TLMA) – Building and Safety, Riverside County IHSS Public Authority, Riverside County Office on Aging, Riverside County TLMA – Code Enforcement, Riverside County Agricultural Commissioner, and Riverside County Office of Economic Development were also selected for monitoring based on the criteria of overtime expense exceeding fifty percent (50%) of prior year overtime expense. In addition to the overtime costs that was paid to county employees, we have also included costs for overtime hours that were banked<sup>1</sup> through the fiscal year. These costs were converted from hours to overtime costs using the hourly rate paid to respective county employees and is reflected in the total overtime cost documented throughout this report. See *Schedule A* for a complete list of overtime, and the percentage of overtime to total salaries and benefits by department for Fiscal Year 2021-22.

### INTRODUCTION

In 2013 the Riverside County Office of the Auditor-Controller (Auditor-Controller) initiated a monitoring program with the purpose of providing the Board of Supervisors with relevant, timely and significant fiscal transactions and trends.

As it pertains to the use of overtime labor, reasonable and necessary expenditures enable the county to continue to provide services despite labor shortages due to vacancies, sick leaves, mandated service levels changes, and operational and seasonal workload spikes. Appropriate overtime is a cost-effective response to short-term labor shortages or spikes in service demands as compared to hiring additional employees. However, long-term overtime or uncontrolled uses of overtime represent significant risks of increased direct and indirect costs.

Unnecessary overtime may be effectively managed through management control activities such as pre-approval of overtime, adjusting staffing levels to service demand levels, regular management monitoring of overtime, and informing and communicating management's objectives regarding cost containment and service delivery to all employees. In addition, long-term overtime may help obscure fraudulent overtime with employees padding timesheets with overtime hours not worked.

---

<sup>1</sup> Banked overtime refers to the hours worked by county employees, accumulated at one and a half times the hours worked by respective employees, and used in the future at the choosing of the employee. These hours are paid at the regular hourly rate.

## Overtime Monitoring Report Fiscal Year 2021-22

In calendar year 2021, the number of Riverside County employees earning at least 50% of their base pay in overtime totaled 407 (See Schedule B for total by department), with the highest employee earning 314% of their base pay in overtime (See Schedule C for the list of employees). Overtime is an area of high fraud risk that needs continuous monitoring and strong internal controls.

This report also includes charts to compare actual versus budgeted overtime. These charts can be used as a tool to determine if departments are accurately budgeting based on historical trends of actual overtime expenses.

Other impacts from long-term use of overtime include increased employee turnover, reduced employee productivity, increased risk and increased litigation costs arising from error, omission, and fatigue.

### **SCOPE**

Nine Riverside County departments with reported overtime in excess of \$1 million and eight with overtime increase in excess of fifty percent of previous year overtime costs were selected for this monitoring report. Those departments are named above.

Extracts from the county's financial system were queried as of June 30, 2022, compiled, and the information forwarded to the departments for their response. Each department was asked to provide its rationale for the use of overtime, protocol to approve overtime, and if they had identified ways to mitigate and/or reduce this expense.

This report includes overtime, salary and total labor costs paid by county departments as well as any accrued overtime balances (in dollars) that will be of impact (in the future) in cost to the county.



Overtime Monitoring Report Fiscal Year 2021-22

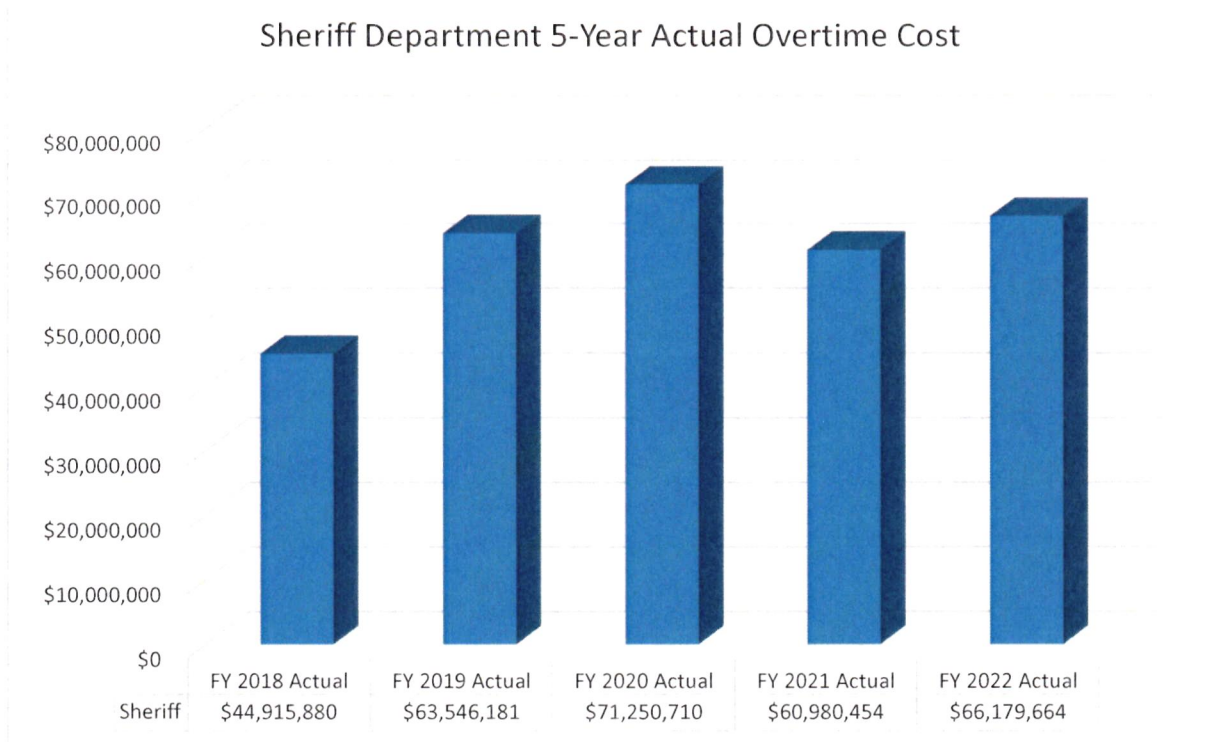
**RIVERSIDE COUNTY SHERIFF'S DEPARTMENT**

The Riverside County Sheriff's Department is a public safety agency with 5,034 authorized positions including law enforcement professionals, administrative and support staff, with a combined budget of over \$898 million in fiscal year 2021-22. The Sheriff provides court security, civil process services and execution of court orders, maintenance and operations of correctional facilities, and law enforcement services. In addition, the Sheriff is responsible for the Coroner investigations and Public Administrator estate functions. The Sheriff has 10 stations and five correctional facilities providing services to county unincorporated areas, 17 contract cities, one tribal community and one community college district.

In fiscal year 2021-22, the Sheriff reported \$681,485,706 in labor costs, of which \$66,179,664, or 9.7%, was incurred for paid overtime. This was an increase of \$5,199,211, or 8.5%, more than the overtime expense of \$60,980,454 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 269 or 66.1% are Sheriff employees earning an average of 68.3% over their base pay in overtime, with the highest earning 313.7% over base pay (See attachments B & C).

The following chart displays Sheriff's overtime expenses for the past five fiscal years.

*Graph 1. Overtime expense incurred by the Sheriff for the most recent five fiscal years.*



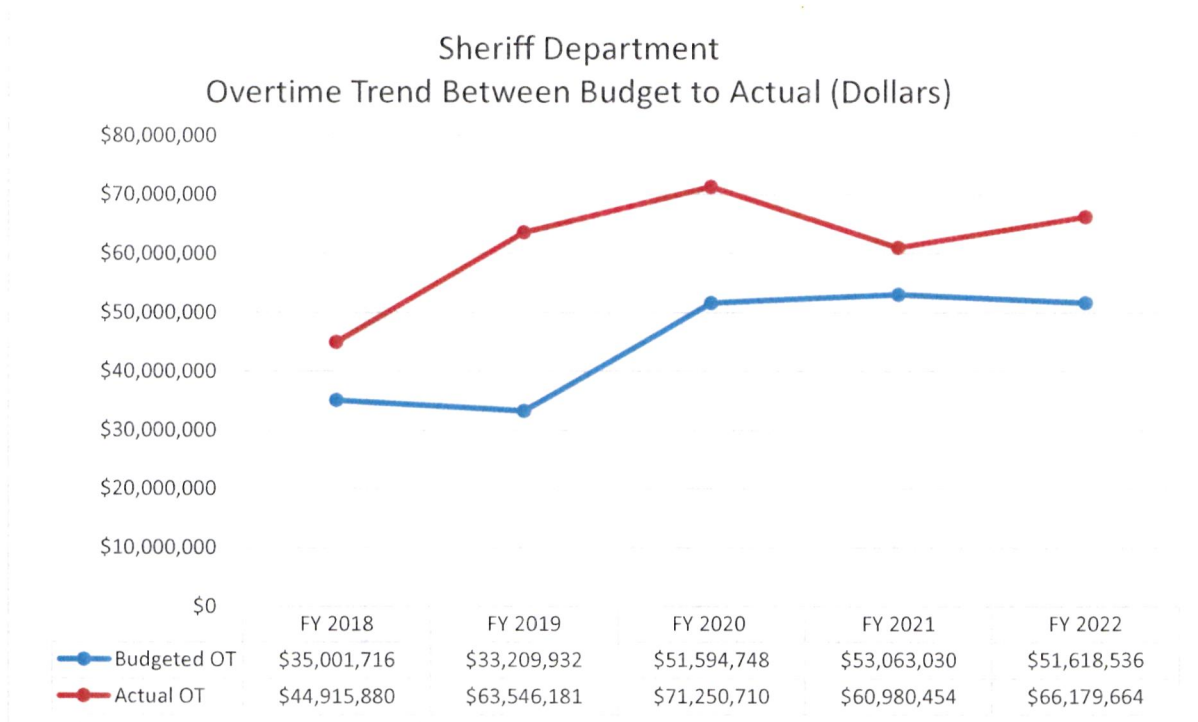
Overtime Monitoring Report Fiscal Year 2021-22

Table 1. The Sheriff's total overtime cost to total labor cost in dollars.

Sheriff's Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 538,249,756	\$ 556,293,830	\$ 914,586,425	\$ 626,499,353	\$ 681,485,706
Regular Salaries	\$ 312,784,557	\$ 305,578,440	\$ 319,345,145	\$ 326,053,293	\$ 334,622,914
Overtime Paid	\$ 43,065,379	\$ 61,439,718	\$ 68,550,553	\$ 58,347,347	\$ 62,658,725
Overtime Banked	\$ 1,850,502	\$ 2,106,463	\$ 2,700,157	\$ 2,633,107	\$ 3,520,940
Total Overtime	\$ 44,915,880	\$ 63,546,181	\$ 71,250,710	\$ 60,980,454	\$ 66,179,664
Overtime % to Total Labor	8.3%	11.4%	7.8%	9.7%	9.7%
Overtime % to Regular Salaries	14.4%	20.8%	22.3%	18.7%	19.8%
Overtime \$ Change From Prior FY		\$ 18,630,301	\$ 7,704,528	\$ (10,270,256)	\$ 5,199,211
Overtime % Change From Prior FY		41.5%	12.1%	-14.4%	8.5%

\*Includes all benefits and labor taxes paid

Graph 2. The Sheriff's comparison between budgeted vs. actual overtime expense in dollars.





## Overtime Monitoring Report Fiscal Year 2021-22

### Sheriff's response to overtime inquiry:

#### **"What management controls exist to limit the use of overtime to emergency and non-routine purposes that are critical to department operational goals?"**

A review of our overtime expenditures reflects the fact that nearly 42% of Sheriff's Department overtime spending last year was reimbursed – via grants, court security funding, special event charges, and payments from the cities that contract with the Sheriff's Department for law enforcement patrols. So, the overtime for those operations caused no "budget overruns" or unanticipated charges and did not impact Net County Cost.

Of course, some overtime is inevitable, necessary and non-reimbursable, in a complex, around-the-clock public safety operation. During FY 22/23 budget hearings the Sheriff briefed the Board of Supervisors about the need to increase staffing levels to reduce overtime. Staffing shortages have severely impacted the Department. Unfunded mandates by the state which require overtime such as release of records (SB1421) and video/audio disclosure (AB748). Overtime costs associated with events like civil protest, COVID-19, court subpoenas, minimum staffing required for officer safety, unforeseen critical incidents, unfunded costs of the Prison Law Office consent decree (PLO), catastrophic fires, sensitive investigations (child abuse, homicides, etc.). Also, extended shifts due to complex criminal investigations, call outs, training requirements that take deputies out of their primary assignment, intermittent county-directed hiring curbs, employee sick time and leave of absence are unavoidable. All the events fall into the non-reimbursed category but were budgeted for and monitored accordingly and did not impact Net County Costs.

#### **What monitoring controls do you have to prevent the abuse of overtime?**

The Sheriff's Department monitors, and controls overtime daily at all bureaus and stations. Overtime is approved through the chain-of-command and is ultimately reviewed and approved by each Commander. Detailed overtime reports are produced every pay period and reviewed by the Sheriff's Executive Staff on a monthly basis.

#### **What plans, if any, does your department have to reduce overtime costs?**

Overtime at the Sheriff's Department is by any standard well within existing professional parameters. It is tightly managed. The Office of the Sheriff, which embraces continuous improvement and innovation, is always happy to discuss ways to further reduce overtime. At the same time, it is the department's duty to prevent a different, countervailing kind of cost; that of underutilizing overtime, and risking a failure in public protection."

Overtime Monitoring Report Fiscal Year 2021-22

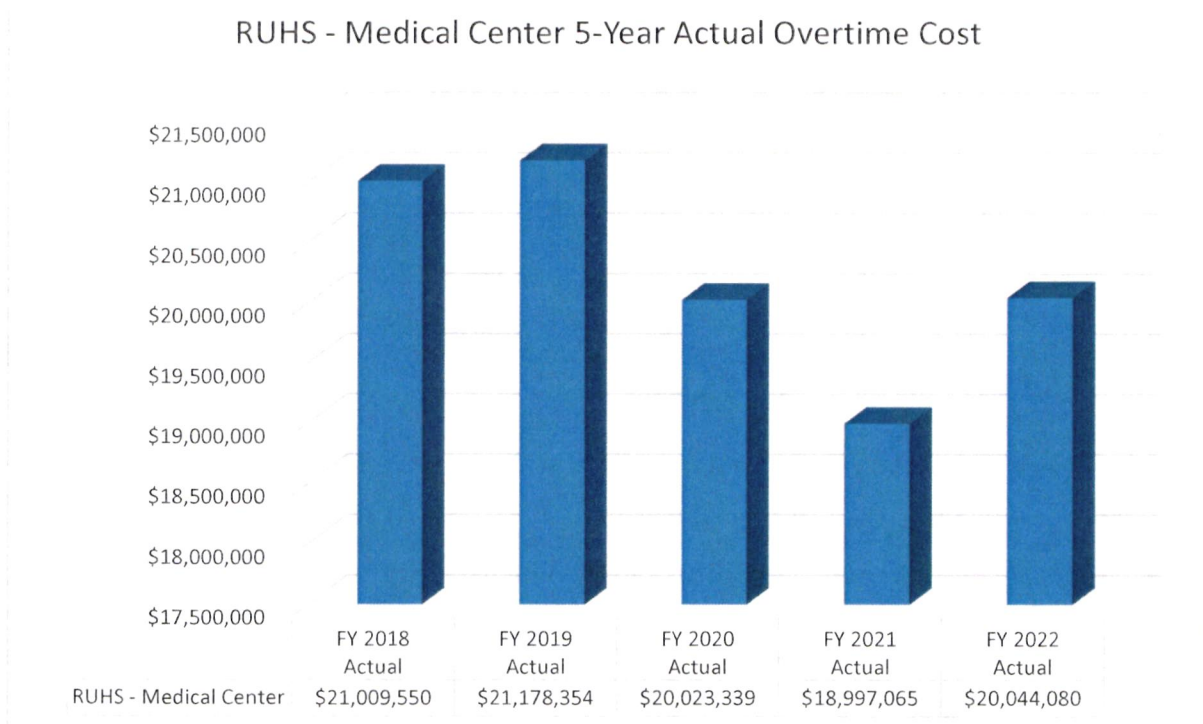
**RIVERSIDE UNIVERSITY HEALTH SYSTEM – MEDICAL CENTER**

The Riverside University Health System – Medical Center is a full-service hospital offering occupational and physical therapy, complete laboratory testing, pulmonary treatment and diagnostic services. As a 439-bed teaching hospital located in the City of Moreno Valley, the Medical Center offers training programs for nursing students, medical residents, and allied health professionals. Medical services were provided by 4,668 authorized positions with a budget of \$982 million in fiscal year 2021-22.

In fiscal year 2021-22, RUHS-MC reported \$440,066,090 in labor costs, of which \$20,044,080, or 4.6%, was incurred for paid overtime. This was an increase of \$1,047,015, or 5.5%, more than the overtime expense of \$18,997,065 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 49 or 12.0% are RUHS-MC employees earning an average of 70.3% over their base pay in overtime, with the highest earning 136.3% over base pay (See attachments B & C).

The following chart displays the Medical Center's overtime expenses for the past five fiscal years.

*Graph 3. Overtime expense incurred by RUHS-MC for the most recent five fiscal years.*





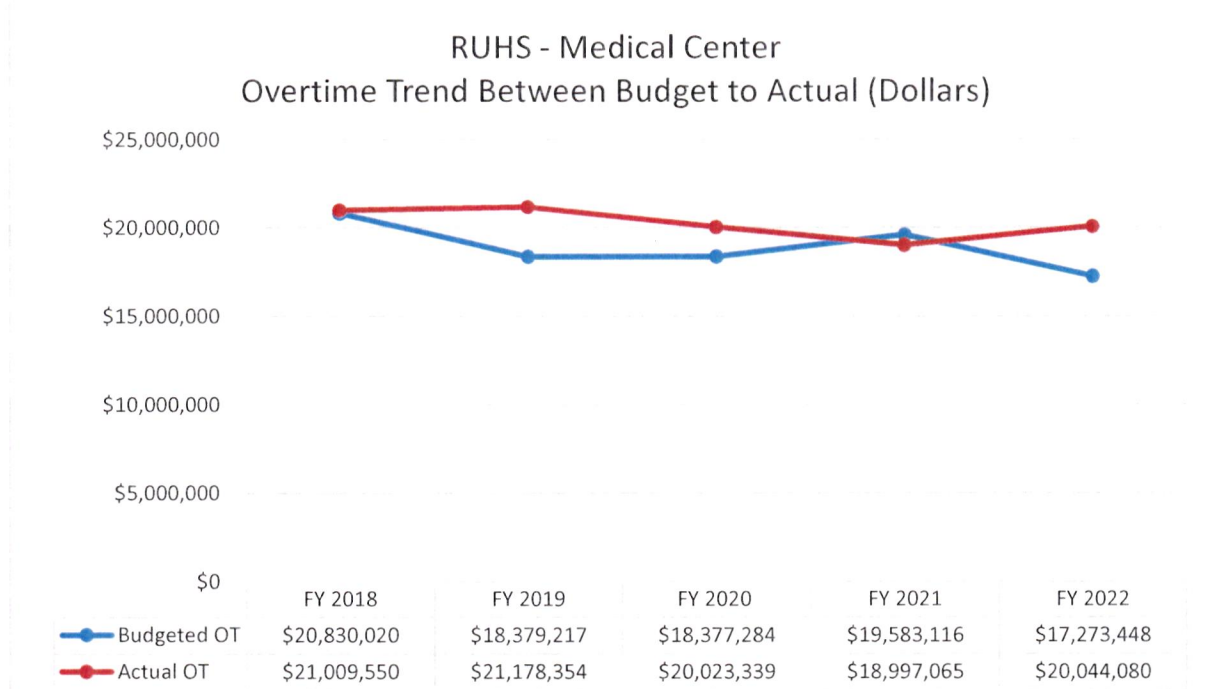
Overtime Monitoring Report Fiscal Year 2021-22

Table 2. RUHS-MC's total overtime cost to total labor cost in dollars.

RUHS - MC's Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 413,175,522	\$ 436,599,271	\$ 479,457,979	\$ 391,414,812	\$ 440,066,090
Regular Salaries	\$ 214,816,174	\$ 231,519,232	\$ 243,433,649	\$ 251,826,818	\$ 264,124,133
Overtime Paid	\$ 20,506,800	\$ 20,861,320	\$ 19,830,398	\$ 18,776,634	\$ 19,684,080
Overtime Banked	\$ 502,750	\$ 317,034	\$ 192,941	\$ 220,431	\$ 360,000
Total Overtime	\$ 21,009,550	\$ 21,178,354	\$ 20,023,339	\$ 18,997,065	\$ 20,044,080
Overtime % to Total Labor	5.1%	4.9%	4.2%	4.9%	4.6%
Overtime % to Regular Salaries	9.8%	9.1%	8.2%	7.5%	7.6%
Overtime \$ Change From Prior FY		\$ 168,803	\$ (1,155,014)	\$ (1,026,275)	\$ 1,047,015
Overtime % Change From Prior FY		0.8%	-5.5%	-5.1%	5.5%

\*Includes all benefits and labor taxes paid

Graph 4. RUHS-MC's comparison between budgeted vs. actual overtime expense in dollars.



Overtime Monitoring Report Fiscal Year 2021-22

RUHS-MC's response to overtime inquiry:

"1. What internal controls exist to actively monitor the use of overtime to emergency and non-routine purposes that are critical to department operation goals?

Management continues to monitor hospital-wide overtime usage by department on a daily basis. KRONOS, the electronic timekeeping and productivity reporting system, is utilized to access daily overtime reports. Managers receive a report daily of the previous days overtime hours, as well as a pay period cumulative report. When negative trends are noted, managers are asked to explain any significant variances and develop a plan of correction.

2. What monitoring controls do you have to prevent the abuse of overtime?

The daily report identifies for both managers and administration the development of potential overtime problems before the end of a pay period. The Finance Director also monitors overtime daily and by pay period to safeguard that the facilities overtime is within normal limits based on available staffing and hospital volumes.

3. What plans, if any, does your department have to reduce overtime costs? If unable to reduce overtime cost, what justification do you have to maintain overtime at a high level?

The above-mentioned efforts have given RUHS Medical Center the ability to decrease overtime consistently for each of the last three years despite rising labor costs when based on patient volumes. The overtime costs as a percent of regular labor costs have decreased from 4.4% three years ago, to 4.1% in 2020, and were at 3.6% in FY 2021. This year however the percent increased to 4.3% of regular salaries in 2022. The adjusted patient volume during the period from 2021 to 2022 increased by 21.4%. Total hours worked per adjusted patient day decreased from 34.93 in FY 2021 to 30.42 in 2022 a 13% drop per adjusted patient day. With the current staff shortages, we have seen this past year it has been very difficult to continue to drop the overtime category.

Due to the structure of the pay system, the facility is reaching a floor in overtime hours. We will continue to keep overtime at a minimum by guaranteeing all overtime used is necessary."

Overtime Monitoring Report Fiscal Year 2021-22

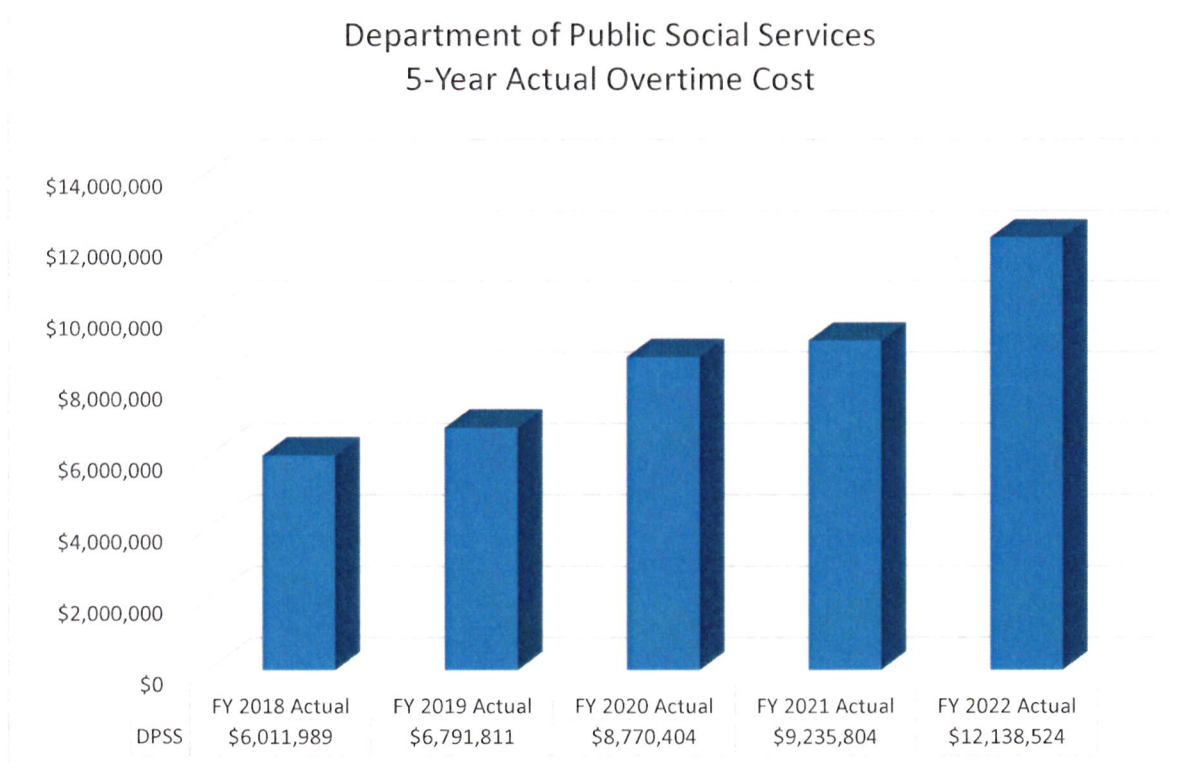
**DEPARTMENT OF PUBLIC SOCIAL SERVICES**

The Department of Public Social Services provides federal and state mandated services and assistance with offices throughout Riverside County. The department is comprised of five divisions as follows: Administrative Services, Adult Services, Children's Services, Self-Sufficiency and Public Authority. In fiscal year 2021-22, the department had over \$1.2 billion combined budget and 5,056 authorized positions. DPSS works in partnership with community-based organizations, providing temporary financial assistance, temporary employment services, abuse and neglect protection services and healthcare coverage access to low income.

In fiscal year 2021-22, DPSS reported \$400,435,337 in labor costs, of which \$12,138,524, or 3.0% was incurred for paid overtime. This was an increase of \$2,902,720, or 31.4% more than the overtime expense of \$9,235,804 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 26 or 6.4% are DPSS employees earning an average of 59.4% over their base pay in overtime, with the highest earning 82.3% over base pay (See attachments B & C).

The following chart displays the DPSS' overtime expenses for the past five fiscal years.

*Graph 5. Overtime expense incurred by DPSS for the most recent five fiscal years.*





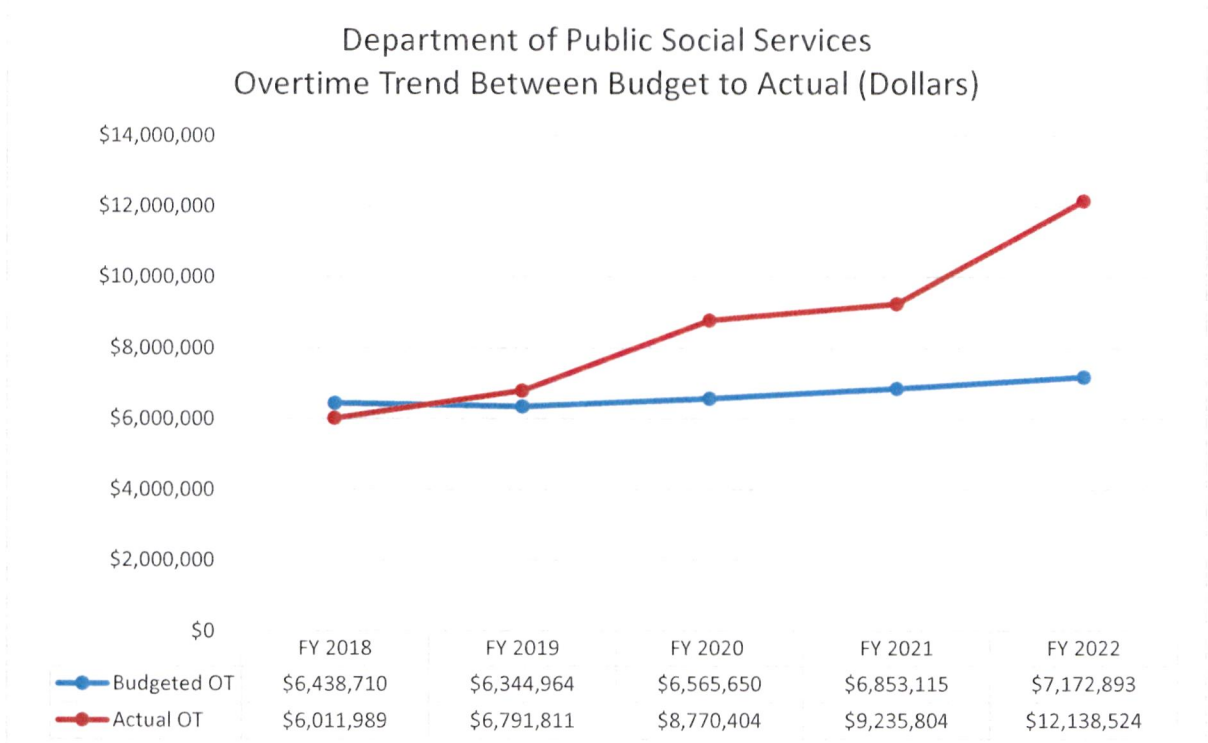
Overtime Monitoring Report Fiscal Year 2021-22

Table 3. DPSS' total overtime cost to total labor cost in dollars.

DPSS' Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 326,669,983	\$ 332,664,246	\$ 419,554,789	\$ 368,382,959	\$ 400,435,337
Regular Salaries	\$ 213,918,398	\$ 215,687,745	\$ 219,599,997	\$ 231,551,111	\$ 236,228,209
Overtime Paid	\$ 5,437,201	\$ 6,367,041	\$ 8,506,739	\$ 8,987,143	\$ 11,738,680
Overtime Banked	\$ 574,788	\$ 424,770	\$ 263,665	\$ 248,661	\$ 399,844
Total Overtime	\$ 6,011,989	\$ 6,791,811	\$ 8,770,404	\$ 9,235,804	\$ 12,138,524
Overtime % to Total Labor	1.8%	2.0%	2.1%	2.5%	3.0%
Overtime % to Regular Salaries	2.8%	3.1%	4.0%	4.0%	5.1%
Overtime \$ Change From Prior FY		\$ 779,822	\$ 1,978,592	\$ 465,400	\$ 2,902,720
Overtime % Change From Prior FY		13.0%	29.1%	5.3%	31.4%

\*Includes all benefits and labor taxes paid

Graph 6. DPSS's comparison between budgeted vs. actual overtime expense in dollars.





Overtime Monitoring Report Fiscal Year 2021-22

DPSS's response to overtime inquiry:

"The Department of Public Social Services follows labor laws when using overtime time and ensures proper authorization and utilization through management review and preapproval. Utilization of overtime is also monitored and controlled through periodic reporting of expenditures and the budgetary impacts are reviewed regularly with department executives.

The department utilized overtime to ensure appropriate workload coverage affected by caseload increases and staffing dynamics. Some of our programs are mandated to operate 24-hours a day, 7 days a week and to respond to emergency situations, which results overtime.

The department will continue to monitor overtime utilization while ensuring that critical services continue to be provided in accordance with established regulations. For the report period, overtime represented approximately 5% of total salary expenditures."

Overtime Monitoring Report Fiscal Year 2021-22

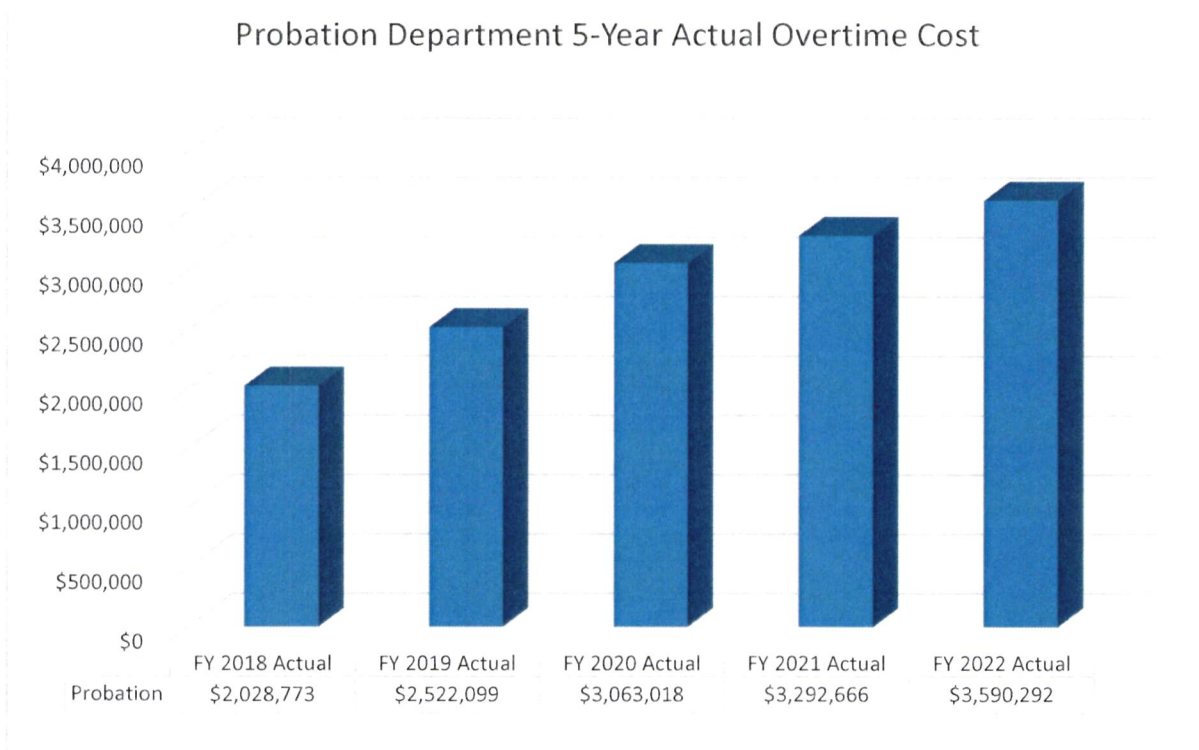
**PROBATION DEPARTMENT**

The Probation Department had 917 authorized positions with a combined budget of over \$150 million in fiscal year 2021-22. The combined public safety and public assistance department has three major budget units: Field Services, Institution Services and Administrative/Business Services. Probation has fourteen offices throughout the county providing supervision, referral, and oversight of counseling and treatment services to juveniles and adults on probation. They are responsible for out-of-home care for minors who are wards of the Juvenile Court. In addition, the department operates three juvenile detention facilities to house youth pending court hearings or placements and two youth treatment and education centers.

In fiscal year 2021-22, Probation reported \$93,731,680 in labor costs, of which \$3,590,292, or 3.8%, was incurred for paid overtime. This was an increase of \$297,626, or 9.0% more than the overtime expense of \$3,292,666 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 1 or 0.2% is a Probation Department employee earning 50.8% over the base pay in overtime (See attachments B & C).

The following chart displays the Probation Department's overtime expenses for the past five fiscal years.

*Graph 7. Overtime expense incurred by Probation for the most recent five fiscal years.*



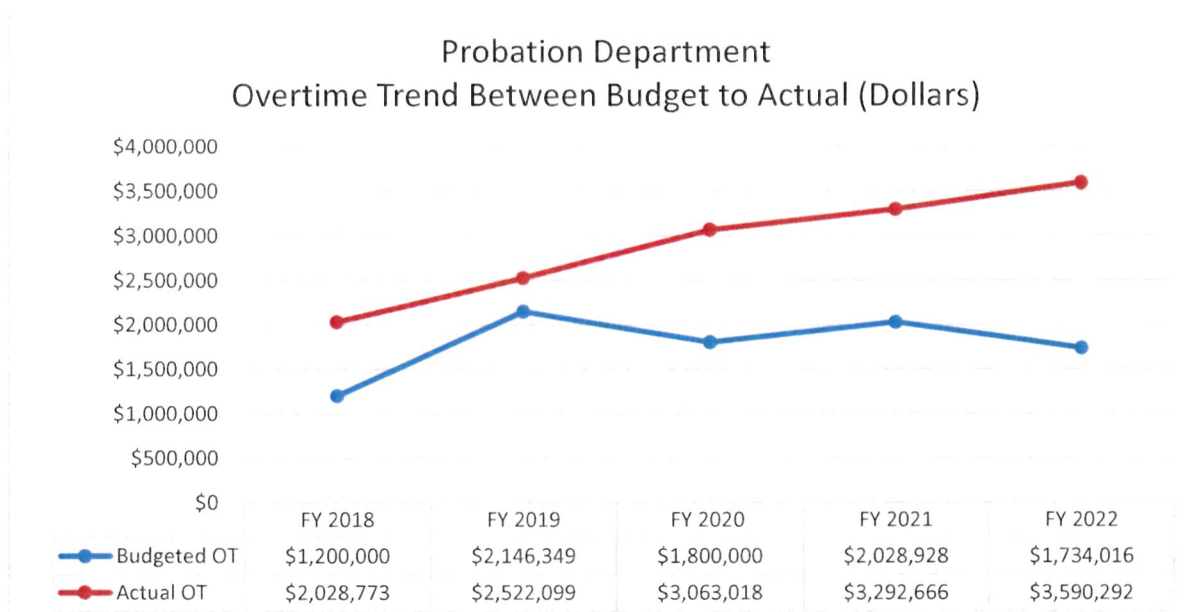
Overtime Monitoring Report Fiscal Year 2021-22

Table 4. Probation's total overtime cost to total labor cost in dollars.

Probation's Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 91,343,691	\$ 89,484,034	\$ 140,890,493	\$ 91,472,962	\$ 93,731,680
Regular Salaries	\$ 58,488,585	\$ 55,611,257	\$ 53,862,187	\$ 53,398,181	\$ 51,937,106
Overtime Paid	\$ 1,722,036	\$ 2,148,401	\$ 2,694,816	\$ 2,892,832	\$ 3,114,095
Overtime Banked	\$ 306,737	\$ 373,698	\$ 368,203	\$ 399,834	\$ 476,197
Total Overtime	\$ 2,028,773	\$ 2,522,099	\$ 3,063,018	\$ 3,292,666	\$ 3,590,292
Overtime % to Total Labor	2.2%	2.8%	2.2%	3.6%	3.8%
Overtime % to Regular Salaries	3.5%	4.5%	5.7%	6.2%	6.9%
Overtime \$ Change From Prior FY		\$ 493,326	\$ 540,919	\$ 229,648	\$ 297,626
Overtime % Change From Prior FY		24.3%	21.4%	7.5%	9.0%

\*Includes all benefits and labor taxes paid.

Graph 8. Probation's comparison between budgeted vs. actual overtime expense in dollars.





## Overtime Monitoring Report Fiscal Year 2021-22

### Probation's response to overtime inquiry:

#### **Overview**

The Probation Department has three major budget units that contain authorized positions: Juvenile Institutions, Field Services, and Administration. The Probation Department has 917 authorized positions with a current department wide vacancy rate of 21.48%, or 197 positions, an increase from the previous overtime audit response vacancy rate of 16.50%, or 152 positions. The current vacancies are allocated as follows:

Juvenile Institutions - 332 authorized positions, vacancy rate - 21.69%\* (72 positions) Field Services - 490 authorized positions, vacancy rate - 20.82%\* (102 positions) Administration - 95 authorized positions, vacancy rate - 24.21%\* (23 positions)

\* The current vacancy rate does not include positions in a reduced work status, such as those with return-to-work restrictions; positions currently occupied but vacant due to FMLA leave and/or workers compensation claims.

Probation continues to be aggressive in its efforts to fill funded vacant positions. One of the greatest challenges facing the department is the inability to hire qualified applicants. During fiscal year 2021/22, the department had a total of 2,379 applicants for its Probation Correction Officer and Deputy Probation Officer positions. Of the 2,379 applicants 842 were tested and 51 applicants were successfully hired. Throughout the fiscal year the department has had a net increase of 10 vacant positions.

To address the ongoing recruitment and retention challenges facing the department, Probation has implemented new processes that will streamline and expedite the hiring process. To date, the department has implemented a new testing program, contracted with multiple outside vendors to provide background investigation services and upgraded its background investigation system from a paper-based system to a completely electronic digital application system.

#### **Overtime Budget and Oversight**

In fiscal year 2021/22 Probation Department budgeted overtime of \$1.73M included \$1.5M, or 87% for Juvenile Institutions. The remaining portion of the \$0.23M budgeted overtime is allocated to Field Services \$0.21M and Administration \$0.02M.

For each office within the Probation Department, the employee details the purpose for the overtime and the number of hours worked on the back of each time sheet as justification, and signs/ dates the front of the timesheet. The timesheet is forwarded to the appropriate supervisor who reviews and approves by signature/date on both the back justification and next to the employee's signature on the front of the timesheet prior to Human Resources processing for payment. As included in the attached department policy number 328 referencing Overtime, Section 328.3: " Overtime work is discouraged and is limited to emergencies and the performance of urgent necessary functions. Whenever possible, overtime is to be authorized in advance by the immediate supervisor." This method of internal control



## Overtime Monitoring Report Fiscal Year 2021-22

ensures that the supervisor is aware of the overtime being worked and has authorized the overtime prior to being worked.

Field Services and Administration Budget Units: Approximately 56% of the Field Services and 39% of Administration overtime expenditures, are reimbursed via outside funding and other revenue streams. For the Field Services budget unit, the overtime expenditures are for specialized operations, such as the Public Safety Realignment (AB109), Community Corrections Performance Incentive Act (CCPIA), Youthful Offender Block Grant (YOBG) Aftercare Program, and JJCPA-Successful Short-Term Supervision (SSTS) operations, which are funded via grant allocations and reimburse the Probation Department for overtime activities. The remaining overtime expenditures for the Administration budget unit are for various operations required to support the department.

Juvenile Institutions Budget Unit: For the Juvenile Institutions budget unit where most of the overtime occurs for the department, Title 15-Section 1321 governs the mandated functions associated with the child custody and care duties, transportation requirements, court hearings, medical appointments, mandated training, etc. of the juvenile institutions which are operated 24 hours, 7 days per week. The code section specifically details the requirements for the minimum staffing levels associated with the operations of the juvenile detention facilities located in Murrieta and Indio, and a secured detention and treatment facility in Riverside.

Based on the code section, there is a 1 to 10 staffing requirement during the day or waking hours, and a 1 to 30 staffing requirement during the sleeping hours. The overtime associated with the juvenile institutions is a direct result of the existing vacancies within this budget unit, currently at 21.69%, and the Title 15-Section 1321 mandated requirements for minimum staffing levels. To maintain and ensure the proper control of available staffing resources within the Probation Department, the department continues to be diligent in training all detention and treatment facility schedulers to minimize overtime usage while ensuring that all detention and treatment facilities maintain compliance with Title 15 staffing requirements. One of the key tools that the Probation Department has implemented to ensure the proper allocation of available staffing resources while maintaining Title 15 compliance and ensuring officer safety is an electronic scheduling system within each detention and treatment facility that allows the schedulers to maximize available staffing resources when evaluating the need for overtime usage.

Additionally, the electronic scheduling system allows the scheduler and manager to generate real-time usage reports, as opposed to waiting for the end of the pay period for the time to be keyed into the PeopleSoft system and payroll calculated to generate usage reports. Additionally, the department's Executive Team and division managers receive regular overtime reports detailing overtime by location each pay period. The Executive Team also receives an overall monthly budget update that includes an overtime recap report, year-to-date figures in comparison to prior years' activity/costs, and end-of-year projections for overtime. This high-level briefing allows the Executive Team to stay on top of any anomalies with overtime usage and take immediate action to stem possible over expenditures.

## Overtime Monitoring Report Fiscal Year 2021-22

Similar to the Field Services and Administration budget units, there is a revenue offset/reimbursement factor associated with the Juvenile Institutions overtime expenditures. Approximately 33% of the overtime expenditures are reimbursed via outside funding and other revenue streams (i.e. Standards for Training and Corrections "STC" and YOBG). The STC funding is utilized for juvenile institution staff required to attend training associated with their job duties and responsibilities.

To maintain service delivery and meet state mandates while adhering to COVID-19 guidelines, the department has seen an increase in overtime costs. While the department has implemented teleworking guidelines where possible, there is still an ongoing impact due to the COVID protocols of mandatory quarantine where applicable, resulting in overtime cost for relief staff.

From the department's perspective, the total overtime cost of \$3,277,072 for fiscal year 2021/22, is only 2.08% of the department's budget. In addition, this cost is offset by grant funding and other revenues by approximately 37% or \$1,199,032 resulting in a net overtime cost of \$2,078,040.

In summary, the Probation Department continues to be prudent in maximizing available staffing resources and tools to establish and maintain effective internal controls designed to safeguard county resources while ensuring compliance with established laws, regulations, and policies."



Overtime Monitoring Report Fiscal Year 2021-22

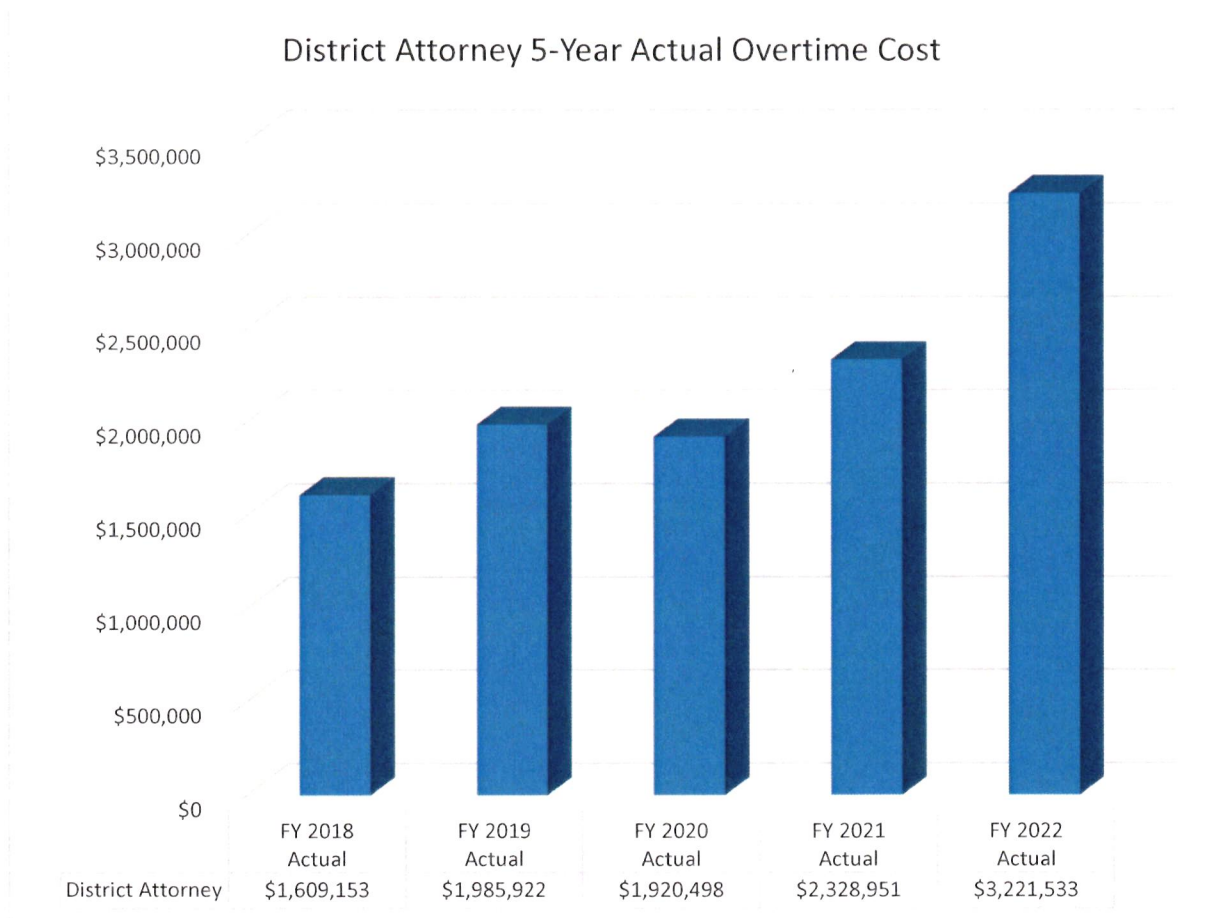
**RIVERSIDE COUNTY DISTRICT ATTORNEY**

The Riverside County District Attorney has six offices throughout Riverside County, comprised of 814 authorized positions, including attorneys and support staff, and a budget of over \$158 million in fiscal year 2021-22. The DA provides public protection through criminal prosecution, investigation and victim services.

In fiscal year 2021-22, the DA reported \$81,354,185 in labor costs, of which \$3,221,233, or 4.0%, was incurred for paid overtime. This was an increase of \$892,582, or 38.3% more than the overtime expense of \$2,328,951 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 4 or 1.0% are DA employees earning an average of 58.8% over their base pay in overtime, with the highest earning 66.6% over base pay (See attachments B & C).

The following chart displays the DA's overtime expenses for the past five fiscal years.

*Graph 9. Overtime expense incurred by DA for the most recent five fiscal years.*



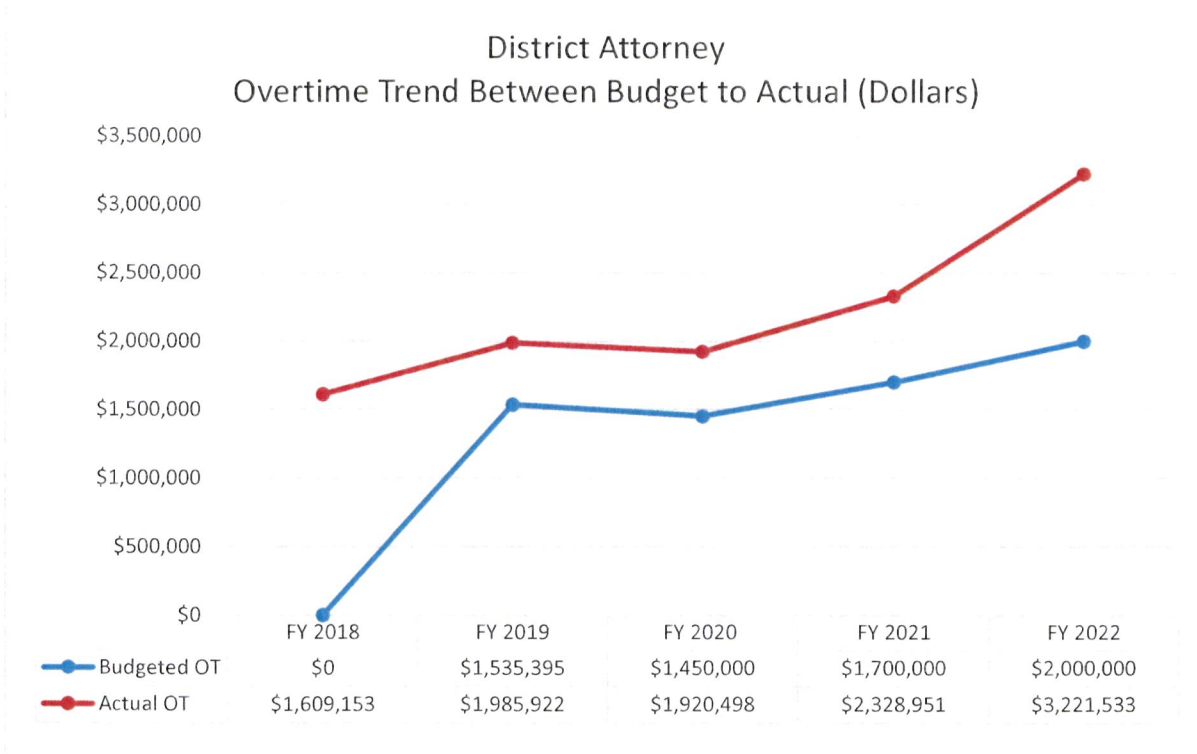
Overtime Monitoring Report Fiscal Year 2021-22

Table 5. DA's total overtime cost to total labor cost in dollars.

District Attorney's Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 105,350,727	\$ 107,277,428	\$ 147,832,847	\$ 116,200,704	\$ 81,354,185
Regular Salaries	\$ 71,278,467	\$ 70,487,731	\$ 71,608,203	\$ 73,779,171	\$ 76,023,776
Overtime Paid	\$ 1,553,939	\$ 1,959,197	\$ 1,891,575	\$ 2,287,041	\$ 3,175,812
Overtime Banked	\$ 55,215	\$ 26,725	\$ 28,923	\$ 41,910	\$ 45,720
Total Overtime	\$ 1,609,153	\$ 1,985,922	\$ 1,920,498	\$ 2,328,951	\$ 3,221,533
Overtime % to Total Labor	1.5%	1.9%	1.3%	2.0%	4.0%
Overtime % to Regular Salaries	2.3%	2.8%	2.7%	3.2%	4.2%
Overtime \$ Change From Prior FY		\$ 376,769	\$ (65,424)	\$ 408,453	\$ 892,582
Overtime % Change From Prior FY		23.4%	-3.3%	21.3%	38.3%

\*Includes all benefits and labor taxes paid.

Graph 10. DA's comparison between budgeted vs. actual overtime expense in dollars.





## Overtime Monitoring Report Fiscal Year 2021-22

### DA's response to overtime inquiry:

#### "Summary

The District Attorney's Office (DAO) is reporting total overtime for the fiscal year ending June 30, 2022, as \$3,175,812. This represents only 2% of DAO total labor costs, demonstrating a commitment to the use of overtime only when emergent situations arise. Of this \$3,175,812 a total of \$2,001,067, or 63%, was reimbursed by outside funding (various federal, state, and local non-county revenue sources) at no cost to the County. Therefore, the total overtime (OT) paid out of general fund *discretionary* NCC dollars is approximately 37% or \$1,174,745.

The DAO's has seen an increase in overtime in FY 2021/22 primarily due to reimbursable OT from the Stagecoach and Coachella festivals which returned this year after a two-year hiatus due to the COVID-19 pandemic. The OT resulting from these festivals has been paid in full as of June 30, 2022. As mentioned in previous reports there is ongoing activity performed by the DAO's Bureau of Investigation (the Bureau) in the deployment of Countywide teams and vertically assigned investigators to address criminal activity. The DAO's office continues to utilize various special operation teams within the county as the acceptable approach to curtail these criminal activities. The Office continues to ensure that fiscal responsibility is still the ultimate target without compromising the primary countywide objective of public safety. Fortunately, most of the costs were offset by the department's aggressive pursuit of alternative non-county funding sources.

#### Background

Of the \$3,175,812 **in total OT** costs, 92% (or \$2,909,551) was attributable to the Bureau. Most of this cost is reimbursable with no cost to the County. The Bureau serves as the law enforcement arm of the DAO.

The Bureau conducts both primary and supplemental investigative activities (surveillance, search and arrest warrant service, suspect transport, witness interviews, suspect interrogation, witness/attorney/dignitary protection) and provides trial support to meet a stringent conviction standard of proof beyond a reasonable doubt. A core mission of our Bureau includes the countywide investigation of all OIS's and incidents wherein there is a serious likelihood of death or death results, for a determination of criminal liability of involved officers. The Bureau is the first responder agency for all Public Corruption investigations, as well as Financial Crimes (Insurance, Real Estate, Consumer Fraud, Worker's Compensation and Health Care Fraud). The Bureau maintains our constitutionally supported presence in innovative criminal justice programming through participation on several multi-jurisdictional task forces, including Sexual Assault Felony Enforcement (SAFE) Team, Gang Impact Team (GIT), Inland Regional Corruption Task Force, DEA Narcotics Enforcement Team, Real Estate Fraud, AB-109 Post Release Community Supervision (PRCS), Anti-Human Trafficking, and the Riverside Auto Theft Interdiction Detail (RAID).

GIT, a Bureau led task force, has grown over the past fiscal years to respond to emerging criminal threats. GIT accounts for a significant overtime cost, as that team is deployed to assist multiple agencies throughout Riverside County. These investigations are primarily used to apprehend highly dangerous fugitives that are responsible for significant criminal activity and pose a

## Overtime Monitoring Report Fiscal Year 2021-22

continuing danger to the citizens of Riverside County. Among the fugitives apprehended by GIT during this fiscal year are over 110 known Homicide Suspects.

Additionally, the DAO actively seeks out a variety of grants and alternate funding sources to help ease an already strained budget. Many of these funding streams specifically include overtime. Of our total OT costs of \$3,175,812 63% (or \$2,001,067), was funded by various federal, state and local grants, thereby having no effect on Net County Cost (NCC). These figures show the vigilance of the DAO not to burden the already stressed County discretionary revenues. Some of these grant sources include but are not limited to the Department of Insurance, Department of Homeland Security, United States Marshall Service, Real Estate Fraud and Consumer Fraud. The Net County Cost (NCC) effect after consideration of all our various federal, state and reimbursement were just under 37% of total OT costs, or \$1,174,745.

### Monitoring & Preventative Measures

All overtime worked by any staff in the DAO, including the Bureau, require prior supervisory review and approval. Each requested use of overtime is vetted on a case-by-case basis before authorization is granted. As a law enforcement agency, it should be noted that all work cannot be accomplished within the traditional work hours of 8am-5pm. There are several attorneys, investigators, and technicians assigned to various special duties including regional task forces that often work after hours. Often the initiation of criminal investigations requires immediate enforcement action including search and arrest warrant service and criminal investigations.

In addition to the preventative measures taken via supervisory review on the timesheet, the DAO-Administrative Managers and supervisors, also review detail overtime usage on a year-to-date basis. These reports are received on a bi-weekly basis to permit executive review and allow for corrective action if warranted. Finally, the DAO employs alternative work schedules in appropriate assignments to mitigate OT costs and preserve limited external and internal funding.

### Communication

After final analysis of the payroll reports and communication to the supervisors, the Deputy Director of Administration-Finance provides a verbal report to the Executive Staff at Executive Monthly Report (EMR) scheduled quarterly presentations. This report analyzes year-to-year trending, year-to-date costs, and year-end projections of DAO overtime usage."



Overtime Monitoring Report Fiscal Year 2021-22

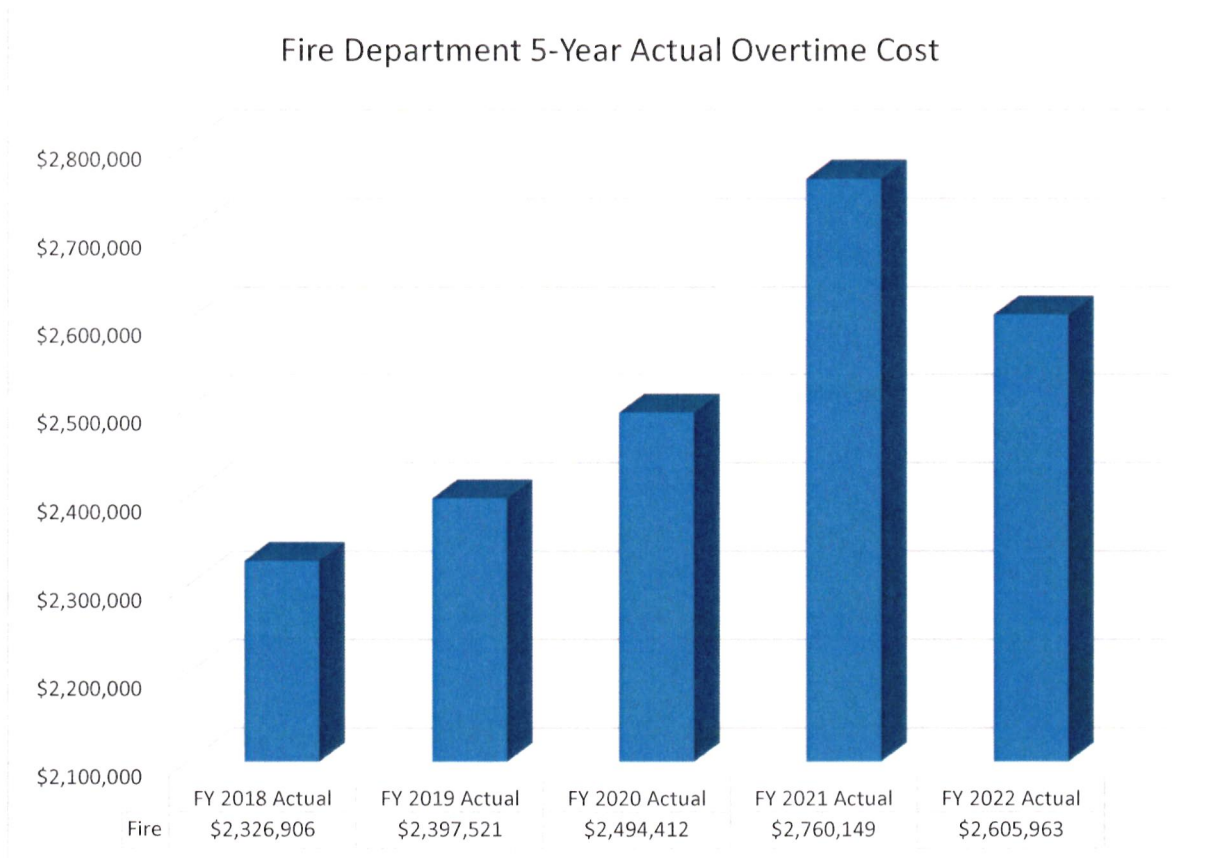
**RIVERSIDE COUNTY FIRE DEPARTMENT**

The Riverside County Fire Department, in cooperation with the California Department of Forestry and Fire Department, operates ninety-two county, volunteer, city and state fire stations, providing Fire Department, fire prevention, rescue and medical emergency services to county unincorporated areas, twenty-one cities and one community services district. The department is comprised of 305 authorized positions with over a \$358 million budget in fiscal year 2021-22.

In fiscal year 2021-22, Fire reported \$32,658,029 in labor costs, of which \$2,605,963, or 8.0%, was incurred for paid overtime. This was a decrease of \$154,187, or -5.6% less than the overtime expense of \$2,760,149 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 10 or 2.5% are Fire employees earning an average of 72.6% over their base pay in overtime, with the highest earning 153.2% over base pay (See attachments B & C).

The following chart displays Fire's overtime expenses for the past five fiscal years.

*Graph 11. Overtime expense incurred by Fire for the most recent five fiscal years.*



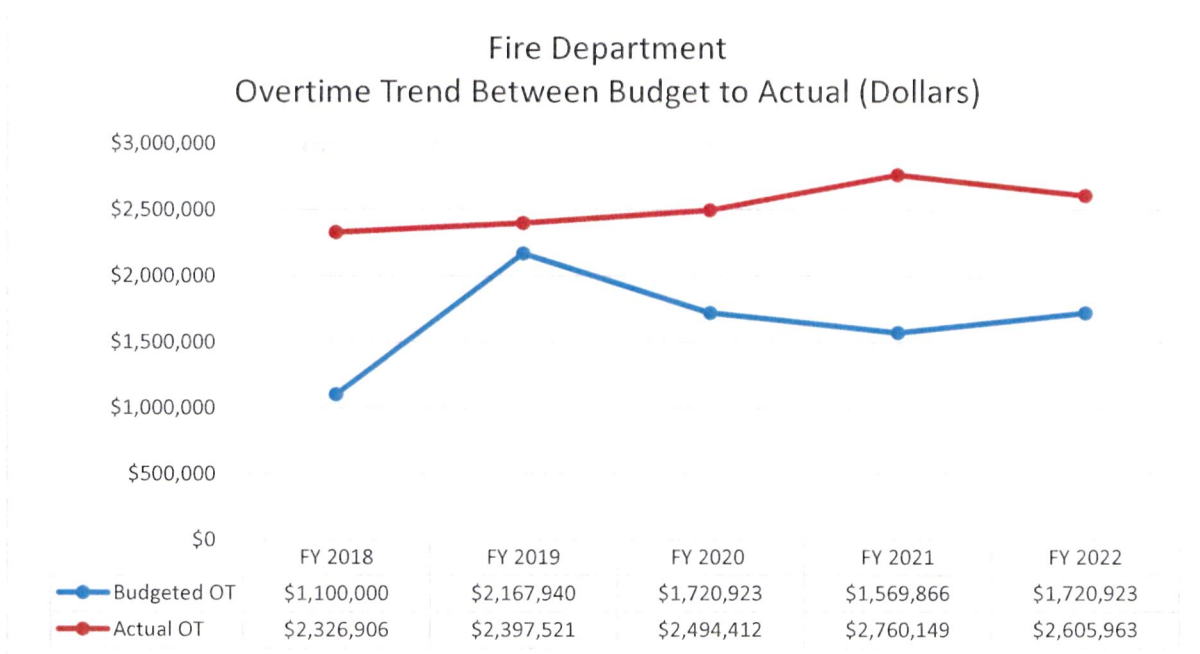
Overtime Monitoring Report Fiscal Year 2021-22

Table 6. Fire's total overtime cost to total labor cost in dollars.

Fire's Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 26,072,892	\$ 27,212,252	\$ 34,535,572	\$ 29,513,118	\$ 32,658,029
Regular Salaries	\$ 16,045,501	\$ 16,443,550	\$ 17,134,353	\$ 17,327,311	\$ 18,379,292
Overtime Paid	\$ 2,206,214	\$ 2,275,079	\$ 2,386,223	\$ 2,617,400	\$ 2,477,709
Overtime Banked	\$ 120,692	\$ 122,443	\$ 108,189	\$ 142,749	\$ 128,253
Total Overtime	\$ 2,326,906	\$ 2,397,521	\$ 2,494,412	\$ 2,760,149	\$ 2,605,963
Overtime % to Total Labor	8.9%	8.8%	7.2%	9.4%	8.0%
Overtime % to Regular Salaries	14.5%	14.6%	14.6%	15.9%	14.2%
Overtime \$ Change From Prior FY		\$ 70,616	\$ 96,891	\$ 265,737	\$ (154,187)
Overtime % Change From Prior FY		3.0%	4.0%	10.7%	-5.6%

\* Includes all benefits and labor taxes paid.

Graph 12. Fire's comparison between budgeted vs. actual overtime expense in dollars.





## Overtime Monitoring Report Fiscal Year 2021-22

### Fire's response to overtime inquiry:

"In response to your letter dated July 14, 2022, the Fire Department uses overtime for emergency response, coverage in our Emergency Command Center, call back for any type of maintenance issue or logistics (fleet, facility, com/IT, warehouse, etc...), and as workload deems necessary. Our support staff responds to the needs of our firefighters during emergency incidents and at times overtime is necessary with a 7/24/365 operation.

The overtime is governed by the appropriate County MOU (LUINA or SEIU). We have several employees scheduled on call back / standby for the Department's after-hours emergency needs. The call back overtime is authorized and paid based on the emergency needs and the MOU. Each Bureau Manager/Supervisor, schedules employees on call back / standby and ensures after hours coverage for emergency incidents at all hours of the day.

Our Emergency Command Center (ECC) is a 24-7 day a week dispatch center that requires staffing at all times. Overtime is used when employees are out sick, on medical leaves, unforeseen vacancies, and at times for vacations. We had several vacancies and high turnover in our Emergency Command Center last year that increased overtime. We had an average of sixteen (16) positions or 23% of our ECC workforce vacant for FY 21/22. As of July 2022, we have twenty-one vacancies, and we continue to hire. We continued to have a very high turnover during the fiscal year and will continue to collaborate with County Human Resources on recruitment and retention of our dispatchers. The ECC utilizes a scheduling system to monitor, schedule, and track overtime use to ensure the staffing needs are met on a daily basis.

The overtime in our Fleet, Facility Maintenance, Warehouse/Logistics, and Communications/IT Bureaus is due to necessary after-hours maintenance or in support of emergency responses. The Fire Department is a 7/24/365 operation, and the support is needed after hours to ensure we are fully operational. Each Bureau maintains employees on call back / standby and overtime is paid based upon the appropriate MOU. All of our fire stations must be operational at all times day and night and our Facility Maintenance staff responds to issues on call back overtime. It is critical that our Communication/IT needs are met at all times as well and overtime is necessary after hours. Our overtime in these areas is mostly due to the needs of our fire stations, vehicles, and communications. The Warehouse Bureau provides logistics to emergency incidents when contacted and/or dispatched by the Emergency Command Center.

Overtime is reviewed with each timesheet submittal and again after every pay period. All overtime related to emergency incidents are coded in the HR system to an incident project code. This allows for greater review and cost recovery. Overtime unrelated to emergency incidents is monitored and approved by each individual supervisor/manager. In addition, a report of overtime and banked overtime is provided to management after every pay period for review. The Fire Department Executive Team and particularly the Fire Chief monitors the biweekly overtime report."

Overtime Monitoring Report Fiscal Year 2021-22

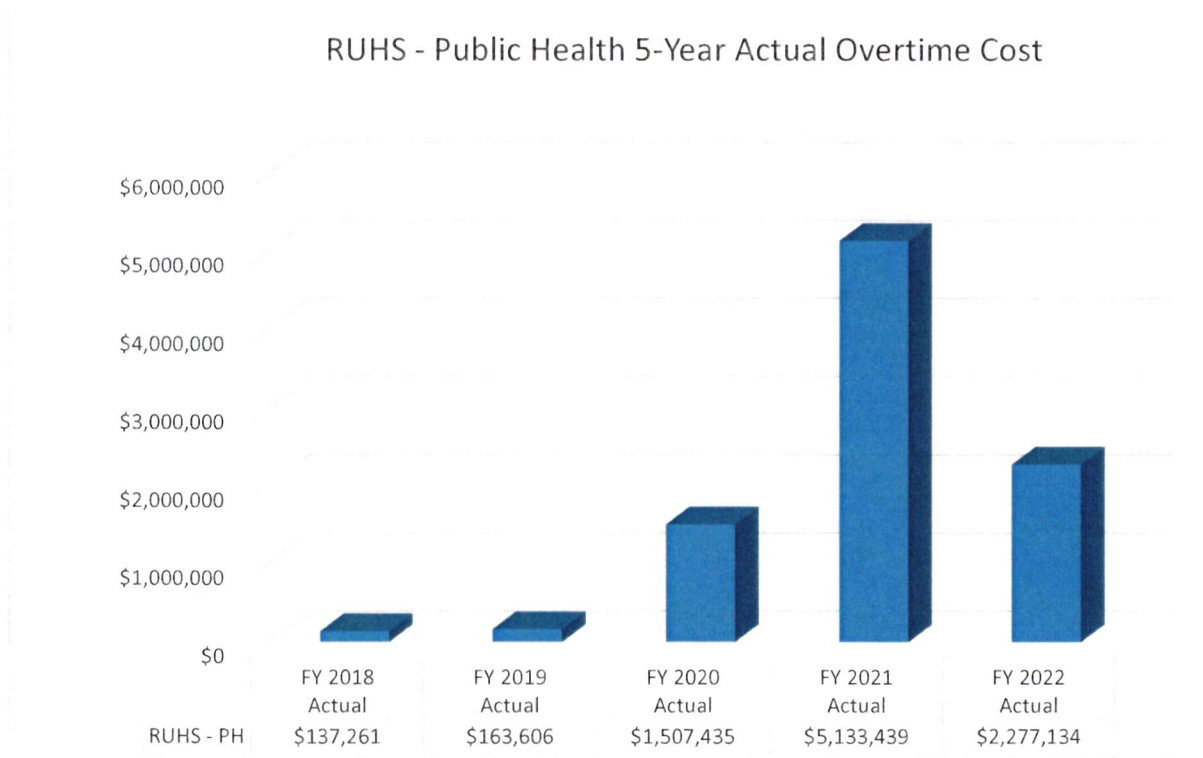
**RIVERSIDE UNIVERSITY HEALTH SYSTEM – PUBLIC HEALTH**

The Riverside University Health System – Public Health is responsible for preserving and protecting the health of the Riverside County residents. Its functions include control and prevention of chronic and communicable diseases; responding to public health emergencies; monitoring, analyzing, and communicating data reflecting health indicators and risk; registering vital events of births and deaths; along with other critical services. Services were provided by 955 authorized positions with a budget of over \$101 million in fiscal year 2021-22. Furthermore, of the 407 employees who earned at least 50% of their base pay in overtime, 16 or 3.9% are RUHS-PH employees earning an average of 67.6% over their base pay in overtime, with the highest earning 103.7% over base pay.

In fiscal year 2021-22, RUHS-PH reported \$85,620,905 in labor costs, of which \$2,277,134, or 2.7%, was incurred for paid overtime. This was a decrease of \$2,856,305, or -55.6% less than the overtime expense of \$5,133,439 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 16 or 3.2% are RUHS-PH employees earning an average of 68.9% over their base pay in overtime, with the highest earning 92.9% over base pay (See attachments B & C).

The following chart displays RUHS-PH's overtime expenses for the past five fiscal years.

*Graph 13. Overtime expense incurred by RUHS-PH for the most recent five fiscal years.*





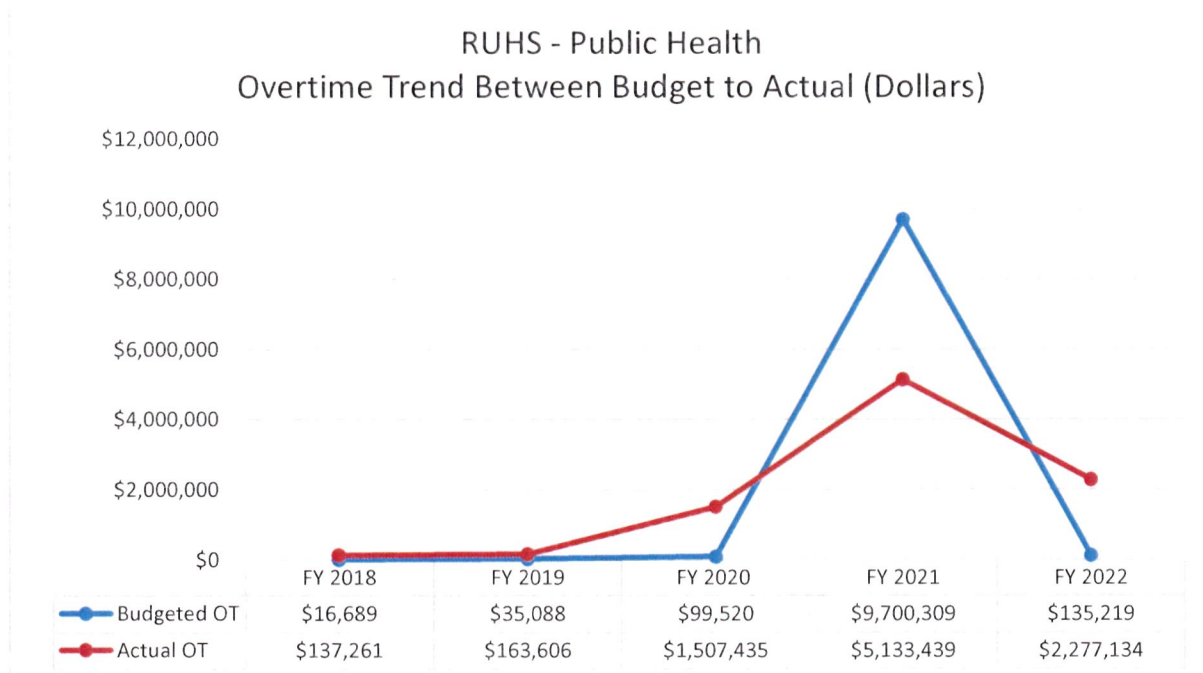
Overtime Monitoring Report Fiscal Year 2021-22

Table 7. RUHS-PH's total overtime cost to total labor cost in dollars.

RUHS - PH's Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 59,789,693	\$ 59,542,795	\$ 76,965,595	\$ 88,954,644	\$ 85,620,905
Regular Salaries	\$ 40,018,455	\$ 39,717,255	\$ 40,669,367	\$ 42,330,672	\$ 44,486,934
Overtime Paid	\$ 130,105	\$ 161,249	\$ 1,505,346	\$ 5,129,712	\$ 2,272,973
Overtime Banked	\$ 7,157	\$ 2,357	\$ 2,090	\$ 3,727	\$ 4,161
Total Overtime	\$ 137,261	\$ 163,606	\$ 1,507,435	\$ 5,133,439	\$ 2,277,134
Overtime % to Total Labor	0.2%	0.3%	2.0%	5.8%	2.7%
Overtime % to Regular Salaries	0.3%	0.4%	3.7%	12.1%	5.1%
Overtime \$ Change From Prior FY		\$ 26,345	\$ 1,343,829	\$ 3,626,004	\$ (2,856,305)
Overtime % Change From Prior FY		19.2%	821.4%	240.5%	-55.6%

\* Includes all benefits and labor taxes paid.

Graph 14. RUHS-PH's comparison between budgeted vs. actual overtime expense in dollars.



Overtime Monitoring Report Fiscal Year 2021-22

RUHS-PH's response to overtime inquiry:

"The Riverside University Health System – Public Health (RUHS–PH) department is responsible for preserving and protecting the health of Riverside County's 2.4 million residents and visitors. Since January 2020, RUHS–PH has led the COVID-19 emergency response efforts and activities, including case investigation; contact tracing and case management; vaccination and therapeutics dissemination; laboratory testing services; data analysis; and producing impact reports. The department also authors and manages the implementation of the countywide COVID-19 protocols and isolation/quarantine procedures. As a result of this ongoing effort, the department continued to experience overtime for staff that is directly attributable to the COVID-19 emergency response and recovery through a 7-day per week schedule that often necessitated after hours response. RUHS–PH's overtime costs are funded by state and federal grant funding.

All overtime must be pre-approved by a supervisor or manager and all timesheets are reviewed and approved accordingly. RUHS–PH will continue to monitor overtime utilization, while ensuring that critical services continue to be provided during the ongoing pandemic."



Overtime Monitoring Report Fiscal Year 2021-22

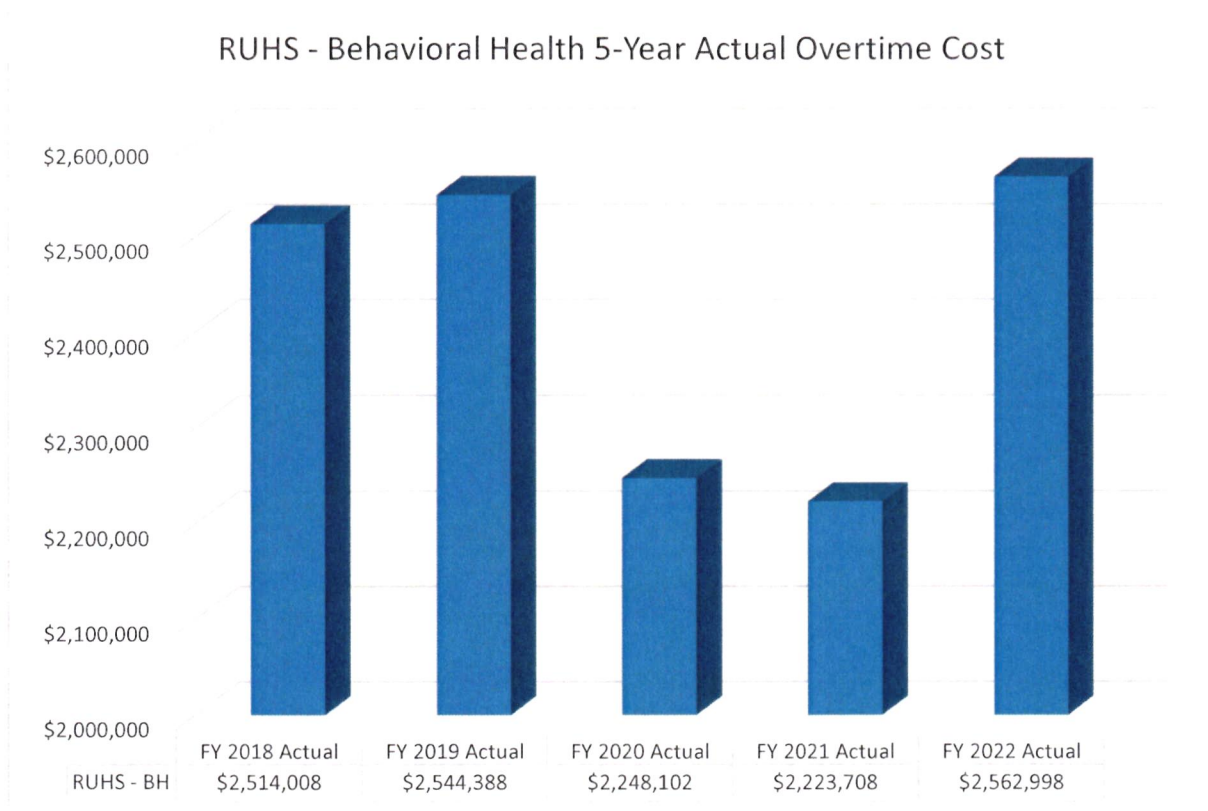
**RIVERSIDE UNIVERSITY HEALTH SYSTEM – BEHAVIORAL HEALTH**

The Riverside University Health System – Behavioral Health provides treatment and support services to transition-age youth, adults and seniors who have a mental illness and/or substance abuse addiction, and children who are seriously emotionally disturbed. Services are provided by 2,429 authorized positions, which include psychiatrists, clinicians, peer specialists, and paraprofessionals provided in clinics, county detention centers, and by contract providers throughout Riverside County. The department had a combined budget of over \$492 million in fiscal year 2021-22.

In fiscal year 2021-22, RUHS - BH reported \$185,062,538 in labor costs, of which \$2,562,998, or 1.4%, was incurred for paid overtime. This was an increase of \$339,289, or 15.3% more than the overtime expense of \$2,223,708 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 3 or 0.7% are RUHS - BH employees earning an average of 59.7% over their base pay in overtime, with the highest earning 62.4% over base pay (See attachments B & C).

The following chart displays the RUHS - BH's overtime expenses for the past five fiscal years.

*Graph 15. Overtime expense incurred by RUHS-BH for the most recent five fiscal years.*



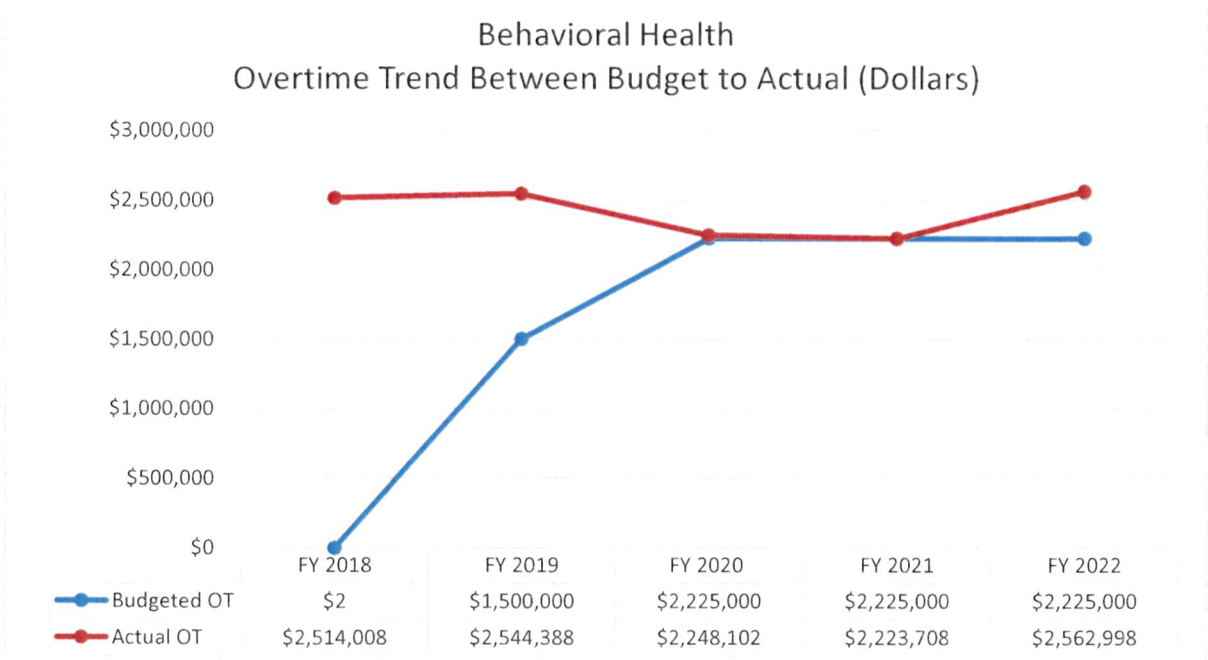
Overtime Monitoring Report Fiscal Year 2021-22

Table 8. RUHS-BH's total overtime cost to total labor cost in dollars.

RUHS - BH's Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 167,887,904	\$ 168,435,020	\$ 280,391,234	\$ 173,762,163	\$ 185,062,538
Regular Salaries	\$ 107,324,233	\$ 107,441,701	\$ 105,589,514	\$ 107,443,233	\$ 109,551,628
Overtime Paid	\$ 2,264,126	\$ 2,368,066	\$ 2,170,651	\$ 2,110,827	\$ 2,469,202
Overtime Banked	\$ 249,882	\$ 176,322	\$ 77,451	\$ 112,881	\$ 93,796
Total Overtime	\$ 2,514,008	\$ 2,544,388	\$ 2,248,102	\$ 2,223,708	\$ 2,562,998
Overtime % to Total Labor	1.5%	1.5%	0.8%	1.3%	1.4%
Overtime % to Regular Salaries	2.3%	2.4%	2.1%	2.1%	2.3%
Overtime \$ Change From Prior FY		\$ 30,381	\$ (296,286)	\$ (24,394)	\$ 339,289
Overtime % Change From Prior FY		1.2%	-11.6%	-1.1%	15.3%

\* Includes all benefits and labor taxes paid.

Graph 16. RUHS-BH's comparison between budgeted vs. actual overtime expense in dollars.





Overtime Monitoring Report Fiscal Year 2021-22

RUHS-BH's response to overtime inquiry:

"In FY 21/22, the Behavioral Health Department (RUHS-BH) recorded overtime amounting to \$2,469,202.

Overtime is utilized in the case of excessive consumer service workload or other emergency use that exceeds the timeframes required for completing the work. The overtime amount of \$2,469,202 was predominately used by Detention, Psychiatric, and Clinical Staff, including Psychiatrists, Clinical Therapists, Behavioral Health Specialists, and Nurses. Approximately \$2.0 million (81%) of overtime was worked in the jails and by Psychiatry and Clinical Staff due to consumer service workloads and staffing needs for difficult to recruit positions. Psychiatrists are exempt from overtime rates and therefore are paid at straight time.

RUHS-BH has a policy in place that requires overtime to be pre-approved by the supervisor or manager. All overtime in excess of 16 hours per employee, per pay period, is brought to the attention of the Director or Assistant Director for approval. In addition, Human Resources provides a quarterly report to Management that details the number of overtime hours by employee. Annually, the manager shall evaluate the need and directly seek approval for overtime routinely in excess of 16 hours per employee by classification, per pay period.

As RUHS-BH continues to work toward filling positions, overtime will continue to be utilized to meet client service needs."

Overtime Monitoring Report Fiscal Year 2021-22

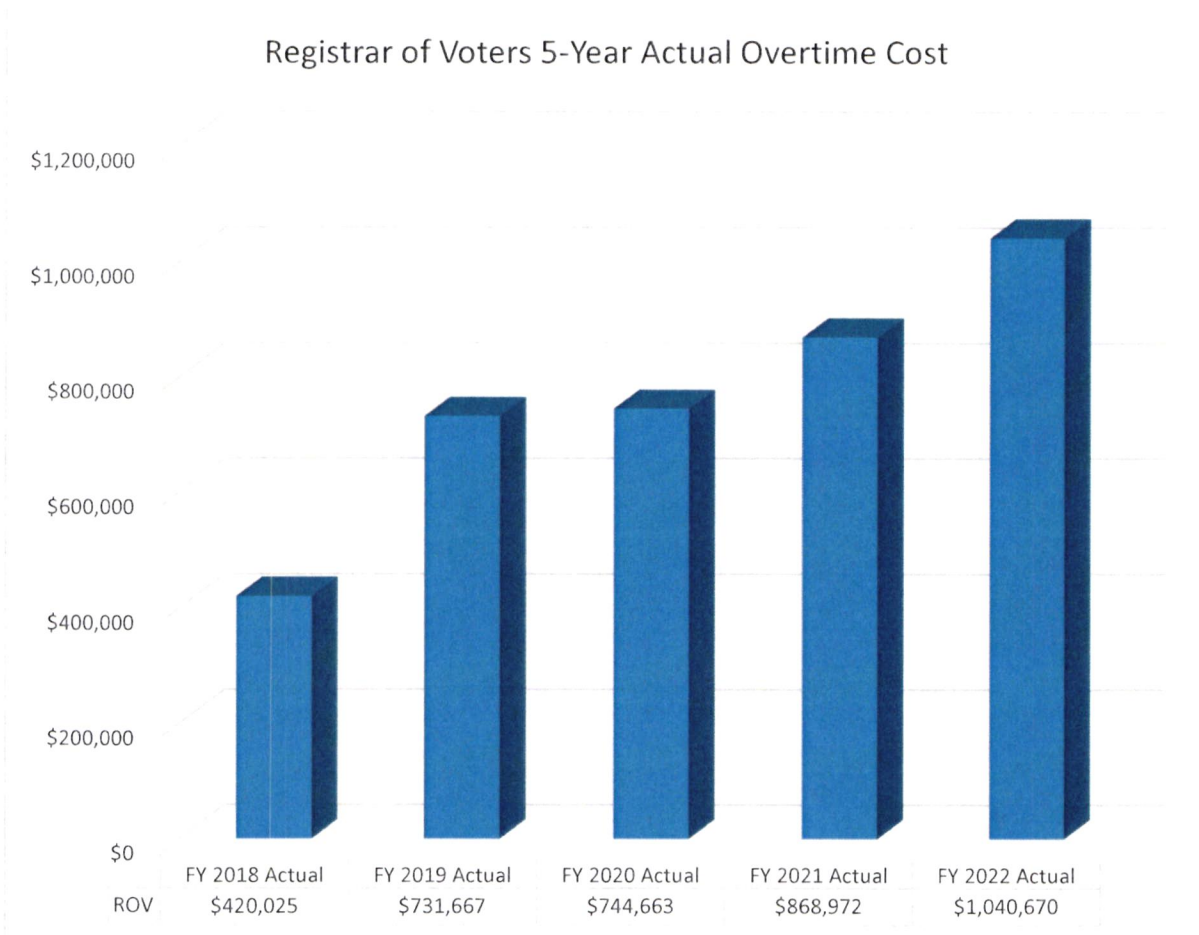
**RIVERSIDE COUNTY REGISTRAR OF VOTERS**

The Riverside County Registrar of Voters conducts elections for federal, state, and local government entities. They have one office in Riverside County which is comprised of 40 full time employees. To conduct the various elections throughout the County, the department relies on temporary employees/poll workers.

In fiscal year 2021-22, ROV reported \$11,613,126 in labor costs, of which \$1,040,670, or 9.0%, was incurred for paid overtime. This was an increase of \$171,698, or 19.8% more than the overtime expense of \$868,972 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 1 or 0.2% is an ROV employee earning 101.1% over their base pay in overtime (See attachments B & C).

The following chart displays the ROV's overtime expenses for the past five fiscal years.

*Graph 17. Overtime expense incurred by Registrar of Voters for the most recent five fiscal years.*





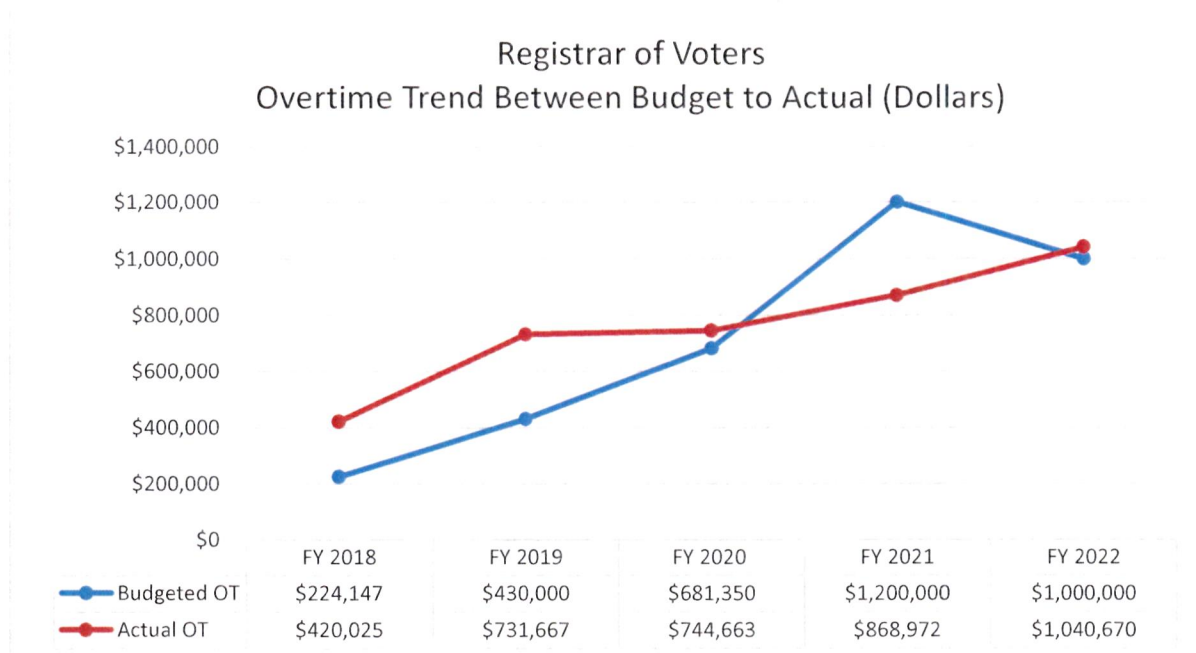
Overtime Monitoring Report Fiscal Year 2021-22

Table 9. Registrar of Voters total overtime cost to total labor cost in dollars.

Registrar of Voters Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 4,137,953	\$ 5,096,650	\$ 6,930,580	\$ 7,227,957	\$ 11,613,126
Regular Salaries	\$ 1,783,920	\$ 1,825,337	\$ 1,993,548	\$ 2,308,746	\$ 2,139,861
Overtime Paid	\$ 405,002	\$ 713,386	\$ 727,598	\$ 860,972	\$ 1,033,253
Overtime Banked	\$ 15,023	\$ 18,280	\$ 17,065	\$ 8,000	\$ 7,416
Total Overtime	\$ 420,025	\$ 731,667	\$ 744,663	\$ 868,972	\$ 1,040,670
Overtime % to Total Labor	10.2%	14.4%	10.7%	12.0%	9.0%
Overtime % to Regular Salaries	23.5%	40.1%	37.4%	37.6%	48.6%
Overtime \$ Change From Prior FY		\$ 311,641	\$ 12,997	\$ 124,309	\$ 171,698
Overtime % Change From Prior FY		74.2%	1.8%	16.7%	19.8%

\* Includes all benefits and labor taxes paid.

Graph 18. Registrar of Voters' comparison between budgeted vs. actual overtime expense in dollars.



Registrar of Voter's response to overtime inquiry:

Response was not provided by Registrar of Voters.

Overtime Monitoring Report Fiscal Year 2021-22

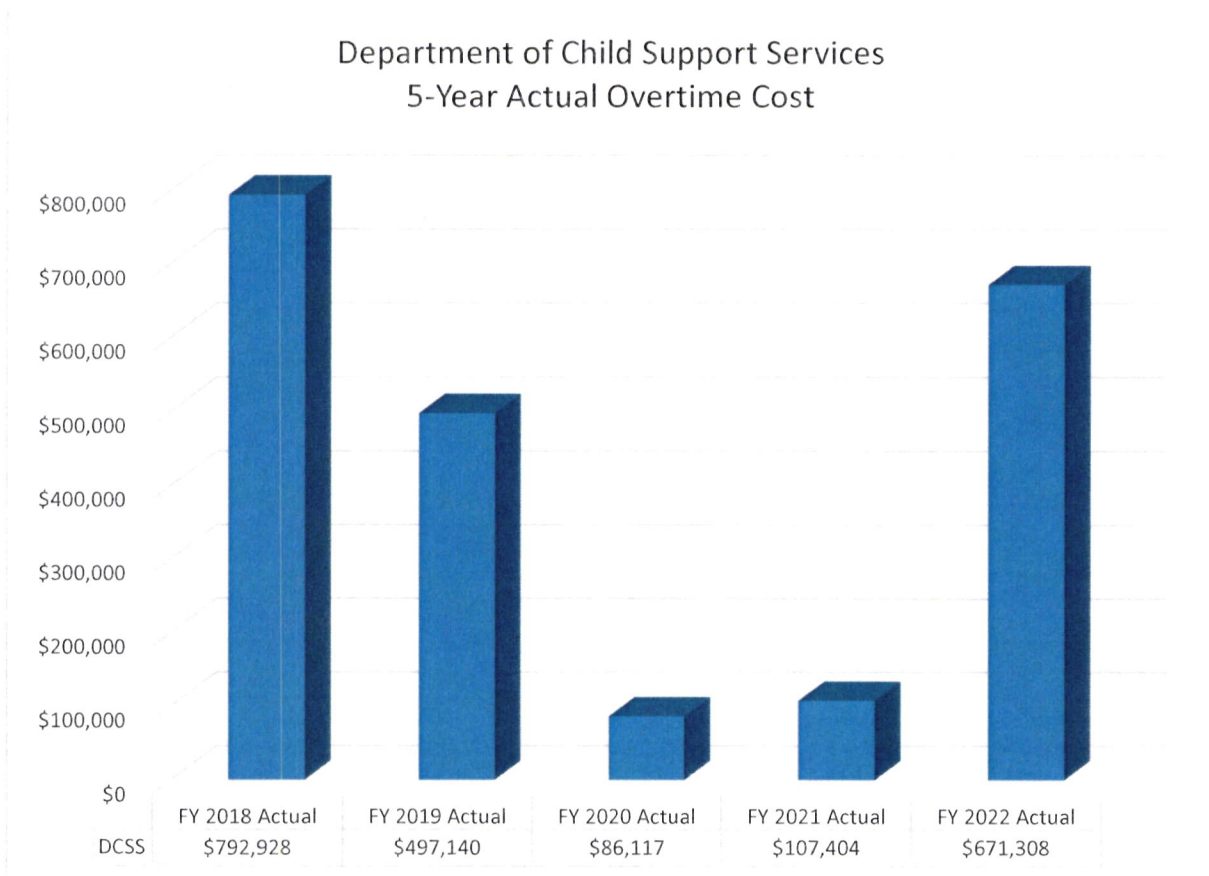
**RIVERSIDE COUNTY DEPARTMENT OF CHILD SUPPORT SERVICES**

The Riverside County Department of Child Support Services works with parents and guardian to ensure court-ordered financial and medical support is provided to children and families. Services include locating and establishing paternity, as well as establishing, modifying, and enforcing court orders for child support and health coverage. The department provides their services with a total of authorized 329 full time positions.

In fiscal year 2021-22, DCSS reported \$34,219,613 in labor costs, of which \$671,308, or 2.0%, was incurred for paid overtime. This was an increase of \$563,904, or 525% more than the overtime expense of \$107,404 for fiscal year 2020-21.

The following chart displays the DCSS's overtime expenses for the past five fiscal years.

*Graph 19. Overtime expense incurred by DCSS for the most recent five fiscal years.*





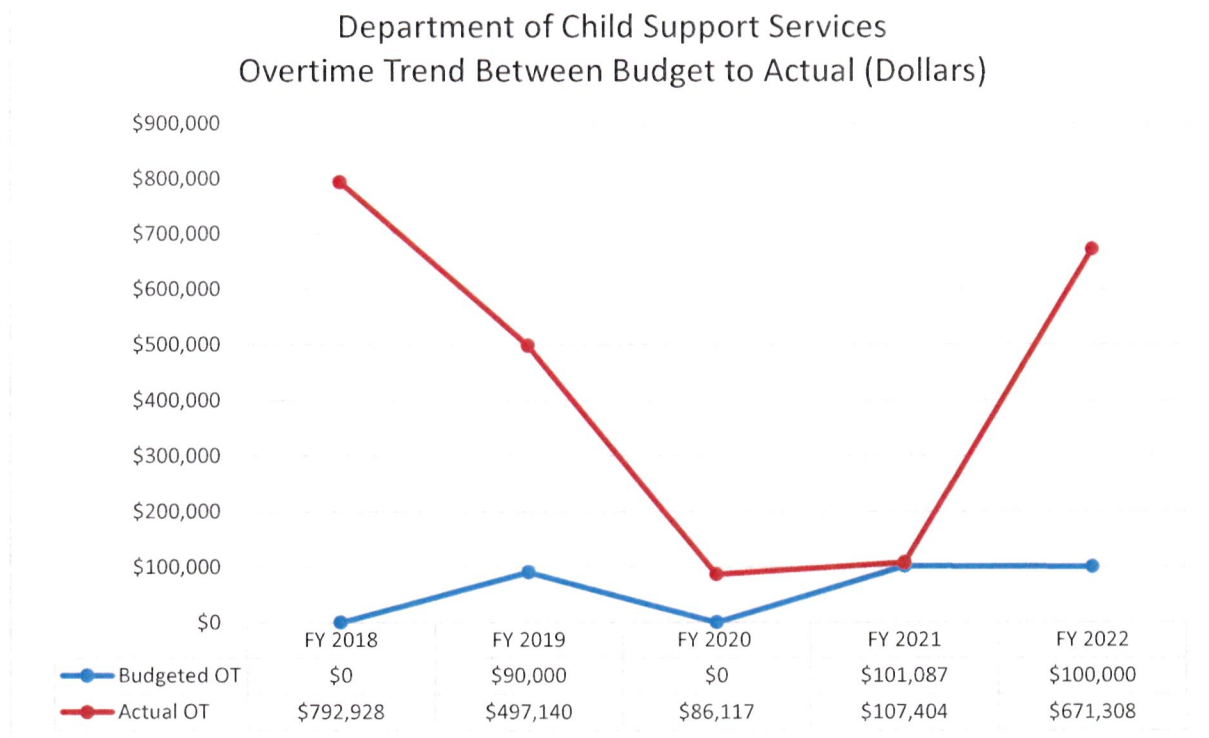
Overtime Monitoring Report Fiscal Year 2021-22

Table 10. DCSS total overtime cost to total labor cost in dollars.

DCSS Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 25,885,740	\$ 25,759,028	\$ 35,106,691	\$ 30,026,425	\$ 34,219,613
Regular Salaries	\$ 16,941,815	\$ 17,102,704	\$ 19,149,737	\$ 19,765,804	\$ 20,900,494
Overtime Paid	\$ 788,074	\$ 479,204	\$ 71,983	\$ 106,449	\$ 666,249
Overtime Banked	\$ 4,854	\$ 17,936	\$ 14,133	\$ 955	\$ 5,059
Total Overtime	\$ 792,928	\$ 497,140	\$ 86,117	\$ 107,404	\$ 671,308
Overtime % to Total Labor	3.1%	1.9%	0.2%	0.4%	2.0%
Overtime % to Regular Salaries	4.7%	2.9%	0.4%	0.5%	3.2%
Overtime \$ Change From Prior FY		\$ (295,788)	\$ (411,023)	\$ 21,287	\$ 563,904
Overtime % Change From Prior FY		-37.3%	-82.7%	24.7%	525.0%

\* Includes all benefits and labor taxes paid.

Graph 20. DCSS' comparison between budgeted vs. actual overtime expense in dollars.



## Overtime Monitoring Report Fiscal Year 2021-22

### DCSS' response to overtime inquiry:

"1. The internal controls that exist to actively monitor the use of overtime to emergency and non-routine purposes that are critical to department operations goals are the following:

- Managers must provide a clearly defined outline and plan for the non-routine OT projects. All OT projects must be directly related to our Strategic Plan and improving our Federal Performance measures and/or state DCSS projects.
- Managers take proposal to each respective Deputy Director for approval
- The Deputy Directors review / refine the plan and receive approval from the Assistant Director and Department Head
- Department Head must approve OT prior to OT being worked
- Supervisors must be on site while staff is working OT
- Staff must provide an email and/or Sign-in Sheet for OT work
- Employees are given a not to exceed maximum hours per Pay Period for OT work.

2. The following are the department monitoring controls that DCSS has to prevent the abuse of overtime:

- Time and attendance records are kept of work performed during OT period by the supervisors and/or managers
- The work performed during OT are closely monitored by the immediate Supervisors and /or Managers
- Supervisors and/or Managers audit and sign off on employee timecards for each pay period
- Each division provides a summary of the results of the OT worked which is reviewed weekly and monthly for progress.

3. The department plans to reduce overtime costs by the following:

- Department are in the process of hiring additional full-time staff to reduce OT
- Department continue to perform monthly assessment of OT need.

\*\* Note: The State of California authorizes the utilization of Overtime pay as a means to increase performance measures for Local Child Support Agencies."



Overtime Monitoring Report Fiscal Year 2021-22

**RIVERSIDE COUNTY HUMAN RESOURCES**

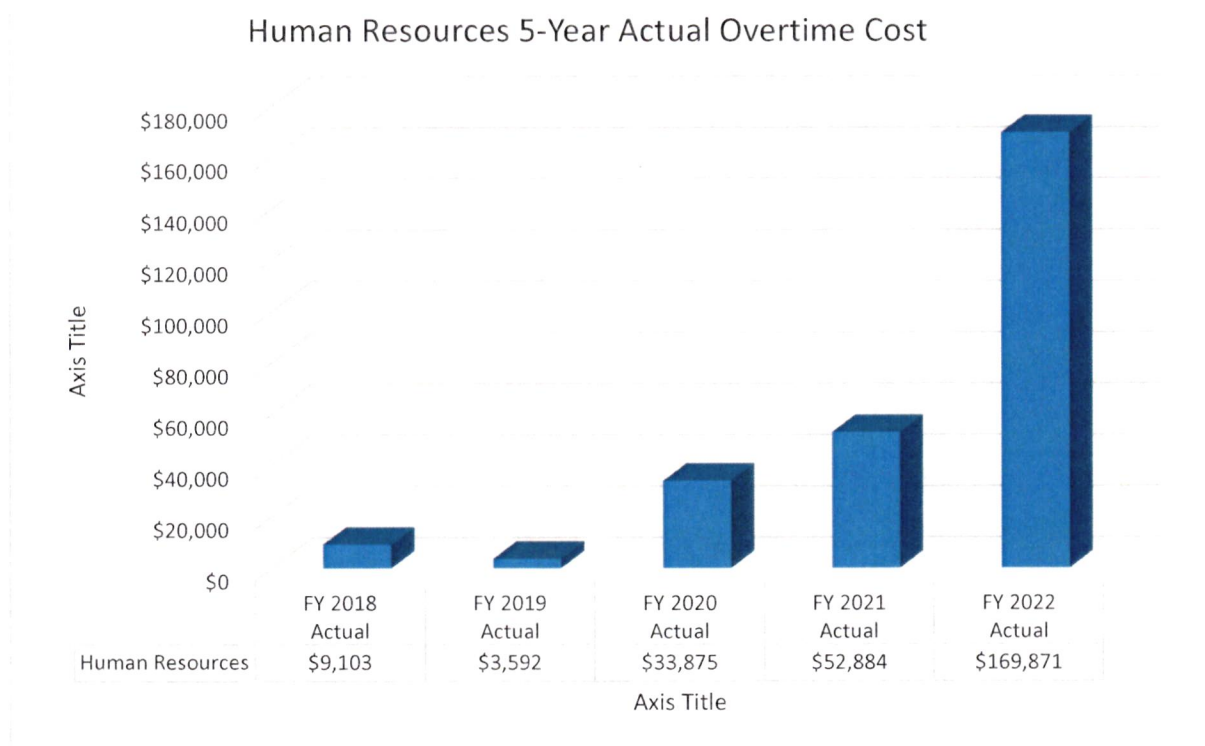
The Riverside County Human Resources is responsible for supporting all life-cycle stages of county employees which include interviewing, hiring, and onboarding. In addition to the onboarding of all county employees, Human Resources is charged with negotiating union contracts, planning retirements, investigating issues in the work environment, review overall compensation, benefits, and deal with all aspects of risk management. Human Resources provides their services with a total of authorized 4,705 full time positions. The department had a combined budget of over \$239 million in fiscal year 2021-22.

In fiscal year 2021-22, Human Resources reported \$42,201,664 in labor costs, of which \$169,871, or 0.4%, was incurred for paid overtime. This was an increase of \$116,987, or 221.2% more than the overtime expense of \$52,884 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 13 or 3.2% are Human Resources' employees earning an average of 68.9% over their base pay in overtime, with the highest earning 92.9% over base pay (See attachments B & C).

The following chart displays the Human Resources' overtime expenses for the past five fiscal years.

**Summary of overtime expenditures for the last five fiscal years:**

*Graph 21. Overtime expense incurred by Human Resources for the most recent five fiscal years.*



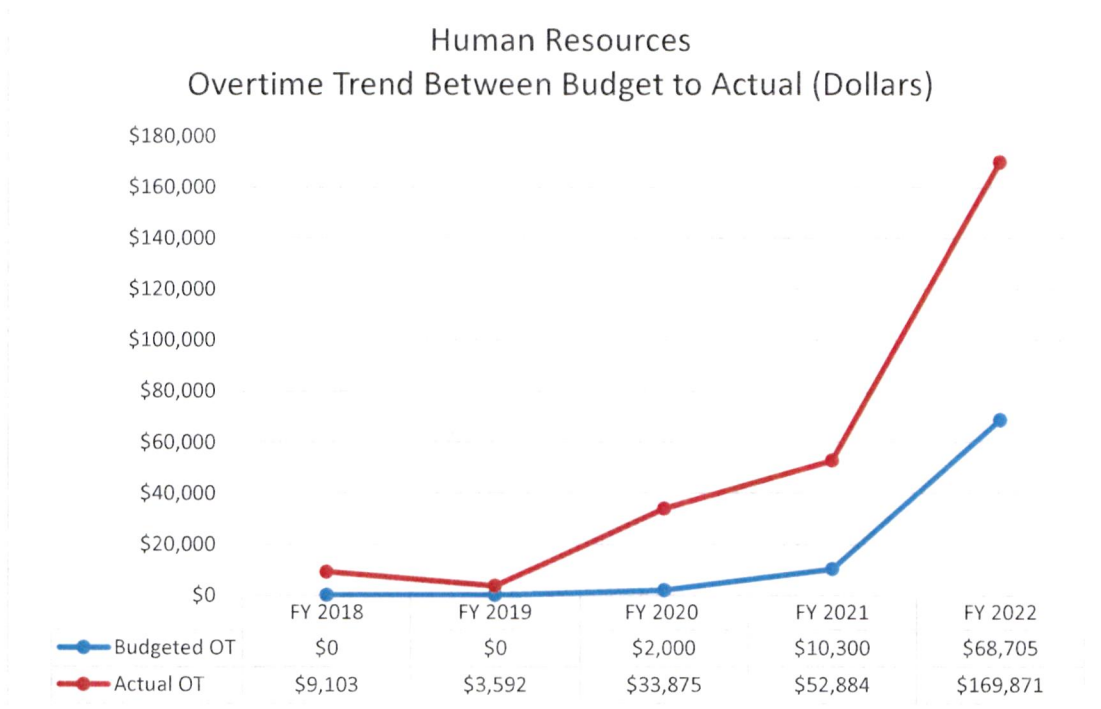
Overtime Monitoring Report Fiscal Year 2021-22

Table 11. Human Resources Voters total overtime cost to total labor cost in dollars.

Human Resources Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 45,190,970	\$ 43,867,882	\$ 54,158,724	\$ 37,549,906	\$ 42,201,664
Regular Salaries	\$ 27,475,945	\$ 26,928,330	\$ 26,987,039	\$ 24,892,684	\$ 24,295,532
Overtime Paid	\$ 958	\$ 3,348	\$ 32,167	\$ 52,265	\$ 166,920
Overtime Banked	\$ 8,145	\$ 243	\$ 1,708	\$ 619	\$ 2,950
Total Overtime	\$ 9,103	\$ 3,592	\$ 33,875	\$ 52,884	\$ 169,871
Overtime % to Total Labor	0.0%	0.0%	0.1%	0.1%	0.4%
Overtime % to Regular Salaries	0.0%	0.0%	0.1%	0.2%	0.7%
Overtime \$ Change From Prior FY		\$ (5,511)	\$ 30,283	\$ 19,009	\$ 116,987
Overtime % Change From Prior FY		-60.5%	843.1%	56.1%	221.2%

\* Includes all benefits and labor taxes paid.

Graph 22. Human Resources' comparison between budgeted vs. actual overtime expense in dollars.





## Overtime Monitoring Report Fiscal Year 2021-22

### HR's response to overtime inquiry:

"1. What internal controls exist to actively monitor the use of overtime to emergency and non-routine purposes that are critical to departmental operational goals?

Human Resources, as an internal service department, provides critical services to all County departments. Overtime must be approved by an employee's supervisor/manager prior to being worked and should only be incurred to maintain critical services or in response to an emergency situation.

2. What monitoring controls do you have to prevent the abuse of overtime?

HR's finance team reviews overtime usage on a monthly basis to ensure proper cost allocation amongst HR teams and provides periodic reports to the HR executive team for review. Any overtime usage that is outside of expectations or exceeds prior fiscal year usage for a particular HR team is reviewed by management to ensure the usage was incurred for allowable purposes.

3. What plans, if any, does your department have to reduce overtime costs? If unable to reduce overtime cost, what justification do you have to maintain overtime at a high level?

Human Resources overtime in FY21-22 totaled \$163,668, which represents an increase of \$111,403 (213%) over prior year usage. Of the 18 HR teams that incurred overtime during FY21-22, 4 teams' overtime usage varied by more than 10% and \$10,000 over prior year:

HR Team	FY20-21	FY21-22	Change \$	Change %
HR - Recruiting	\$ 8,835	\$ 45,582	\$ 36,747	416%
HR - Assessment & Background	\$ 5,508	\$ 40,984	\$ 35,476	644%
HR Contract - ES RUHS	\$ 2,978	\$ 38,123	\$ 35,145	1180%
Workers Compensation	\$ -	\$ 12,188	\$ 12,188	100%
	\$ 17,321	\$ 136,877	\$ 119,556	

### Recruiting

The Recruiting team is responsible for managing recruitments for all open County positions in cooperation with the hiring Departments. Recruitment and hiring activities at the County continue to increase, and in 2021 there was a need to process 900+ TAP employees very quickly for the June election. In order to meet these critical operating demands, overtime was necessarily incurred for this team.

### Assessment & Background

The Assessment and Background team is responsible for working in cooperation with the Recruiting team to conduct pre-employment assessments and background checks to prepare selected applicants for employment. Recruitment and hiring activities at the County continue

## Overtime Monitoring Report Fiscal Year 2021-22

to increase, and in 2021 there was a need to process 900+ TAP employees very quickly for the June election. In order to meet these critical operating demands, overtime was necessarily incurred for this team.

### Contract – RUHS Employee Services

The RUHS Employee Services team exists as a contracted additional service provided by Human Resources to RUHS. Among other duties, this team is responsible for time and labor data entry into the RUHS Kronos timekeeping system each pay period. In January and February 2022, there was a global Kronos outage that required the team to process payroll manually. Due to this time-sensitive and labor-intensive task, overtime was necessarily incurred for this team during those months.

### Workers Compensation

The Workers Compensation team is responsible for managing all workers compensation claims and cases for the County. In FY21-22, there was a drastic increase the number of workers compensation claims submitted due to covid-19. Due to Federal requirements regarding the timing of responding to and processing workers compensation claims, the volume of submitted claims was larger than the team could process according to the required timelines during normal working hours. Due to the time-sensitive nature of workers compensation claims processing, overtime was necessarily incurred for this team.”





Fiscal Year 2021-22  
Full Transparency  
Countywide  
Overtime Monitoring

Paul Angulo, CPA, MA  
Auditor-Controller

*"Creating Value and  
Making a Difference"*

---

Overtime Monitoring Report

## Table of Contents

	Page
Executive Summary .....	3
<b>Results:</b>	
Riverside County Sheriff's Department .....	5
Riverside University Health System – Medical Center.....	8
Riverside County Department of Public Social Services.....	11
Riverside County Probation Department .....	14
Riverside County District Attorney.....	19
Riverside County Fire Department .....	23
Riverside University Health System – Public Health.....	26
Riverside University Health System – Behavioral Health.....	29
Riverside County Registrar of Voters .....	32
Riverside County Department of Child Support Services .....	34
Riverside County Human Resources .....	37
Riverside County Building and Safety .....	41
Riverside County IHSS Public Authority .....	43
Riverside County Office on Aging.....	46
Riverside County Code Enforcement .....	49
Riverside County Agricultural Commissioner .....	53
Riverside County Office of Economic Development .....	56
<b>Schedules:</b>	
A. Countywide Overtime by Department: Fiscal Year 2021-22.....	60
B. Total Number of Employees by Department Earning over 50% of Base Pay .....	62
C. County Employees Earning More Than 50% of Their Base Pay in Overtime Pay .....	63



## Overtime Monitoring Report Fiscal Year 2021-22

### EXECUTIVE SUMMARY

In Fiscal Year 2021-22, over one hundred twenty-one million dollars (\$121,920,942) in overtime was incurred by county departments. Nine departments exceeding \$1 million in overtime expense were selected for monitoring in this report, representing 93% of the total overtime cost incurred by the County of Riverside overall. The departments include, the Riverside County Sheriff's Department (Sheriff), Riverside University Health System – Medical Center (RUHS-MC), Department of Public Social Services (DPSS), Probation Department (Probation), Riverside County District Attorney (DA), Riverside County Fire Department (Fire), RUHS – Public Health (RUHS-PH), RUHS – Behavioral Health (RUHS-BH), and Riverside County Registrar of Voters. Eight additional departments, Riverside County Department of Child Support Services, Riverside County Human Resources, Riverside County Transportation and Land Management (TLMA) – Building and Safety, Riverside County IHSS Public Authority, Riverside County Office on Aging, Riverside County TLMA – Code Enforcement, Riverside County Agricultural Commissioner, and Riverside County Office of Economic Development were also selected for monitoring based on the criteria of overtime expense exceeding fifty percent (50%) of prior year overtime expense. In addition to the overtime costs that was paid to county employees, we have also included costs for overtime hours that were banked<sup>1</sup> through the fiscal year. These costs were converted from hours to overtime costs using the hourly rate paid to respective county employees and is reflected in the total overtime cost documented throughout this report. See *Schedule A* for a complete list of overtime, and the percentage of overtime to total salaries and benefits by department for Fiscal Year 2021-22.

### INTRODUCTION

In 2013 the Riverside County Office of the Auditor-Controller (Auditor-Controller) initiated a monitoring program with the purpose of providing the Board of Supervisors with relevant, timely and significant fiscal transactions and trends.

As it pertains to the use of overtime labor, reasonable and necessary expenditures enable the county to continue to provide services despite labor shortages due to vacancies, sick leaves, mandated service levels changes, and operational and seasonal workload spikes. Appropriate overtime is a cost-effective response to short-term labor shortages or spikes in service demands as compared to hiring additional employees. However, long-term overtime or uncontrolled uses of overtime represent significant risks of increased direct and indirect costs.

Unnecessary overtime may be effectively managed through management control activities such as pre-approval of overtime, adjusting staffing levels to service demand levels, regular management monitoring of overtime, and informing and communicating management's objectives regarding cost containment and service delivery to all employees. In addition, long-term overtime may help obscure fraudulent overtime with employees padding timesheets with overtime hours not worked.

---

<sup>1</sup> Banked overtime refers to the hours worked by county employees, accumulated at one and a half times the hours worked by respective employees, and used in the future at the choosing of the employee. These hours are paid at the regular hourly rate.

## Overtime Monitoring Report Fiscal Year 2021-22

In calendar year 2021, the number of Riverside County employees earning at least 50% of their base pay in overtime totaled 407 (See Schedule B for total by department), with the highest employee earning 314% of their base pay in overtime (See Schedule C for the list of employees). Overtime is an area of high fraud risk that needs continuous monitoring and strong internal controls.

This report also includes charts to compare actual versus budgeted overtime. These charts can be used as a tool to determine if departments are accurately budgeting based on historical trends of actual overtime expenses.

Other impacts from long-term use of overtime include increased employee turnover, reduced employee productivity, increased risk and increased litigation costs arising from error, omission, and fatigue.

### **SCOPE**

Nine Riverside County departments with reported overtime in excess of \$1 million and eight with overtime increase in excess of fifty percent of previous year overtime costs were selected for this monitoring report. Those departments are named above.

Extracts from the county's financial system were queried as of June 30, 2022, compiled, and the information forwarded to the departments for their response. Each department was asked to provide its rationale for the use of overtime, protocol to approve overtime, and if they had identified ways to mitigate and/or reduce this expense.

This report includes overtime, salary and total labor costs paid by county departments as well as any accrued overtime balances (in dollars) that will be of impact (in the future) in cost to the county.



Overtime Monitoring Report Fiscal Year 2021-22

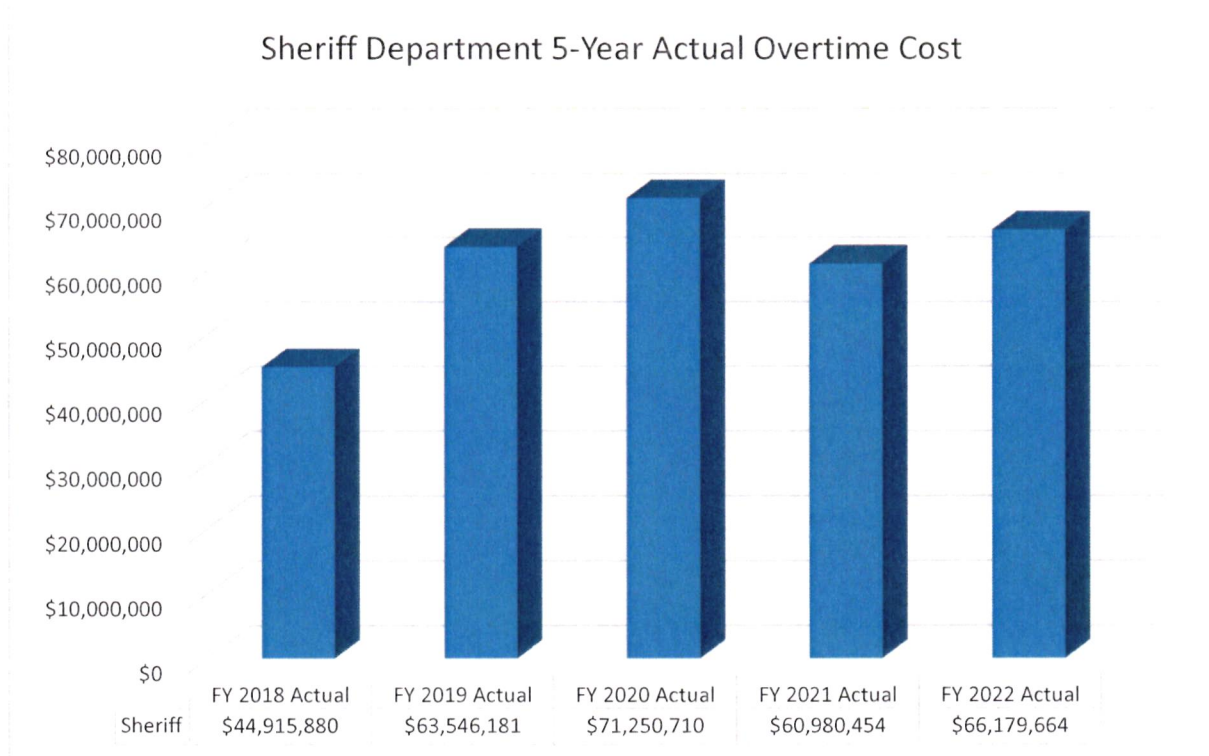
**RIVERSIDE COUNTY SHERIFF'S DEPARTMENT**

The Riverside County Sheriff's Department is a public safety agency with 5,034 authorized positions including law enforcement professionals, administrative and support staff, with a combined budget of over \$898 million in fiscal year 2021-22. The Sheriff provides court security, civil process services and execution of court orders, maintenance and operations of correctional facilities, and law enforcement services. In addition, the Sheriff is responsible for the Coroner investigations and Public Administrator estate functions. The Sheriff has 10 stations and five correctional facilities providing services to county unincorporated areas, 17 contract cities, one tribal community and one community college district.

In fiscal year 2021-22, the Sheriff reported \$681,485,706 in labor costs, of which \$66,179,664, or 9.7%, was incurred for paid overtime. This was an increase of \$5,199,211, or 8.5%, more than the overtime expense of \$60,980,454 for fiscal year 2020-21. Furthermore, of the 407 total Riverside County employees who earned at least 50% of their base pay in overtime, 269 or 66.1% are Sheriff employees earning an average of 68.3% over their base pay in overtime, with the highest earning 313.7% over base pay (See attachments B & C).

The following chart displays Sheriff's overtime expenses for the past five fiscal years.

*Graph 1. Overtime expense incurred by the Sheriff for the most recent five fiscal years.*



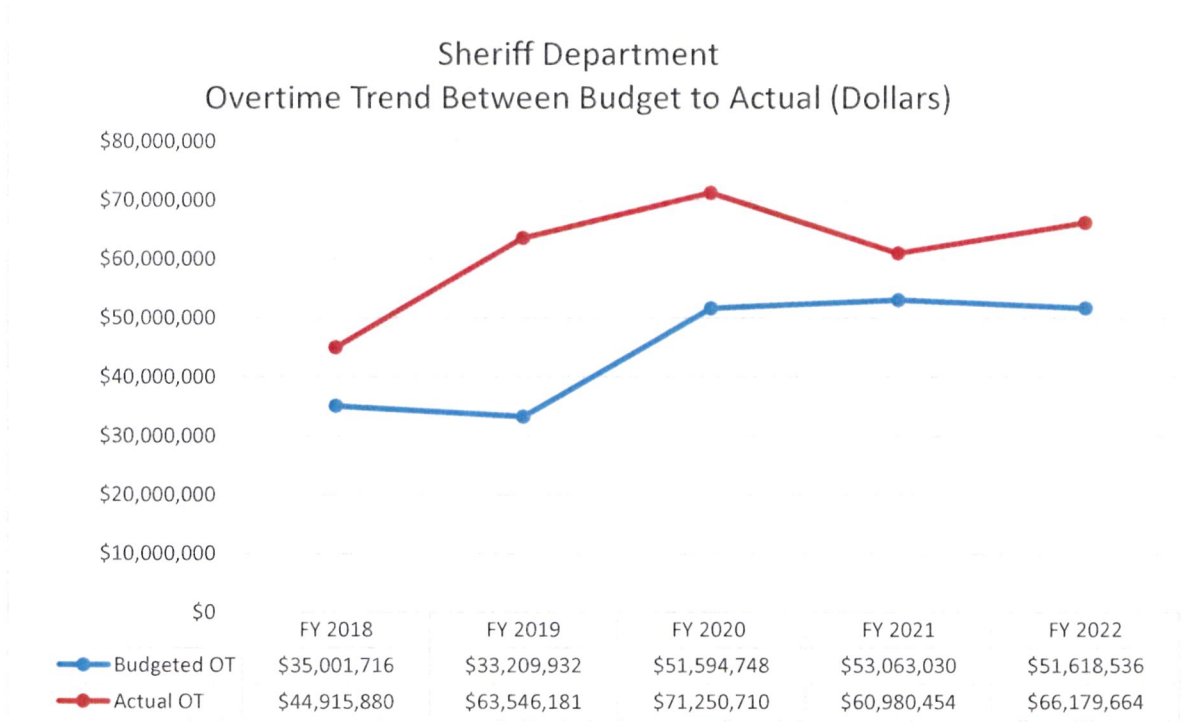
Overtime Monitoring Report Fiscal Year 2021-22

Table 1. The Sheriff's total overtime cost to total labor cost in dollars.

Sheriff's Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 538,249,756	\$ 556,293,830	\$ 914,586,425	\$ 626,499,353	\$ 681,485,706
Regular Salaries	\$ 312,784,557	\$ 305,578,440	\$ 319,345,145	\$ 326,053,293	\$ 334,622,914
Overtime Paid	\$ 43,065,379	\$ 61,439,718	\$ 68,550,553	\$ 58,347,347	\$ 62,658,725
Overtime Banked	\$ 1,850,502	\$ 2,106,463	\$ 2,700,157	\$ 2,633,107	\$ 3,520,940
Total Overtime	\$ 44,915,880	\$ 63,546,181	\$ 71,250,710	\$ 60,980,454	\$ 66,179,664
Overtime % to Total Labor	8.3%	11.4%	7.8%	9.7%	9.7%
Overtime % to Regular Salaries	14.4%	20.8%	22.3%	18.7%	19.8%
Overtime \$ Change From Prior FY		\$ 18,630,301	\$ 7,704,528	\$ (10,270,256)	\$ 5,199,211
Overtime % Change From Prior FY		41.5%	12.1%	-14.4%	8.5%

\*Includes all benefits and labor taxes paid

Graph 2. The Sheriff's comparison between budgeted vs. actual overtime expense in dollars.





Overtime Monitoring Report Fiscal Year 2021-22

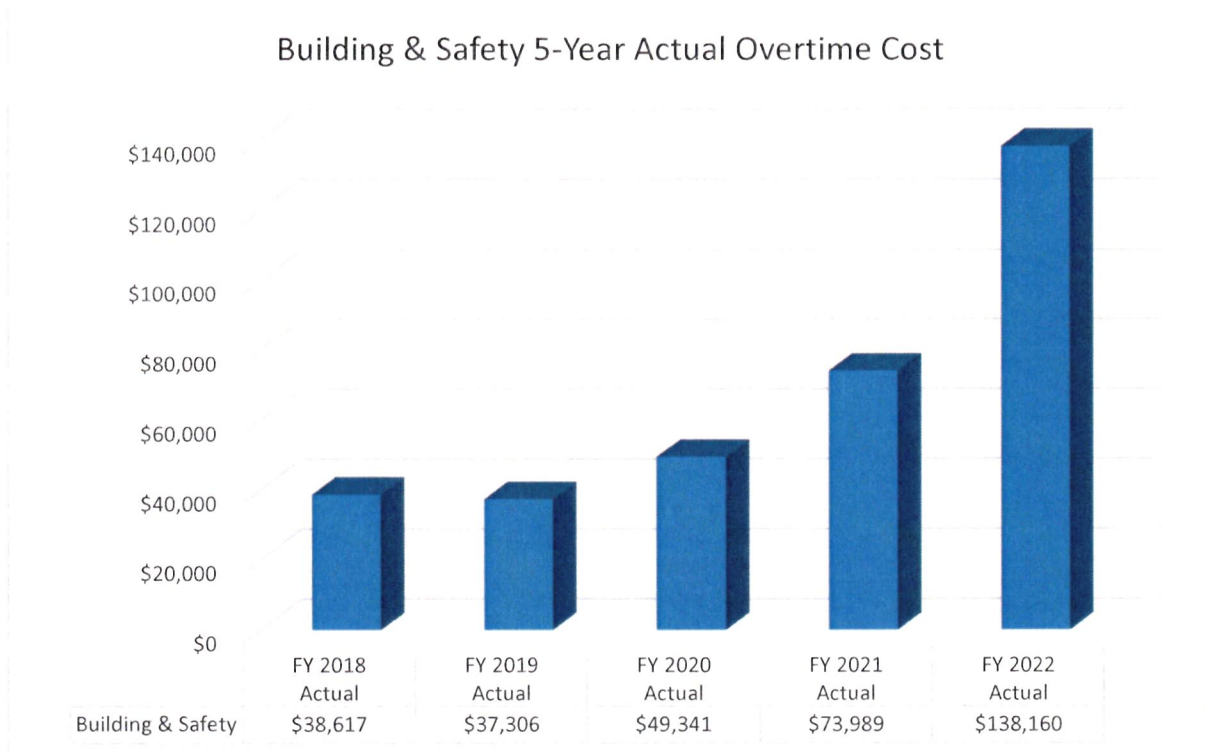
**RIVERSIDE COUNTY TRANSPORTATION AND LAND MANAGEMENT AGENCY -  
BUILDING AND SAFETY**

The Riverside County Transportation and Land Management Agency – Building and Safety is responsible for providing construction permits related to services such as grading, building plan checks, front counter service assistance and building/construction inspections. Further, it assists the Emergency Management Department with post-disaster assessments and CalFire with emergency fire damage assessments. Building and Safety had 43 authorized positions to provide its services throughout the Riverside County and had a budget of over \$9 million in fiscal year 2021-22.

In fiscal year 2021-22, Building and Safety reported \$4,069,039 in labor costs, of which \$138,160, or 3.4%, was incurred for paid overtime. This was an increase of \$64,172, or 86.7% more than the overtime expense of \$73,989 for fiscal year 2020-21.

The following chart displays the Building and Safety's overtime expenses for the past five fiscal years.

*Graph 23. Overtime expense incurred by Building & Safety for the most recent five fiscal years.*



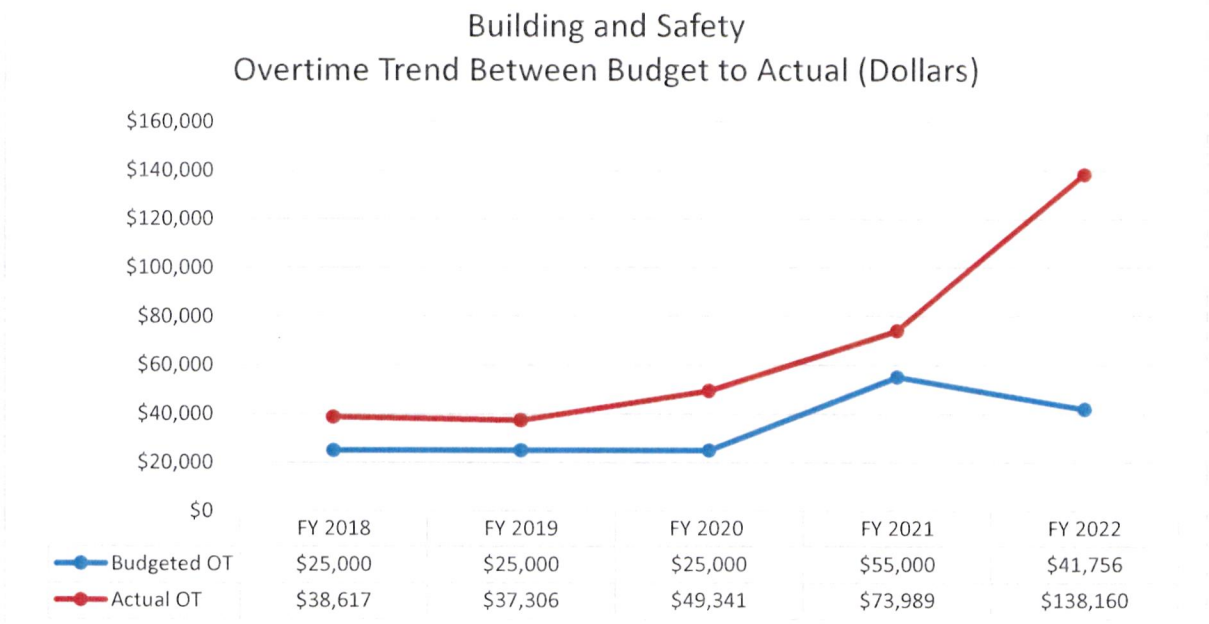
Overtime Monitoring Report Fiscal Year 2021-22

Table 12. Building and Safety Voters total overtime cost to total labor cost in dollars.

Building & Safety Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 3,579,379	\$ 3,392,380	\$ 4,297,160	\$ 3,400,237	\$ 4,069,039
Regular Salaries	\$ 2,366,348	\$ 2,251,363	\$ 2,106,926	\$ 2,114,546	\$ 2,346,626
Overtime Paid	\$ 38,617	\$ 37,306	\$ 49,341	\$ 73,989	\$ 138,160
Overtime Banked	\$ -	\$ -	\$ -	\$ -	\$ -
Total Overtime	\$ 38,617	\$ 37,306	\$ 49,341	\$ 73,989	\$ 138,160
Overtime % to Total Labor	1.1%	1.1%	1.1%	2.2%	3.4%
Overtime % to Regular Salaries	1.6%	1.7%	2.3%	3.5%	5.9%
Overtime \$ Change From Prior FY		\$ (1,311)	\$ 12,034	\$ 24,648	\$ 64,172
Overtime % Change From Prior FY		-3.4%	32.3%	50.0%	86.7%

\* Includes all benefits and labor taxes paid.

Graph 24. Building and Safety comparison between budgeted vs. actual overtime expense in dollars.



Building and Safety's response to overtime inquiry:

Response was not provided by Building and Safety.



Overtime Monitoring Report Fiscal Year 2021-22

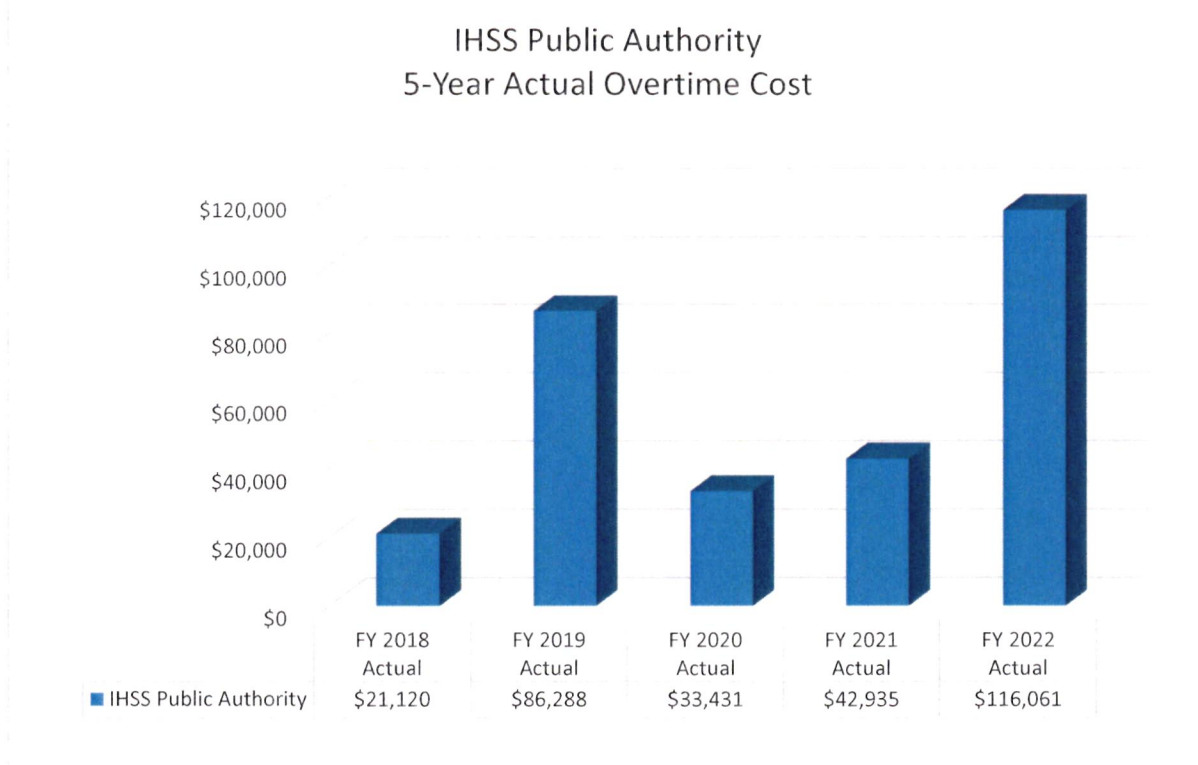
**RIVERSIDE COUNTY IN-HOME SUPPORT SERVICES PUBLIC AUTHORITY**

The Riverside County In-Home Support Services Public Authority is managed by the Department of Public Social Services. It was established by the Board of Supervisors to act as employer of record for Riverside County's IHSS care providers. Their services are to recruit, train, maintain and mobilize a registry of in-home care providers to assist the elderly and individuals with disabilities with a preference to remain in their home. Services are delivered through the 69 authorized positions and a budget of over \$7 million based on FY 2021-22 budget data.

In fiscal year 2021-22, IHSS Public Authority reported \$5,271,695 in labor costs, of which \$116,061, or 2.2%, was incurred for paid overtime. This was an increase of \$73,126, or 170.3% more than the overtime expense of \$42,935 for fiscal year 2020-21.

The following chart displays the IHSS Public Authority overtime expenses for the past five fiscal years.

*Graph 25. Overtime expense incurred by IHSS – Public Authority for the most recent five fiscal years.*



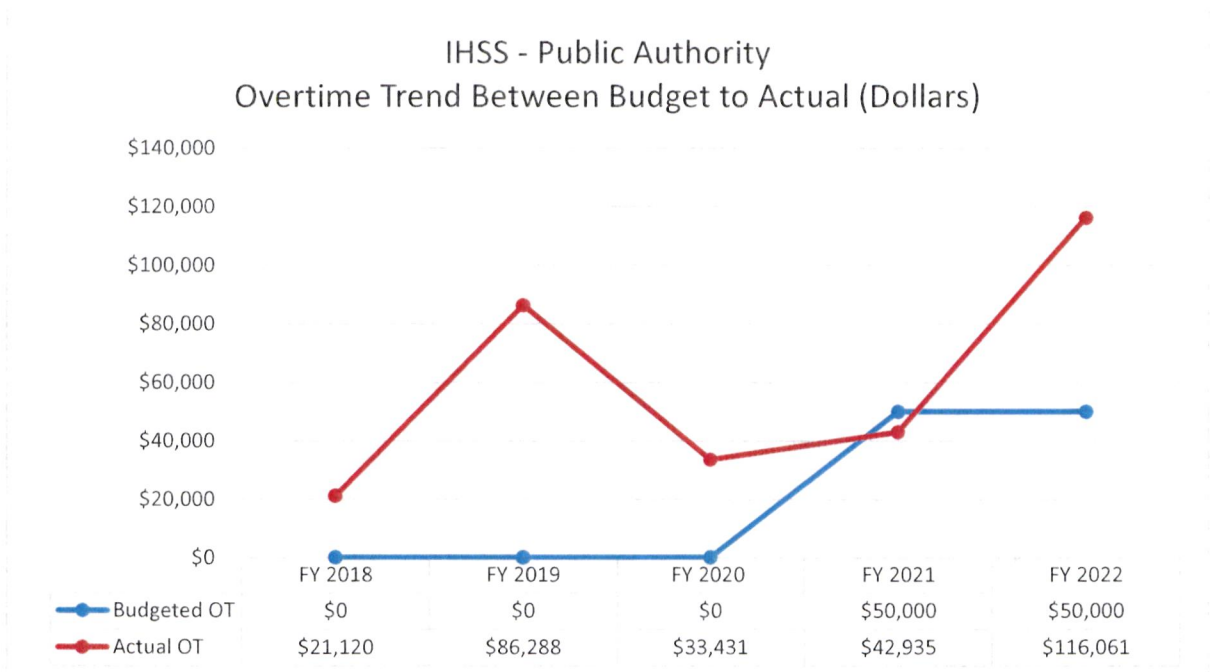
Overtime Monitoring Report Fiscal Year 2021-22

Table 13. IHSS – Public Authority total overtime cost to total labor cost in dollars.

IHSS Public Authority Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 5,420,528	\$ 4,480,083	\$ 5,070,936	\$ 4,702,839	\$ 5,271,695
Regular Salaries	\$ 3,475,990	\$ 2,870,507	\$ 2,630,270	\$ 2,906,155	\$ 3,028,138
Overtime Paid	\$ 15,193	\$ 72,927	\$ 30,492	\$ 41,774	\$ 113,950
Overtime Banked	\$ 5,929	\$ 13,362	\$ 2,939	\$ 1,161	\$ 2,111
Total Overtime	\$ 21,122	\$ 86,288	\$ 33,431	\$ 42,935	\$ 116,061
Overtime % to Total Labor	0.4%	1.9%	0.7%	0.9%	2.2%
Overtime % to Regular Salaries	0.6%	3.0%	1.3%	1.5%	3.8%
Overtime \$ Change From Prior FY		\$ 65,166	\$ (52,857)	\$ 9,504	\$ 73,126
Overtime % Change From Prior FY		308.5%	-61.3%	28.4%	170.3%

\*Includes all benefits and labor taxes paid.

Graph 26. IHSS – Public Authority's comparison between budgeted vs. actual overtime expense in dollars.





Overtime Monitoring Report Fiscal Year 2021-22

IHSS – Public Authority response to overtime inquiry:

“The Public Authority follows the Department of Public Social Services’ procedures and controls for monitoring and approving overtime. Overtime expense is reviewed throughout the year and consistently compared to budgeted information. Additionally, when overtime is requested, justification is required. The request and justification are reviewed and approved by the employees superior.

Some of the overtime incurred is the result of the Public Authority having to operate 24 hours a day and 7 days a week to meet growing customer needs. Additionally, the Public Authority experienced a significant increase to our attrition rate during the period reviewed. This, coupled with labor market challenges, led to additional overtime being necessary to sustain operations. To address this, the Public Authority has prioritized employee recruitment and retention, in addition to continuing to explore technology solutions to increase efficiency. Finally, the Public Authority has made efforts to integrate services in order to gain efficiencies. For the report period, overtime represented 5.9% of total salary expenditures.”

Overtime Monitoring Report Fiscal Year 2021-22

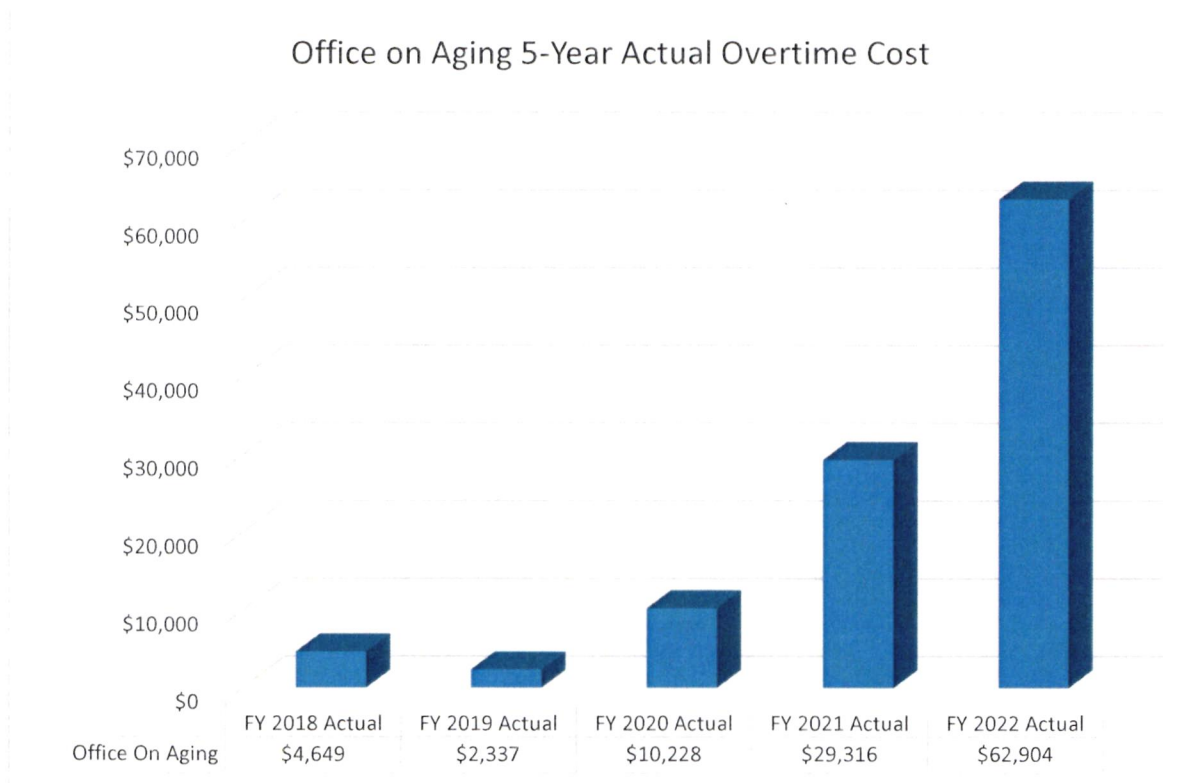
**RIVERSIDE COUNTY OFFICE ON AGING**

The Riverside County Office on Aging serves as the Area Agency on Aging through the administration of funds allocated by the California Department of Aging under the Federal Older Americans Act and the Older Californians Act. The Office on Aging provides no cost assistance to qualified older and disabled adults to promote dignity, independence, and well-being amongst the growing aging population in Riverside County. Programs and services include care coordination, case management, material aid, nutrition programs, long-term care ombudsman, counseling, and education through outreach and engagement. In fiscal year 2021-22, Office on Aging delivered its services with 91 authorized positions and a overall budget of \$19,613,291.

In fiscal year 2021-22, Office on Aging reported \$9,295,027 in labor costs, of which \$62,904, or 0.7%, was incurred for paid overtime. This was an increase of \$33,588, or 114.6% more than the overtime expense of \$29,316 for fiscal year 2020-21.

The following chart displays the Office on Aging's overtime expenses for the past five fiscal years.

*Graph 27. Overtime expense incurred by Office on Aging for the most recent five fiscal years.*



*Table 14. Office on Aging total overtime cost to total labor cost in dollars.*

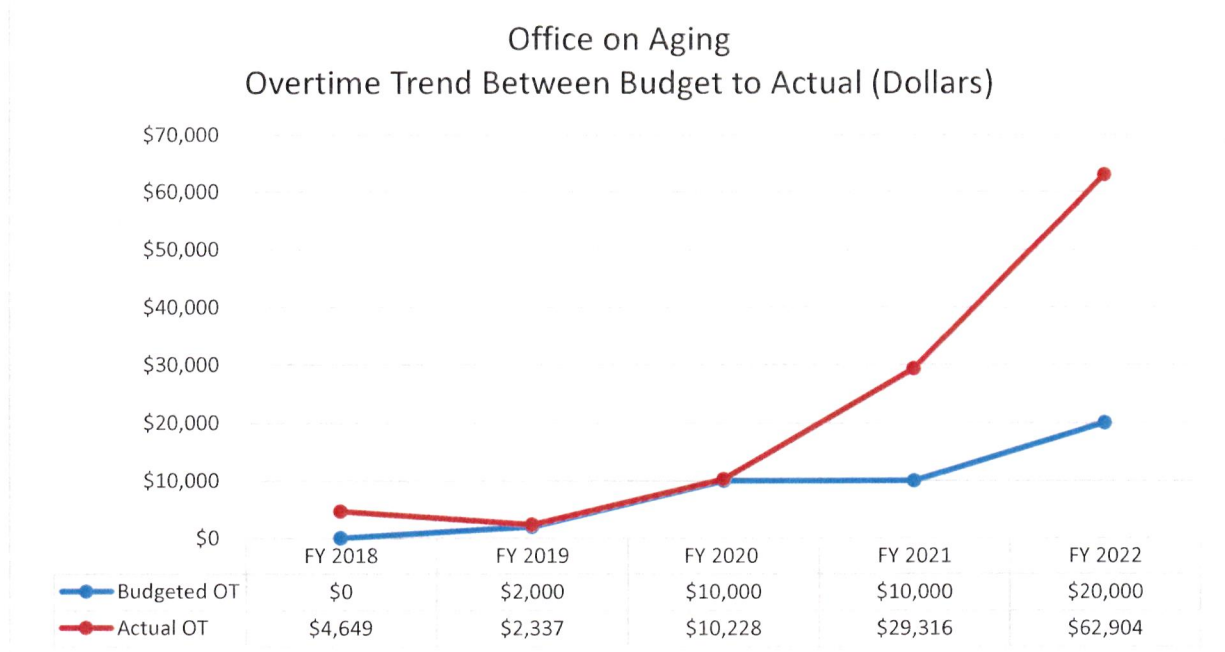


Overtime Monitoring Report Fiscal Year 2021-22

Office on Aging Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 5,694,241	\$ 5,771,883	\$ 7,984,080	\$ 7,053,154	\$ 9,295,027
Regular Salaries	\$ 3,303,856	\$ 3,378,523	\$ 3,787,203	\$ 3,955,941	\$ 5,107,948
Overtime Paid	\$ 2,659	\$ 1,997	\$ 9,560	\$ 26,371	\$ 62,400
Overtime Banked	\$ 1,990	\$ 340	\$ 668	\$ 2,945	\$ 504
Total Overtime	\$ 4,649	\$ 2,337	\$ 10,228	\$ 29,316	\$ 62,904
Overtime % to Total Labor	0.1%	0.0%	0.1%	0.4%	0.7%
Overtime % to Regular Salaries	0.1%	0.1%	0.3%	0.7%	1.2%
Overtime \$ Change From Prior FY		\$ (2,313)	\$ 7,892	\$ 19,088	\$ 33,588
Overtime % Change From Prior FY		-49.7%	337.8%	186.6%	114.6%

\*Includes all benefits and labor taxes paid.

Graph 28. Office on Aging's comparison between budgeted vs. actual overtime expense in dollars.



Office on Aging response to overtime inquiry:

## Overtime Monitoring Report Fiscal Year 2021-22

"1) Overtime at the Office on Aging tends to be project-specific and time-limited. Supervisors review and monitor all employee-initiated requests for overtime to ensure that it is for non-routine purposes; other overtime events are established by department executive leadership (e.g., Director, Deputy Directors), are evaluated as emergency and non-routine (e.g., OT for staff to deliver senior meals when a provider shut down for COVID; evening and weekend call center coverage to assist with COVID vaccine appointments), and most often have a defined end date, or are regularly monitored for ongoing need, if the emergent need continues.

2) All overtime has to be pre-approved and authorized by staff supervisors, who are expected to approve via email to ensure tracking. Timesheets are further reviewed by supervisors to ensure that OT approved does not exceed OT claimed.

3) The increased OT usage is due to several factors:

- a. Hiring difficulties resulting from the impact of the COVID pandemic, required staff to carry additional caseload and to work longer hours in order to maintain services to our vulnerable clients.
- b. An increase in clients with specific and unique needs, as a result of the pandemic, required staff to work longer hours.
- c. OoA staff provided assistance to Department of Social Services (DPSS) as part of their Command Post project. This temporary project required staff to work on their Fridays off and Saturdays.
- d. An increase in unique, time-limited emergencies that impacted older adults and department clients required additional OT hours worked by staff (e.g., COVID-related provider shutdowns; COVID vaccine assistance; support of other department urgencies; EOC-related support, as with the North Shore multi-day power outage).

As the impact of the pandemic decreases, the need for unique and/or additional services to our clients should decrease. As a result, we anticipate a reduction in the amount of OT hours that staff need to work. Additionally, we have received no assistance requests from other departments. Lastly, as we continue to fill staff vacancies, caseloads are expected to reduce to more manageable levels. The department anticipates that OT usage will decrease as the factors listed above have less impact on the department."



Overtime Monitoring Report Fiscal Year 2021-22

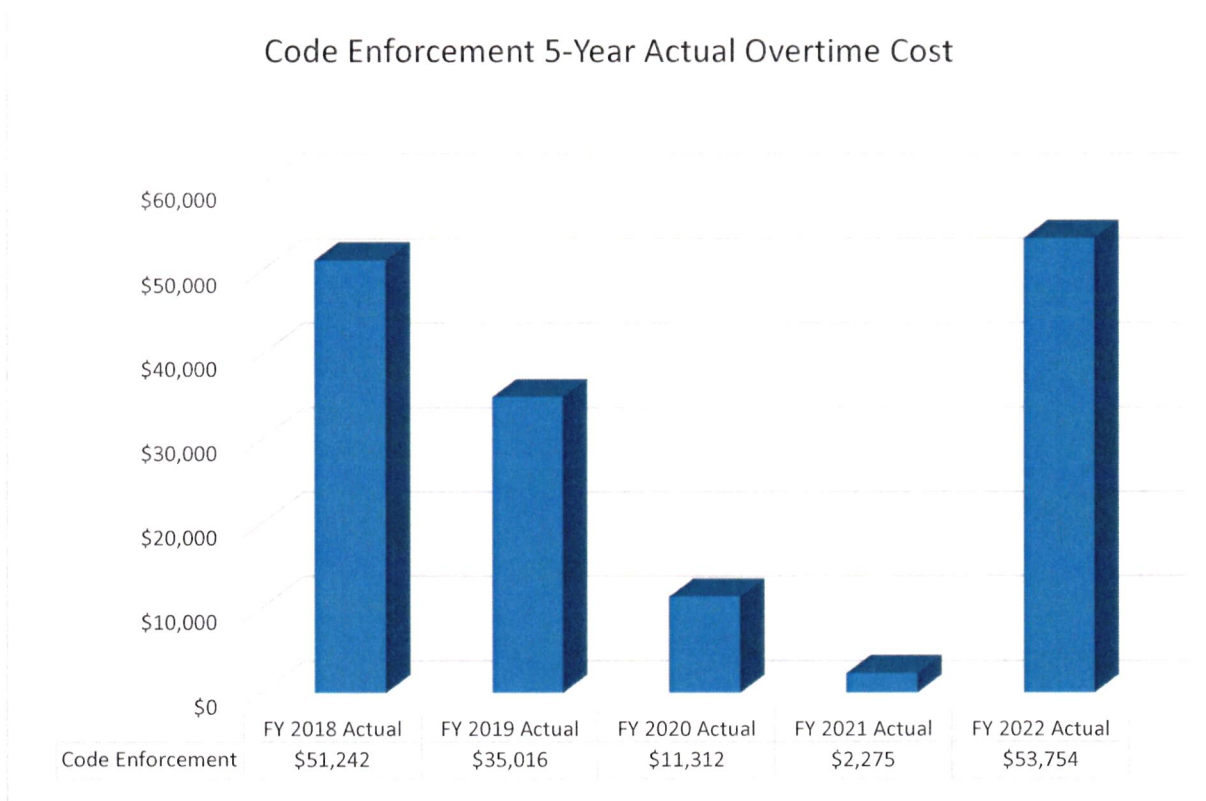
**RIVERSIDE COUNTY TRANSPORTATION AND LAND MANAGEMENT - CODE ENFORCEMENT**

The Riverside County Transportation and Land Management Agency - Code Enforcement ensures compliance with county ordinances as well as various state and federal regulations. Common compliance matters they monitor are accumulated rubbish, excessive outside storage, inoperative vehicles, and state or federal water quality control acts. In fiscal year 2021-22, their enforcement services were provided with 54 authorized positions and a budget of over \$11 million in fiscal year 2021-22.

In fiscal year 2021-22, Code Enforcement reported \$5,939,930 in labor costs, of which \$53,754, or 0.9%, was incurred for paid overtime. This was an increase of \$51,479, or 2,263.2% more than the overtime expense of \$2,275 for fiscal year 2020-21.

The following chart displays the Code Enforcement's overtime expenses for the past five fiscal years.

*Graph 30. Overtime expense incurred by Code Enforcement for the most recent five fiscal years.*



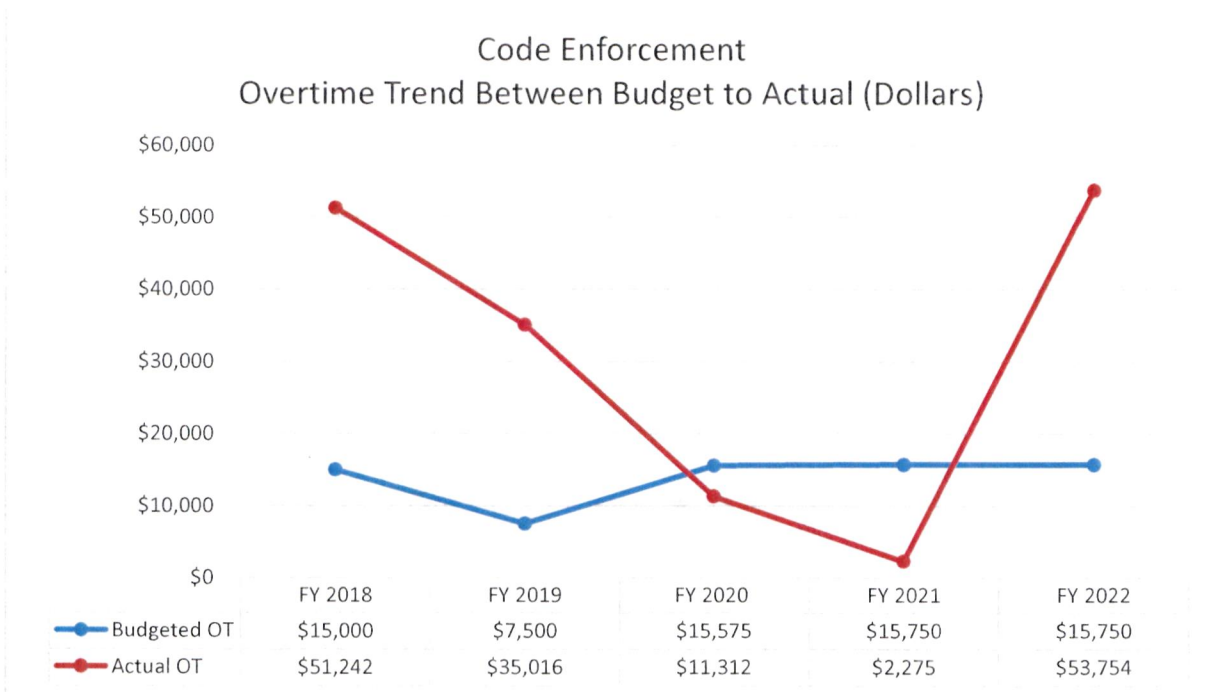
Overtime Monitoring Report Fiscal Year 2021-22

Table 15. Code Enforcement total overtime cost to total labor cost in dollars.

Code Enforcement Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 5,056,677	\$ 4,620,200	\$ 6,022,250	\$ 5,629,372	\$ 5,939,930
Regular Salaries	\$ 3,384,904	\$ 3,029,701	\$ 3,266,274	\$ 3,668,648	\$ 3,646,716
Overtime Paid	\$ 47,691	\$ 28,968	\$ 11,060	\$ 1,913	\$ 49,881
Overtime Banked	\$ 3,551	\$ 6,048	\$ 252	\$ 361	\$ 3,873
Total Overtime	\$ 51,242	\$ 35,016	\$ 11,312	\$ 2,275	\$ 53,754
Overtime % to Total Labor	1.0%	0.8%	0.2%	0.0%	0.9%
Overtime % to Regular Salaries	1.5%	1.2%	0.3%	0.1%	1.5%
Overtime \$ Change From Prior FY		\$ (16,226)	\$ (23,704)	\$ (9,037)	\$ 51,479
Overtime % Change From Prior FY		-31.7%	-67.7%	-79.9%	2263.2%

\*Includes all benefits and labor taxes paid.

Graph 31. Code Enforcement's comparison between budgeted vs. actual overtime expense in dollars.





## Overtime Monitoring Report Fiscal Year 2021-22

### Code Enforcement's response to overtime inquiry:

"The Code Enforcement Department utilizes overtime sparingly in accordance with our Policies and only in the following categories: Special Events Operations, State funded grant programs and special circumstances including natural disasters and emergencies. These categories and their authorizations are further described below.

On April 27, 2021, the Board of Supervisors approved Item # 3.4: Revision to Ordinance 858 - Fireworks. This revision modified the citation penalties and authorized Code Enforcement to expend \$30,000 for overtime related to holiday enforcement over the Fourth of July Holiday weekend. As these charges would have occurred from July 2, 2021, through July 4, 2021, they appeared as charges against the FY 21/22 budget. This operation was a volunteer program whereby the Department sought qualified individuals who wanted to work one or more of the three shifts. The schedule was prepared and approved by the Department Head and Human Resources, with Side Letters established with both LIUNA and SEIU.

Based on the success for the first year's operation, on June 7, 2022, the Board of Supervisors approved item #3.50 which again authorized Code Enforcement to expend \$30,000 on overtime related to Fireworks enforcement. Once again, the shifts were filled by volunteers. The schedule was set by the new Special Enforcement Team (SET) Supervisor, approved by the Department Head and Human Resources, with Side Letters established with LIUNA and SEIU.

In April 2022, after a two-year COVID hiatus, the Coachella & Stagecoach music festivals returned to the desert on three consecutive weekends (Friday-Sunday). At the request of the District 4 Supervisor, Code Enforcement assisted the Sheriff's Department in Parking Enforcement, Land use violations (unapproved party venues) and noise complaints. This operation was also filled with volunteers from the Department and overtime was paid. As this operation was also well received it is anticipated that it too will continue next year. There are no other anticipated large scale uses or need for additional overtime during the current fiscal year.

All overtime is reviewed and approved by a Code Enforcement Supervisor and the Department Head in advance, when practicable. An exception would be any time a field staff person responds to a life threatening, exigent circumstance which requires actions past the end of a normal shift to safely resolve the matter. Overtime may be approved in such instances. Any need for extended hours on matters other than the Coachella Music Festival and the Fireworks Operation may be handled through the use of flex time during the same FLSA work week, at staff request.

In years past, Code Enforcement has endeavored to stay away from overtime by allowing flex time. Flex time allows an employee to work more than their scheduled hours in a day, then "flex", or take off, the same amount of time on another workday within the same FLSA work

#### Overtime Monitoring Report Fiscal Year 2021-22

week. Flex time has been used successfully to allow for staff to attend evening and weekend community events at the request of the Board of Supervisors. These events include, Municipal Advisory Council meetings, Town Halls, holiday celebrations, special operations, and ribbon cuttings. Flex time is permitted on a case-by-case basis and must be pre-approved by a supervisor.

The Department is also responsible for the implementation of Community Development Block Grants (CDBG) and a Tire Grant. These are State Funded and often require after hours and/or weekend work in order to fulfill our commitments based on our staffing levels. These Overtime shifts are fully reimbursed through the State grants and do not impact the General Fund.

While the County has been fortunate not to experience recent natural disasters over the past two years, the Code Enforcement Department has been called upon in years past to perform a number of duties during periods of fire, flood, or other emergencies. Should these circumstances present themselves again, Overtime may become necessary in order to protect lives and property.”



Overtime Monitoring Report Fiscal Year 2021-22

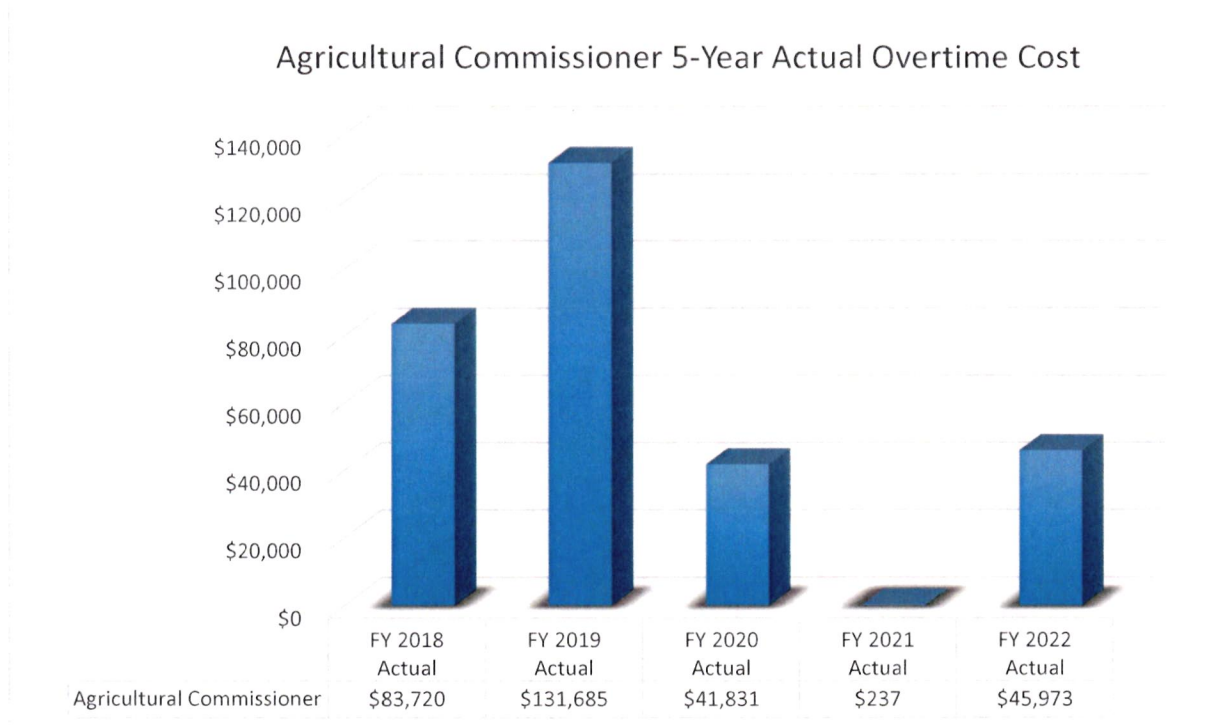
**RIVERSIDE COUNTY AGRICULTURAL COMMISSIONER**

The Riverside County Agricultural Commissioner oversees the protection of the agricultural industry of the county. It is also responsible of ensuring the health and safety of county citizens and promoting confidence and equity in the marketplace through education and enforcement of laws, regulations, and ordinances enacted by the State of California and the County of Riverside. It manages four main programs which include Consumer Protection, Environmental Protection, Pest Prevention, and Weights and Measures and delivers its services with a total of 55 full time authorized positions. The department had a combined budget of over \$7 million in fiscal year 2021-22.

In fiscal year 2021-22, Agricultural Commissioner reported \$5,231,064 in labor costs, of which \$45,973, or 0.9%, was incurred for paid overtime. This was an increase of \$45,735, or 19274.1% more than the overtime expense of \$237 for fiscal year 2020-21.

The following chart displays the Agricultural Commissioner's overtime expenses for the past five fiscal years.

*Graph 32. Overtime expense incurred by Agricultural Commissioner for the most recent five fiscal years.*



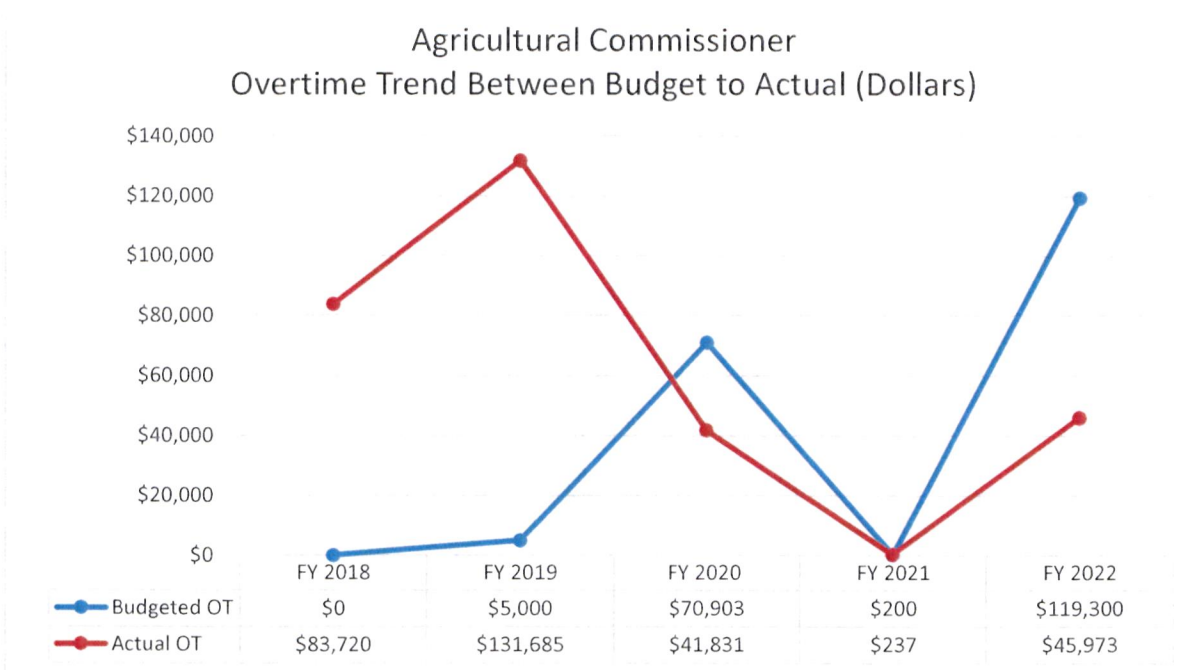
Overtime Monitoring Report Fiscal Year 2021-22

Table 16. Agricultural Commissioner total overtime cost to total labor cost in dollars.

Agricultural Commissioner Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 4,510,973	\$ 5,099,982	\$ 6,420,290	\$ 4,924,515	\$ 5,231,064
Regular Salaries	\$ 3,000,996	\$ 3,180,146	\$ 3,203,777	\$ 3,212,924	\$ 3,176,206
Overtime Paid	\$ 70,709	\$ 124,898	\$ 41,790	\$ 237	\$ 35,612
Overtime Banked	\$ 13,011	\$ 6,787	\$ 41		\$ 10,361
Total Overtime	\$ 83,720	\$ 131,685	\$ 41,831	\$ 237	\$ 45,973
Overtime % to Total Labor	1.9%	2.6%	0.7%	0.0%	0.9%
Overtime % to Regular Salaries	2.8%	4.1%	1.3%	0.0%	1.4%
Overtime \$ Change From Prior FY		\$ 47,965	\$ (89,854)	\$ (41,593)	\$ 45,735
Overtime % Change From Prior FY		57.3%	-68.2%	-99.4%	19274.1%

\*Includes all benefits and labor taxes paid.

Graph 33. Agricultural Commissioner's comparison between budgeted vs. actual overtime expense in dollars.





Overtime Monitoring Report Fiscal Year 2021-22

Agricultural Commissioner's response to overtime inquiry:

- "1. What internal controls exist to actively monitor the use of overtime to emergency and non-emergency routine purposes that are critical to department operational goals?

Overtime is only allowed in order to accomplish the mission of the Agricultural Commissioner's Office. Within that mission, the department has State mandates and industry demands. The Assistant Agricultural Commissioner/Sealer monitors overtime by-weekly and communicates overtime allowances with Deputy Agricultural Commissioners/Sealers. Most overtime allowed by the department is directly tied into contractual programs funded by the agricultural industry.

2. What monitoring controls do you have to prevent abuse of overtime?

Overtime is preapproved by Deputy Agricultural Commissioner/Sealers based on program, industry needs and budgeted allowance. At no time are employees allowed to work overtime without prior authorization from the program manager. A department overtime memo is filled out and signed by program managers or district supervisor each time an employee works overtime.

3. What plans, if any, does your department have to reduce overtime costs? If unable to reduce overtime cost, what justification do you have to maintain overtime at a high level?

Continue to train personnel in all programs we manage to ensure that everyone becomes proficient and can perform a multitude of activities. Recruit and retain personnel to avoid turnover and prevent major interruptions in inspection schedules. Continue to monitor overtime on a regular basis and enforce current procedure to avoid abuse and reduce costs. The department will cease the allowance of overtime if contractual mandates and industry demands have been met."

Overtime Monitoring Report Fiscal Year 2021-22

**RIVERSIDE COUNTY OFFICE OF ECONOMIC DEVELOPMENT**

The Riverside County Office of Economic Development works to facilitate regional economic development efforts that promote job growth, investment, entrepreneurship, and innovation. Services are provided with 84 authorized positions and a department budget of over \$75 million for fiscal year 2021-22.

In fiscal year 2021-22, the Office of Economic Development reported \$4,760,822 in labor costs, of which \$36,796, or 0.8%, was incurred for paid overtime. This was an increase of \$23,558, or 178.0% more than the overtime expense of \$13,238 for fiscal year 2020-21.

The following chart displays the Office of Economic Development's overtime expenses for the past five fiscal years.

*Graph 34. Overtime expense incurred by Office of Economic Development for the most recent five fiscal years.*





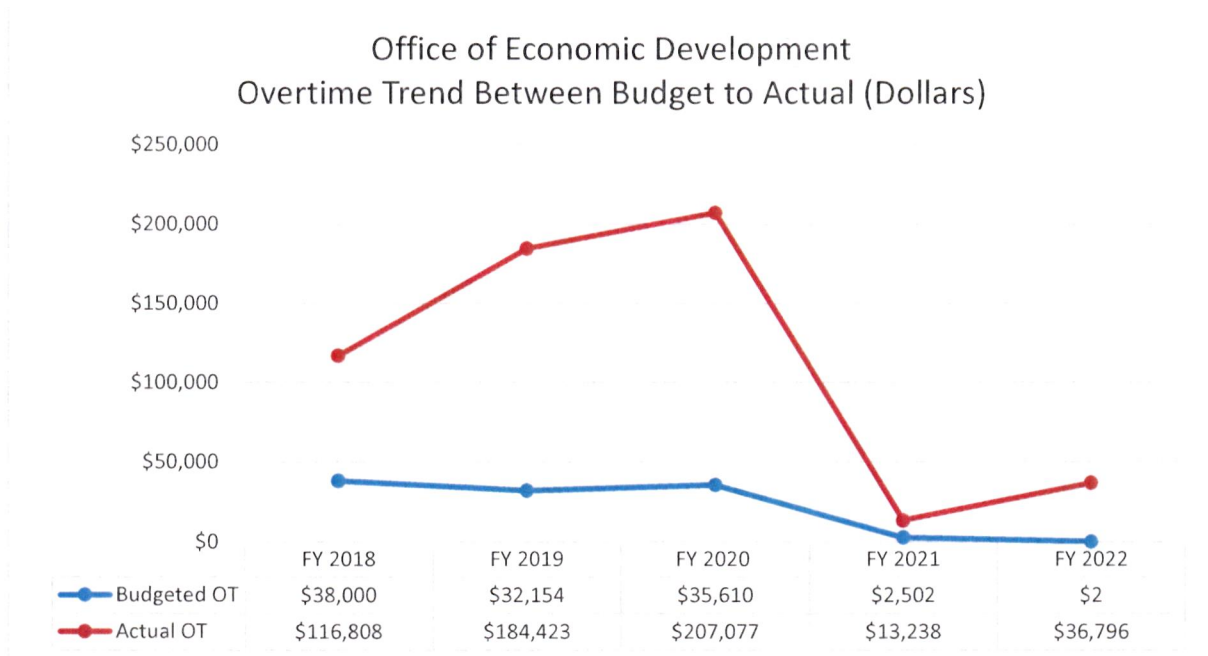
Overtime Monitoring Report Fiscal Year 2021-22

Table 17. Office of Economic Development total overtime cost to total labor cost in dollars.

Office of Economic Development Total Overtime Cost to Total Labor and as a Percentage of Regular Salaries					
Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Labor*	\$ 7,135,491	\$ 7,393,745	\$ 8,755,462	\$ 4,644,973	\$ 4,760,822
Regular Salaries	\$ 4,739,597	\$ 4,579,633	\$ 4,464,614	\$ 3,054,259	\$ 2,945,196
Overtime Paid	\$ 100,055	\$ 173,160	\$ 202,804	\$ 9,206	\$ 34,188
Overtime Banked	\$ 16,753	\$ 11,263	\$ 4,274	\$ 4,032	\$ 2,608
Total Overtime	\$ 116,808	\$ 184,423	\$ 207,077	\$ 13,238	\$ 36,796
Overtime % to Total Labor	1.6%	2.5%	2.4%	0.3%	0.8%
Overtime % to Regular Salaries	2.5%	4.0%	4.6%	0.4%	1.2%
Overtime \$ Change From Prior FY		\$ 67,615	\$ 22,654	\$ (193,839)	\$ 23,558
Overtime % Change From Prior FY		57.9%	12.3%	-93.6%	178.0%

\*Includes all benefits and labor taxes paid.

Graph 35. Office on Economic Development's comparison between budgeted vs. actual overtime expense in dollars



## Overtime Monitoring Report Fiscal Year 2021-22

### Office of Economic Development response to the overtime inquiry:

"The Office of Economic Development has multiple service components in different divisions providing varied services to all areas of the county. For some of these divisions, overtime will remain a consistent part of services provided during holidays and weekends.

For most of Fiscal Year 2021, Riverside County was under Public Health restrictions causing severe interruption of our departments normal course of business. During this time, staff worked from home and our department was prevented from hosting community events or being open and available to provide services to the public. This is reflected in Fiscal Year 2021 having a 27% decrease in overtime from the prior year. Fiscal Year 2022 was the first full year of service since the pandemic, and the increase in overtime of 43% to Fiscal Year 2021 is reflective of that return to normal service levels. A more accurate comparison of full-service level overtime would be between Fiscal Year 2020 and Fiscal Year 2022 which shows a \$7,524 or 4% increase in overall department overtime.

Please find answers to the monitoring questions below:

**1) What internal controls exist to actively monitor the use of overtime to emergency and non-routine purposes that are critical to department operational goals?** Emergency overtime would primarily be within the CSA division where public water/sewer services require 24/7 response time and within CSAs that have public parks or other public services that may require emergency maintenance. The CSA field division has approximately 25-30 staff with 6 supervisors. As a small department, all emergency overtime maintenance needs are approved through direct supervision, who are accessible through work issued cell phone.

**2) What monitoring controls do you have to prevent the abuse of overtime?** Our department utilizes an Overtime Request Form that must be provided to HR for each Pay Period. The form lists Comp Hours Worked, Paid Overtime Authorized, and Holiday Worked. Hours must be listed as either Planned or Unplanned, a justification added, and approved by supervision/management. Overtime is reviewed with operational managers with monthly and quarterly financial reports.

**3) What plans, if any, does your department have to reduce overtime costs? If unable to reduce overtime cost, what justification do you have to maintain overtime at a high level?** The desert region water/sewer service CSA 51, CSA 62, and CSA 122 constitute over 53%, over \$100,000 of the departments total overtime expense. These public utility services mandate 24/7 response and staff must be State Certified. These requirements, along with the remote location in Lake Tamarisk and Desert Center make staff recruitment and retention extremely difficult leading to the need for overtime.

The remaining overtime is primarily due to weekend or after hour events and emergency maintenance needs. Regarding the special events, the sporadic and irregular nature of the



#### Overtime Monitoring Report Fiscal Year 2021-22

events make attracting and training TAP staff difficult, leaving the need for full time employees to work. Regarding the emergency maintenance, each maintenance event is evaluated to see if response can be delegated to our contracted landscaping vendor or can be postponed for regular hours of operation. If the maintenance is urgent, department staff respond on overtime.

The department will continue to look for solutions to minimize overtime in all areas.”

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule A**  
**Full Transparency Schedule**  
**Countywide Overtime by Department: Fiscal Year 2021-22**

Department	Total Employee Salaries and Benefits	Overtime FY 2021-22	Pct OT/S&B
Sheriff	\$681,485,706	\$66,179,664	9.7%
RUHS - Medical Center	\$440,066,090	\$20,044,080	4.6%
Department of Public Social Services	\$400,435,337	\$12,138,524	3.0%
Probation	\$93,731,680	\$3,590,292	3.8%
District Attorney	\$81,354,185	\$3,221,533	4.0%
Fire Department	\$32,658,029	\$2,605,963	8.0%
RUHS - Public Health	\$85,620,905	\$2,277,134	2.7%
RUHS - Behavioral Health	\$185,062,538	\$2,469,201	1.4%
Registrar Of Voters	\$11,613,126	\$1,040,670	9.0%
Department of Waste Resources	\$26,174,731	\$972,473	3.7%
Riverside County Information Technology	\$54,763,534	\$896,584	1.6%
RUHS - Community Health Clinics	\$53,297,063	\$809,872	1.5%
Emergency Management Department	\$10,407,169	\$687,520	6.6%
Department Of Child Support Services	\$34,219,613	\$671,308	2.0%
Department of Animal Services	\$14,690,685	\$682,233	4.6%
Facilities Management	\$33,262,476	\$686,187	2.1%
Department of Transportation	\$55,017,379	\$613,205	1.1%
Assessor County Clerk-Recorder	\$43,603,841	\$505,541	1.2%
Flood Control District	\$43,393,122	\$353,804	0.8%
Human Resources	\$42,201,664	\$169,871	0.4%
Department of Environmental Health	\$22,658,619	\$157,611	0.7%
County Service Areas	\$3,382,902	\$151,918	4.5%
Department of Building & Safety	\$4,069,039	\$138,160	3.4%
In-Home Support Services Public Authority	\$5,271,695	\$116,061	2.2%
Housing, Homelessness Prevention, and Workforce Solutions	\$16,100,643	\$97,965	0.6%
Transportation Land Management Agency	\$8,006,035	\$69,925	0.9%
Housing Authority	\$10,780,604	\$66,329	0.6%
Office On Aging	\$9,295,027	\$62,904	0.7%
Regional Parks & Open Space District	\$8,707,653	\$52,027	0.6%
Department of Code Enforcement	\$5,939,930	\$53,754	0.9%
Agricultural Commissioner	\$5,231,064	\$45,973	0.9%
Office of Economic Development	\$4,760,822	\$36,796	0.8%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule A**  
**Full Transparency Schedule**  
**Countywide Overtime by Department: Fiscal Year 2021-22**

Department	Total Employee Salaries and Benefits	Overtime FY 2021-22	Pct OT/S&B
County Counsel	\$16,204,513	\$33,681	0.2%
Auditor-Controller	\$8,923,567	\$26,066	0.3%
Waste Resources Management District	\$1,449,976	\$15,682	1.1%
Purchasing and Fleet Services Department	\$8,845,756	\$14,159	0.2%
Children and Family First Commission	\$5,772,864	\$18,538	0.3%
Treasurer-Tax Collector	\$9,690,468	\$24,283	0.3%
Public Defender	\$41,226,448	\$15,933	0.0%
Department of Planning	\$3,408,901	\$4,092	0.1%
County Airports	\$1,098,533	\$4,276	0.4%
Veteran Services	\$1,526,377	\$2,385	0.2%
Board Of Supervisors	\$7,989,331	\$1,502	0.0%
Palo Verde Cemetery	\$133,655	\$779	0.6%
Edward Dean Museum	\$165,547	\$461	0.3%
County Executive Office	\$7,922,394	\$163	0.0%
Salton Sea Authority	\$374,413	\$63	0.0%
Beaumont Library	\$1,184,700	-	-
Coachella Valley Assoc of Gov	\$47,384,218	-	-
Coachella Valley Cemetery	\$769,800	-	-
Cooperative Extension	\$246,194	-	-
CV Mosquito & Vector Central District	\$7,543,752	-	-
Edgemont Community Services	\$134,652	-	-
Elsinore Valley Cemetery	\$377,277	-	-
Law Library	\$574,613	-	-
Local Agency Formation Comm	\$625,493	-	-
Murrieta Cemetery District	\$256,585	-	-
Palm Springs Public Cemetery	\$400,089	-	-
Palo Verde Valley Library	\$273,024	-	-
San Jacinto Valley Cemetery	\$486,865	-	-
Summit Cemetery District	\$1,122,740	-	-
Temecula Cemetery Endow ACO	\$347,697	-	-
	\$2,703,723,346	\$121,920,942	5%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule B**

**Total Number of Employees by Department Earning over 50% of Base Pay**

Department	Number of Employees	Pct of Employees Earning Over 50% of Their Base Pay
Riverside County Sheriff	269	66.1%
Riverside University Health System	49	12.0%
Department Of Public Social Services	26	6.4%
RUHS - Public Health	16	3.9%
Human Resources	13	3.2%
Fire Department	10	2.5%
Emergency Management	9	2.2%
District Attorney	4	1.0%
RUHS - Behavioral Health	3	0.7%
County Services Areas	2	0.5%
Waste Disposal	2	0.5%
Animal Services	1	0.2%
Information Technology	1	0.2%
Probation	1	0.2%
Registrar Of Voters	1	0.2%

**Total**

**407**



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 1	Sheriff's Communication Supervisor B	Riverside County Sheriff	\$120,265	\$377,297	313.7%
Emp 2	Deputy Sheriff	Riverside County Sheriff	\$103,557	\$175,199	169.2%
Emp 3	Senior Emergency Medical Services Specialist	Fire Department	\$80,360	\$123,088	153.2%
Emp 4	Sheriff's Communication Supervisor B	Riverside County Sheriff	\$27,561	\$38,763	140.6%
Emp 5	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$123,042	\$168,122	136.6%
Emp 6	Institutional Nurse	Riverside University Health System	\$108,702	\$148,143	136.3%
Emp 7	Sheriff's Sergeant B	Riverside County Sheriff	\$155,867	\$207,120	132.9%
Emp 8	Emergency Services Coordinator	Emergency Management	\$84,318	\$104,049	123.4%
Emp 9	Correctional Deputy II	Riverside County Sheriff	\$72,716	\$84,573	116.3%
Emp 10	Sheriff's Communication Supervisor B	Riverside County Sheriff	\$130,404	\$150,247	115.2%
Emp 11	Sheriff's Master Investigator IV B	Riverside County Sheriff	\$143,267	\$163,712	114.3%
Emp 12	Correctional Deputy II (OS)	Riverside County Sheriff	\$86,872	\$96,250	110.8%
Emp 13	Licensed Vocational Nurse III	Riverside University Health System	\$55,359	\$61,187	110.5%
Emp 14	Licensed Vocational Nurse II	Riverside University Health System	\$49,973	\$54,923	109.9%
Emp 15	Deputy Sheriff B (OS)	Riverside County Sheriff	\$115,711	\$124,809	107.9%
Emp 16	Deputy Sheriff B	Riverside County Sheriff	\$110,866	\$117,726	106.2%
Emp 17	Assistant Nurse Manager	Public Health	\$127,715	\$132,436	103.7%
Emp 18	Supervising Office Assistant I	Riverside University Health System	\$43,970	\$45,461	103.4%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 19	Sheriff's Investigator II B	Riverside County Sheriff	\$122,659	\$125,718	102.5%
Emp 20	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$132,153	\$135,221	102.3%
Emp 21	Community Services Officer II	Riverside County Sheriff	\$72,882	\$74,448	102.1%
Emp 22	Administrative Services Supervisor	Registrar Of Voters	\$87,950	\$88,905	101.1%
Emp 23	Sheriff's 911 Communication Officer II A	Riverside County Sheriff	\$73,277	\$74,001	101.0%
Emp 24	Deputy Sheriff B (OS)	Riverside County Sheriff	\$115,711	\$116,369	100.6%
Emp 25	Licensed Vocational Nurse II	Public Health	\$51,508	\$51,590	100.2%
Emp 26	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$149,571	\$146,814	98.2%
Emp 27	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$148,469	\$145,187	97.8%
Emp 28	Sheriff's Master Investigator IV B	Riverside County Sheriff	\$137,239	\$133,658	97.4%
Emp 29	Nursing Assistant	Riverside University Health System	\$39,446	\$37,667	95.5%
Emp 30	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$12,476	\$11,892	95.3%
Emp 31	Nursing Assistant	Riverside University Health System	\$38,398	\$36,490	95.0%
Emp 32	Deputy Sheriff - 84	Riverside County Sheriff	\$68,763	\$65,330	95.0%
Emp 33	Sheriff's Master Investigator IV B	Riverside County Sheriff	\$141,127	\$132,172	93.7%
Emp 34	Deputy Sheriff B (OS)	Riverside County Sheriff	\$113,921	\$106,688	93.7%
Emp 35	Temporary Assistant - Per Diem	Human Resources	\$36,305	\$33,727	92.9%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 36	Sheriff's Sergeant B	Riverside County Sheriff	\$160,630	\$148,079	92.2%
Emp 37	Sheriff's Sergeant B	Riverside County Sheriff	\$148,402	\$136,623	92.1%
Emp 38	Correctional Deputy II - 84	Riverside County Sheriff	\$63,404	\$57,832	91.2%
Emp 39	Correctional Deputy II - 84	Riverside County Sheriff	\$74,911	\$68,293	91.2%
Emp 40	Deputy Sheriff B	Riverside County Sheriff	\$108,782	\$98,377	90.4%
Emp 41	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$25,600	\$23,035	90.0%
Emp 42	Emergency Medical Service Specialist	Emergency Management	\$21,031	\$18,910	89.9%
Emp 43	Correctional Deputy II - 84	Riverside County Sheriff	\$74,549	\$66,679	89.4%
Emp 44	Senior Emergency Medical Services Specialist	Emergency Management	\$90,686	\$80,827	89.1%
Emp 45	Sheriff's 911 Communication Officer II A	Riverside County Sheriff	\$63,791	\$56,337	88.3%
Emp 46	Senior Geographical Information System Specialist	Emergency Management	\$27,871	\$24,528	88.0%
Emp 47	Sheriff's Sergeant B	Riverside County Sheriff	\$146,534	\$128,090	87.4%
Emp 48	Sheriff's Sergeant B	Riverside County Sheriff	\$127,817	\$111,704	87.4%
Emp 49	Correctional Corporal (OS) -84	Riverside County Sheriff	\$89,931	\$78,084	86.8%
Emp 50	Deputy Sheriff B - 84	Riverside County Sheriff	\$112,149	\$96,790	86.3%
Emp 51	Temporary Assistant - Per Diem	Human Resources	\$24,724	\$21,285	86.1%
Emp 52	Correctional Deputy II - 84	Riverside County Sheriff	\$64,455	\$55,199	85.6%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 53	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$98,882	\$83,964	84.9%
Emp 54	Registered Nurse IV	Public Health	\$111,974	\$94,756	84.6%
Emp 55	Correctional Deputy II (OS) - 84	Riverside County Sheriff	\$87,378	\$73,427	84.0%
Emp 56	Temporary Assistant - Per Diem - SEIU	Human Resources	\$60,617	\$50,814	83.8%
Emp 57	Correctional Deputy II	Riverside County Sheriff	\$58,628	\$49,086	83.7%
Emp 58	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$102,975	\$86,090	83.6%
Emp 59	Deputy Sheriff B	Riverside County Sheriff	\$108,439	\$90,623	83.6%
Emp 60	Temporary Assistant	Human Resources	\$19,118	\$15,970	83.5%
Emp 61	Deputy Sheriff B	Riverside County Sheriff	\$111,277	\$92,941	83.5%
Emp 62	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$128,223	\$107,026	83.5%
Emp 63	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$124,304	\$103,699	83.4%
Emp 64	Deputy Sheriff - 84	Riverside County Sheriff	\$73,707	\$61,229	83.1%
Emp 65	Sheriff's Investigator I B (OS)	Riverside County Sheriff	\$122,787	\$101,686	82.8%
Emp 66	Office Assistant III	Riverside University Health System	\$49,003	\$40,490	82.6%
Emp 67	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$109,990	\$90,853	82.6%
Emp 68	Nursing Assistant	Riverside University Health System	\$36,834	\$30,387	82.5%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 69	Social Services Practitioner III	Department Of Public Social Services	\$58,709	\$48,309	82.3%
Emp 70	Sheriff Corporal B (OS)	Riverside County Sheriff	\$120,438	\$99,028	82.2%
Emp 71	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$132,685	\$108,749	82.0%
Emp 72	Clinical Laboratory Scientist - I	Riverside University Health System	\$99,192	\$81,250	81.9%
Emp 73	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$122,957	\$100,674	81.9%
Emp 74	Correctional Deputy II - 84	Riverside County Sheriff	\$63,935	\$52,022	81.4%
Emp 75	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$135,370	\$109,321	80.8%
Emp 76	Institutional Nurse	Riverside University Health System	\$107,835	\$86,860	80.5%
Emp 77	Sheriff's Sergeant B	Riverside County Sheriff	\$118,532	\$95,404	80.5%
Emp 78	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$102,826	\$82,591	80.3%
Emp 79	Correctional Deputy II - 84	Riverside County Sheriff	\$83,668	\$66,980	80.1%
Emp 80	Deputy Sheriff B	Riverside County Sheriff	\$101,989	\$81,640	80.0%
Emp 81	Deputy Sheriff B (OS)	Riverside County Sheriff	\$113,982	\$90,869	79.7%
Emp 82	Deputy Sheriff B (OS)	Riverside County Sheriff	\$114,310	\$90,908	79.5%
Emp 83	Health Education Assistant II	Public Health	\$61,200	\$48,595	79.4%
Emp 84	Registered Nurse V	Public Health	\$117,724	\$93,411	79.3%
Emp 85	Correctional Deputy II - 84	Riverside County Sheriff	\$51,887	\$41,096	79.2%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 86	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$131,661	\$104,206	79.1%
Emp 87	Social Services Supervisor II	Department Of Public Social Services	\$94,073	\$74,375	79.1%
Emp 88	Correctional Deputy II - 84	Riverside County Sheriff	\$81,554	\$64,104	78.6%
Emp 89	Deputy Sheriff B	Riverside County Sheriff	\$110,010	\$86,074	78.2%
Emp 90	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$149,571	\$116,627	78.0%
Emp 91	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$145,648	\$113,565	78.0%
Emp 92	Sheriff's Master Investigator IV B	Riverside County Sheriff	\$141,127	\$109,650	77.7%
Emp 93	Eligibility Supervisor	Department Of Public Social Services	\$58,425	\$45,304	77.5%
Emp 94	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$129,734	\$100,069	77.1%
Emp 95	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$112,043	\$86,405	77.1%
Emp 96	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$148,447	\$114,210	76.9%
Emp 97	Correctional Deputy II	Riverside County Sheriff	\$62,095	\$47,660	76.8%
Emp 98	Emergency Management Program Supervisor	Emergency Management	\$95,580	\$72,742	76.1%
Emp 99	Correctional Deputy II - 84	Riverside County Sheriff	\$60,084	\$45,499	75.7%
Emp 100	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$121,580	\$92,045	75.7%
Emp 101	Sheriff's Sergeant B	Riverside County Sheriff	\$121,770	\$92,135	75.7%
Emp 102	Institutional Nurse	Riverside University Health System	\$85,699	\$64,825	75.6%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 103	Institutional Nurse	Riverside University Health System	\$89,807	\$67,675	75.4%
Emp 104	Deputy Sheriff A	Riverside County Sheriff	\$92,491	\$69,578	75.2%
Emp 105	Correctional Corporal (OS)	Riverside County Sheriff	\$88,330	\$66,438	75.2%
Emp 106	Institutional Nurse	Riverside University Health System	\$93,251	\$69,995	75.1%
Emp 107	Temporary Assistant - Per Diem	Human Resources	\$37,735	\$28,297	75.0%
Emp 108	Correctional Deputy II - 84	Riverside County Sheriff	\$83,409	\$62,479	74.9%
Emp 109	Social Services Supervisor II	Department Of Public Social Services	\$73,584	\$55,115	74.9%
Emp 110	Sheriff's Sergeant B	Riverside County Sheriff	\$148,988	\$111,533	74.9%
Emp 111	Senior Public Information Specialist	Fire Department	\$102,268	\$76,555	74.9%
Emp 112	Sheriff's Investigator I B (OS)	Riverside County Sheriff	\$119,522	\$89,196	74.6%
Emp 113	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$138,909	\$103,099	74.2%
Emp 114	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$119,886	\$88,949	74.2%
Emp 115	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$146,634	\$108,794	74.2%
Emp 116	Correctional Deputy II - 84	Riverside County Sheriff	\$32,945	\$24,422	74.1%
Emp 117	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$132,084	\$97,740	74.0%
Emp 118	Service Area Manager III	County Services Areas	\$80,123	\$59,220	73.9%
Emp 119	Community Services Officer II	Riverside County Sheriff	\$56,602	\$41,106	72.6%

## Overtime Monitoring Report Fiscal Year 2021-22

## Schedule C

## Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 120	Eligibility Technician III	Department Of Public Social Services	\$59,652	\$43,158	72.3%
Emp 121	Admissions and Collections Clerk	Riverside University Health System	\$47,198	\$33,969	72.0%
Emp 122	Public Safety Info Specialist	Fire Department	\$80,839	\$57,593	71.2%
Emp 123	Correctional Deputy II (OS)	Riverside County Sheriff	\$83,253	\$59,182	71.1%
Emp 124	Emergency Services Coordinator	Emergency Management	\$82,310	\$58,415	71.0%
Emp 125	Deputy Sheriff B	Riverside County Sheriff	\$95,255	\$67,408	70.8%
Emp 126	Sheriff's Master Investigator IV B	Riverside County Sheriff	\$142,058	\$99,775	70.2%
Emp 127	Correctional Deputy II (OS) - 84	Riverside County Sheriff	\$84,319	\$59,139	70.1%
Emp 128	Nursing Assistant	Riverside University Health System	\$40,279	\$28,239	70.1%
Emp 129	Correctional Deputy II - 84	Riverside County Sheriff	\$64,455	\$44,859	69.6%
Emp 130	Deputy Sheriff B (OS)	Riverside County Sheriff	\$115,728	\$80,290	69.4%
Emp 131	Correctional Deputy II - 84	Riverside County Sheriff	\$51,993	\$35,963	69.2%
Emp 132	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$125,172	\$86,544	69.1%
Emp 133	Correctional Deputy II - 84	Riverside County Sheriff	\$84,803	\$58,550	69.0%
Emp 134	Public Safety Info Specialist	Fire Department	\$80,911	\$55,860	69.0%
Emp 135	Deputy Sheriff B (OS)	Riverside County Sheriff	\$109,491	\$75,235	68.7%
Emp 136	Senior Emergency Medical Services Specialist	Fire Department	\$83,447	\$57,285	68.6%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 137	Sheriff's Sergeant B	Riverside County Sheriff	\$154,815	\$105,923	68.4%
Emp 138	Correctional Deputy II (OS) - 84	Riverside County Sheriff	\$88,316	\$60,348	68.3%
Emp 139	Deputy Sheriff A - 84	Riverside County Sheriff	\$87,365	\$59,637	68.3%
Emp 140	Deputy Sheriff B (OS)	Riverside County Sheriff	\$115,572	\$78,866	68.2%
Emp 141	Deputy Sheriff A	Riverside County Sheriff	\$96,439	\$65,809	68.2%
Emp 142	Sheriff's Sergeant B	Riverside County Sheriff	\$129,153	\$87,527	67.8%
Emp 143	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$112,725	\$76,327	67.7%
Emp 144	Correctional Deputy II - 84	Riverside County Sheriff	\$63,174	\$42,707	67.6%
Emp 145	Information Technology Systems Administrator III	Information Technology	\$32,973	\$22,253	67.5%
Emp 146	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$106,469	\$71,796	67.4%
Emp 147	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$116,205	\$78,248	67.3%
Emp 148	Sheriff's Sergeant B	Riverside County Sheriff	\$141,333	\$95,152	67.3%
Emp 149	Deputy Sheriff - 84	Riverside County Sheriff	\$75,924	\$50,969	67.1%
Emp 150	Correctional Corporal-S (OS)-84	Riverside County Sheriff	\$106,648	\$71,355	66.9%
Emp 151	Sheriff's Investigator II A	Riverside County Sheriff	\$96,928	\$64,616	66.7%
Emp 152	Supervising District Attorney Investigator	District Attorney	\$158,981	\$105,902	66.6%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 153	Sheriff's Sergeant B	Riverside County Sheriff	\$135,550	\$90,198	66.5%
Emp 154	Registered Nurse II	Public Health	\$82,017	\$54,512	66.5%
Emp 155	Deputy Sheriff A (OS)	Riverside County Sheriff	\$108,440	\$71,983	66.4%
Emp 156	Deputy Sheriff B	Riverside County Sheriff	\$100,922	\$66,944	66.3%
Emp 157	Sheriff's Investigator I B	Riverside County Sheriff	\$112,075	\$74,301	66.3%
Emp 158	Sheriff Corporal B (OS)	Riverside County Sheriff	\$123,171	\$81,594	66.2%
Emp 159	Correctional Deputy II-S (OS) -84	Riverside County Sheriff	\$90,568	\$59,897	66.1%
Emp 160	Correctional Deputy II - 84	Riverside County Sheriff	\$63,935	\$42,124	65.9%
Emp 161	Deputy Sheriff B - 84	Riverside County Sheriff	\$104,496	\$68,822	65.9%
Emp 162	Office Assistant III	Riverside University Health System	\$49,207	\$32,384	65.8%
Emp 163	Sheriff's Investigator I B (OS)	Riverside County Sheriff	\$110,353	\$72,593	65.8%
Emp 164	Office Assistant III	Riverside County Sheriff	\$49,704	\$32,684	65.8%
Emp 165	Deputy Sheriff B (OS)	Riverside County Sheriff	\$114,705	\$75,398	65.7%
Emp 166	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$120,280	\$79,027	65.7%
Emp 167	Correctional Deputy II-S	Riverside County Sheriff	\$83,873	\$55,039	65.6%
Emp 168	Institutional Nurse	Riverside University Health System	\$107,456	\$70,424	65.5%
Emp 169	Nursing Assistant	Riverside University Health System	\$30,766	\$20,128	65.4%
Emp 170	Sheriff's Investigator II B	Riverside County Sheriff	\$121,252	\$79,003	65.2%
Emp 171	Deputy Sheriff B	Riverside County Sheriff	\$97,964	\$63,470	64.8%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 172	Senior Fire Communication Dispatcher	Fire Department	\$64,276	\$41,588	64.7%
Emp 173	Deputy Sheriff B (OS)	Riverside County Sheriff	\$115,283	\$74,589	64.7%
Emp 174	Deputy Sheriff B	Riverside County Sheriff	\$90,586	\$58,599	64.7%
Emp 175	Deputy Sheriff B	Riverside County Sheriff	\$100,260	\$64,849	64.7%
Emp 176	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$106,601	\$68,913	64.6%
Emp 177	Deputy Sheriff A (OS)	Riverside County Sheriff	\$100,253	\$64,598	64.4%
Emp 178	Correctional Deputy II	Riverside County Sheriff	\$77,979	\$50,216	64.4%
Emp 179	Sheriff's Investigator II B (OS)	Riverside County Sheriff	\$120,414	\$77,493	64.4%
Emp 180	Correctional Deputy II-S (OS) -84	Riverside County Sheriff	\$92,054	\$59,206	64.3%
Emp 181	Sheriff Corporal B (OS)	Riverside County Sheriff	\$114,607	\$73,692	64.3%
Emp 182	Correctional Deputy II - 84	Riverside County Sheriff	\$62,878	\$40,427	64.3%
Emp 183	Emergency Services Coordinator	Emergency Management	\$63,291	\$40,576	64.1%
Emp 184	Correctional Deputy II - 84	Riverside County Sheriff	\$51,887	\$33,207	64.0%
Emp 185	Temporary Assistant	Human Resources	\$8,496	\$5,431	63.9%
Emp 186	Deputy Sheriff - 84	Riverside County Sheriff	\$103,557	\$66,196	63.9%
Emp 187	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$132,685	\$84,803	63.9%
Emp 188	Correctional Sergeant - 84	Riverside County Sheriff	\$111,651	\$71,252	63.8%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 189	Deputy Sheriff B (OS)	Riverside County Sheriff	\$110,897	\$70,602	63.7%
Emp 190	Nursing Assistant	Riverside University Health System	\$33,639	\$21,341	63.4%
Emp 191	Deputy Sheriff B	Riverside County Sheriff	\$109,599	\$69,477	63.4%
Emp 192	Social Services Practitioner III	Department Of Public Social Services	\$63,955	\$40,513	63.3%
Emp 193	Correctional Deputy II	Riverside County Sheriff	\$80,661	\$50,964	63.2%
Emp 194	Correctional Sergeant - 84	Riverside County Sheriff	\$96,742	\$61,049	63.1%
Emp 195	Sheriff's Investigator I B	Riverside County Sheriff	\$110,702	\$69,721	63.0%
Emp 196	Clinical Laboratory Scientist - I	Riverside University Health System	\$99,009	\$62,191	62.8%
Emp 197	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$127,641	\$80,090	62.7%
Emp 198	Temporary Assistant	Human Resources	\$12,264	\$7,694	62.7%
Emp 199	Social Services Supervisor II	Department Of Public Social Services	\$81,533	\$51,124	62.7%
Emp 200	Nursing Assistant	Riverside University Health System	\$40,411	\$25,337	62.7%
Emp 201	Temporary Assistant - Per Diem - SEIU	Human Resources	\$50,879	\$31,888	62.7%
Emp 202	Correctional Deputy II-S	Riverside County Sheriff	\$82,344	\$51,549	62.6%
Emp 203	Correctional Deputy II - 84	Riverside County Sheriff	\$60,035	\$37,513	62.5%
Emp 204	Sheriff's Master Investigator IV B	Riverside County Sheriff	\$140,047	\$87,414	62.4%
Emp 205	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$131,607	\$82,118	62.4%
Emp 206	Emergency Services Coordinator	Emergency Management	\$88,326	\$55,104	62.4%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 207	Behavioral Health Specialist III	Behavioral Health	\$45,228	\$28,216	62.4%
Emp 208	Correctional Deputy II - 84	Riverside County Sheriff	\$59,633	\$37,201	62.4%
Emp 209	Correctional Deputy II - 84	Riverside County Sheriff	\$64,321	\$40,085	62.3%
Emp 210	Correctional Deputy II (OS) - 84	Riverside County Sheriff	\$84,439	\$52,527	62.2%
Emp 211	Support Services Technician	Public Health	\$54,818	\$34,087	62.2%
Emp 212	Social Services Supervisor II	Department Of Public Social Services	\$93,215	\$57,881	62.1%
Emp 213	Sheriff's Sergeant B	Riverside County Sheriff	\$121,023	\$74,902	61.9%
Emp 214	Deputy Sheriff B (OS)	Riverside County Sheriff	\$113,555	\$70,201	61.8%
Emp 215	Correctional Deputy II - 84	Riverside County Sheriff	\$64,096	\$39,562	61.7%
Emp 216	Deputy Sheriff B	Riverside County Sheriff	\$111,277	\$68,615	61.7%
Emp 217	Deputy Sheriff B	Riverside County Sheriff	\$92,909	\$57,245	61.6%
Emp 218	Correctional Deputy II - 84	Riverside County Sheriff	\$54,643	\$33,661	61.6%
Emp 219	Community Services Officer II	Riverside County Sheriff	\$72,673	\$44,742	61.6%
Emp 220	Sheriff Corporal B (OS)	Riverside County Sheriff	\$118,017	\$72,630	61.5%
Emp 221	Correctional Deputy II	Riverside County Sheriff	\$58,058	\$35,649	61.4%
Emp 222	Correctional Deputy II - 84	Riverside County Sheriff	\$35,469	\$21,767	61.4%
Emp 223	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$131,480	\$80,656	61.3%
Emp 224	Correctional Corporal - 84	Riverside County Sheriff	\$99,444	\$61,000	61.3%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 225	Sheriff's Sergeant B	Riverside County Sheriff	\$117,828	\$72,274	61.3%
Emp 226	Sheriff's Sergeant B	Riverside County Sheriff	\$59,039	\$36,156	61.2%
Emp 227	Social Services Practitioner III	Department Of Public Social Services	\$55,286	\$33,702	61.0%
Emp 228	Nursing Assistant	Riverside University Health System	\$40,914	\$24,815	60.7%
Emp 229	Correctional Deputy II - 84	Riverside County Sheriff	\$81,058	\$49,065	60.5%
Emp 230	Sheriff's Investigator II B	Riverside County Sheriff	\$123,554	\$74,570	60.4%
Emp 231	Deputy Sheriff - 84	Riverside County Sheriff	\$75,039	\$45,250	60.3%
Emp 232	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$135,370	\$81,250	60.0%
Emp 233	Sheriff Corporal B	Riverside County Sheriff	\$118,941	\$71,244	59.9%
Emp 234	Supervising Behavioral Health Specialist	Behavioral Health	\$65,336	\$39,012	59.7%
Emp 235	Deputy Sheriff B - 84	Riverside County Sheriff	\$116,287	\$69,366	59.7%
Emp 236	Supervising District Attorney Investigator	District Attorney	\$162,111	\$96,357	59.4%
Emp 237	Correctional Deputy II - 84	Riverside County Sheriff	\$78,040	\$46,347	59.4%
Emp 238	Deputy Sheriff - 84	Riverside County Sheriff	\$82,958	\$49,238	59.4%
Emp 239	Sheriff's Corrections Assistant I	Riverside County Sheriff	\$52,601	\$31,218	59.3%
Emp 240	Fire Apparatus Technician II	Fire Department	\$69,547	\$41,272	59.3%
Emp 241	Social Services Practitioner III	Department Of Public Social Services	\$55,122	\$32,636	59.2%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 242	Office Assistant II	Riverside University Health System	\$12,314	\$7,286	59.2%
Emp 243	Sheriff Corporal B - 84	Riverside County Sheriff	\$110,180	\$65,167	59.1%
Emp 244	Social Services Practitioner III	Department Of Public Social Services	\$82,810	\$48,895	59.0%
Emp 245	Registered Nurse IV	Public Health	\$87,533	\$51,650	59.0%
Emp 246	Correctional Deputy II	Riverside County Sheriff	\$63,155	\$37,213	58.9%
Emp 247	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$135,370	\$79,616	58.8%
Emp 248	Program Coordinator II	Public Health	\$56,991	\$33,468	58.7%
Emp 249	Registered Nurse IV	Public Health	\$108,072	\$63,454	58.7%
Emp 250	Institutional Nurse	Riverside University Health System	\$102,640	\$60,233	58.7%
Emp 251	Correctional Corporal (OS) -84	Riverside County Sheriff	\$102,223	\$59,928	58.6%
Emp 252	Social Services Practitioner III	Department Of Public Social Services	\$59,264	\$34,674	58.5%
Emp 253	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$146,199	\$85,185	58.3%
Emp 254	Temporary Assistant	Human Resources	\$57,868	\$33,710	58.3%
Emp 255	Temporary Assistant - Per Diem	Human Resources	\$36,365	\$21,147	58.2%
Emp 256	Correctional Deputy II - 84	Riverside County Sheriff	\$62,750	\$36,489	58.1%
Emp 257	Senior Fire Communication Dispatcher	Fire Department	\$82,632	\$48,025	58.1%
Emp 258	Deputy Sheriff A - 84	Riverside County Sheriff	\$110,869	\$64,224	57.9%
Emp 259	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$128,684	\$74,426	57.8%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 260	Deputy Sheriff B (OS)	Riverside County Sheriff	\$114,427	\$66,127	57.8%
Emp 261	Social Services Supervisor II	Department Of Public Social Services	\$84,222	\$48,606	57.7%
Emp 262	Registered Nurse III	Public Health	\$93,303	\$53,817	57.7%
Emp 263	Deputy Sheriff - 84	Riverside County Sheriff	\$76,356	\$44,016	57.6%
Emp 264	Correctional Deputy II - 84	Riverside County Sheriff	\$63,995	\$36,865	57.6%
Emp 265	Crew Lead Worker	Waste Disposal	\$57,129	\$32,897	57.6%
Emp 266	Sheriff's Sergeant B	Riverside County Sheriff	\$130,411	\$74,954	57.5%
Emp 267	Deputy Sheriff B (OS)	Riverside County Sheriff	\$107,565	\$61,786	57.4%
Emp 268	Sheriff's Investigator I B	Riverside County Sheriff	\$112,468	\$64,372	57.2%
Emp 269	Senior Mental Health Peer Specialist	Behavioral Health	\$54,367	\$31,060	57.1%
Emp 270	Sheriff Corporal B (OS)	Riverside County Sheriff	\$111,650	\$63,786	57.1%
Emp 271	Correctional Deputy II - 84	Riverside County Sheriff	\$51,887	\$29,584	57.0%
Emp 272	Temporary Assistant	Human Resources	\$5,984	\$3,410	57.0%
Emp 273	Deputy Sheriff B (OS)	Riverside County Sheriff	\$106,636	\$60,496	56.7%
Emp 274	Sheriff's Investigator II B	Riverside County Sheriff	\$120,777	\$68,485	56.7%
Emp 275	Correctional Deputy II - 84	Riverside County Sheriff	\$52,051	\$29,496	56.7%
Emp 276	Deputy Sheriff - 84	Riverside County Sheriff	\$74,904	\$42,399	56.6%
Emp 277	Support Services Technician	Public Health	\$54,400	\$30,788	56.6%
Emp 278	Correctional Deputy II - 84	Riverside County Sheriff	\$82,928	\$46,930	56.6%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 279	Deputy Sheriff - 84	Riverside County Sheriff	\$76,831	\$43,472	56.6%
Emp 280	Correctional Deputy II - 84	Riverside County Sheriff	\$64,165	\$36,287	56.6%
Emp 281	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$113,441	\$64,001	56.4%
Emp 282	Licensed Vocational Nurse III	Riverside University Health System	\$56,394	\$31,798	56.4%
Emp 283	Correctional Deputy II - 84	Riverside County Sheriff	\$76,270	\$42,996	56.4%
Emp 284	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$118,370	\$66,718	56.4%
Emp 285	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$82,965	\$46,735	56.3%
Emp 286	Correctional Deputy II - 84	Riverside County Sheriff	\$64,455	\$36,304	56.3%
Emp 287	Deputy Sheriff B (OS)	Riverside County Sheriff	\$116,635	\$65,604	56.2%
Emp 288	Sheriff Corporal B - 84	Riverside County Sheriff	\$121,161	\$68,121	56.2%
Emp 289	Senior District Attorney Investigator B-III	District Attorney	\$154,500	\$86,810	56.2%
Emp 290	Correctional Deputy II-S - 84	Riverside County Sheriff	\$81,661	\$45,881	56.2%
Emp 291	Temporary Assistant - Per Diem	Human Resources	\$33,115	\$18,586	56.1%
Emp 292	Registered Nurse IV	Public Health	\$105,202	\$58,746	55.8%
Emp 293	Correctional Deputy II	Riverside County Sheriff	\$81,245	\$45,338	55.8%
Emp 294	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$121,057	\$67,532	55.8%
Emp 295	Registered Nurse II - Medical Center/Community Health Center	Riverside University Health System	\$69,887	\$38,986	55.8%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 296	Office Assistant III	Riverside University Health System	\$34,274	\$19,117	55.8%
Emp 297	Deputy Sheriff (OS) - 84	Riverside County Sheriff	\$107,494	\$59,894	55.7%
Emp 298	Deputy Sheriff - 84	Riverside County Sheriff	\$74,904	\$41,691	55.7%
Emp 299	Correctional Deputy II - 84	Riverside County Sheriff	\$68,941	\$38,313	55.6%
Emp 300	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$107,145	\$59,509	55.5%
Emp 301	Correctional Deputy II-S - 84	Riverside County Sheriff	\$86,919	\$48,271	55.5%
Emp 302	Crew Lead Worker	Waste Disposal	\$68,308	\$37,912	55.5%
Emp 303	Deputy Sheriff - 84	Riverside County Sheriff	\$76,561	\$42,479	55.5%
Emp 304	Temporary Assistant - Per Diem	Human Resources	\$18,989	\$10,521	55.4%
Emp 305	Correctional Deputy II (OS)	Riverside County Sheriff	\$83,713	\$46,235	55.2%
Emp 306	Sheriff's Investigator II B (OS)	Riverside County Sheriff	\$120,414	\$66,208	55.0%
Emp 307	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$85,315	\$46,864	54.9%
Emp 308	Sheriff's Sergeant B	Riverside County Sheriff	\$147,862	\$81,116	54.9%
Emp 309	Community Services Officer II	Riverside County Sheriff	\$71,241	\$39,064	54.8%
Emp 310	Community Services Officer II	Riverside County Sheriff	\$72,062	\$39,473	54.8%
Emp 311	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$106,462	\$58,310	54.8%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 312	Sheriff's Sergeant B	Riverside County Sheriff	\$150,158	\$82,238	54.8%
Emp 313	Correctional Deputy II (OS) - 84	Riverside County Sheriff	\$87,700	\$48,012	54.7%
Emp 314	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$91,730	\$50,198	54.7%
Emp 315	Support Services Supervisor	Public Health	\$55,525	\$30,229	54.4%
Emp 316	Senior Accounting Assistant	Riverside County Sheriff	\$58,174	\$31,627	54.4%
Emp 317	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$115,065	\$62,532	54.3%
Emp 318	Social Services Assistant	Department Of Public Social Services	\$29,889	\$16,226	54.3%
Emp 319	Sheriff's Records/Warrants Assistant II	Riverside County Sheriff	\$46,864	\$25,376	54.1%
Emp 320	Correctional Deputy II - 84	Riverside County Sheriff	\$64,919	\$35,142	54.1%
Emp 321	Social Services Supervisor II	Department Of Public Social Services	\$94,073	\$50,900	54.1%
Emp 322	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$136,968	\$74,068	54.1%
Emp 323	Senior Accounting Assistant	Riverside County Sheriff	\$61,760	\$33,346	54.0%
Emp 324	Senior Sheriff's 911 Communication Officer	Riverside County Sheriff	\$83,843	\$45,233	54.0%
Emp 325	Senior Sheriff's 911 Communication Officer B (D)	Riverside County Sheriff	\$99,882	\$53,875	53.9%
Emp 326	Health Services Assistant - Department of Public Health	Public Health	\$23,592	\$12,711	53.9%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 327	Correctional Deputy II - 84	Riverside County Sheriff	\$83,559	\$45,020	53.9%
Emp 328	Institutional Nurse	Riverside University Health System	\$83,884	\$45,194	53.9%
Emp 329	Sheriff's Corrections Assistant I	Riverside County Sheriff	\$53,575	\$28,834	53.8%
Emp 330	Deputy Sheriff B	Riverside County Sheriff	\$99,849	\$53,703	53.8%
Emp 331	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$114,290	\$61,450	53.8%
Emp 332	Registered Nurse III - Medical Center/Community Health Center	Riverside University Health System	\$6,316	\$3,389	53.7%
Emp 333	Correctional Deputy II (OS) - 84	Riverside County Sheriff	\$87,691	\$46,955	53.5%
Emp 334	Social Services Supervisor II	Department Of Public Social Services	\$27,917	\$14,947	53.5%
Emp 335	Sheriff's Sergeant B	Riverside County Sheriff	\$150,114	\$80,254	53.5%
Emp 336	Senior Fire Communication Dispatcher	Fire Department	\$56,076	\$29,978	53.5%
Emp 337	Correctional Deputy II	Riverside County Sheriff	\$62,187	\$33,191	53.4%
Emp 338	Correctional Deputy II - 84	Riverside County Sheriff	\$83,378	\$44,293	53.1%
Emp 339	Senior District Attorney Investigator B-III (OS)	District Attorney	\$160,680	\$85,244	53.1%
Emp 340	Sheriff's Lead Investigator III B (OS)	Riverside County Sheriff	\$138,504	\$73,450	53.0%
Emp 341	Fire Apparatus Fleet Supervisor	Fire Department	\$80,113	\$42,465	53.0%
Emp 342	Deputy Sheriff B (OS)	Riverside County Sheriff	\$118,500	\$62,591	52.8%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 343	Deputy Sheriff B (OS)	Riverside County Sheriff	\$115,728	\$61,106	52.8%
Emp 344	Deputy Sheriff - 84	Riverside County Sheriff	\$75,633	\$39,863	52.7%
Emp 345	Social Services Practitioner III	Department Of Public Social Services	\$58,071	\$30,550	52.6%
Emp 346	Deputy Sheriff (OS) - 84	Riverside County Sheriff	\$91,444	\$48,050	52.5%
Emp 347	Sheriff's Sergeant B	Riverside County Sheriff	\$132,929	\$69,842	52.5%
Emp 348	Nursing Assistant	Riverside University Health System	\$35,061	\$18,381	52.4%
Emp 349	Medical Assistant	Riverside University Health System	\$24,326	\$12,745	52.4%
Emp 350	Social Services Practitioner III	Department Of Public Social Services	\$56,407	\$29,533	52.4%
Emp 351	Social Services Supervisor II	Department Of Public Social Services	\$92,713	\$48,518	52.3%
Emp 352	Deputy Sheriff B (OS)	Riverside County Sheriff	\$116,977	\$60,957	52.1%
Emp 353	Correctional Deputy II - 84	Riverside County Sheriff	\$63,210	\$32,787	51.9%
Emp 354	Social Services Practitioner III	Department Of Public Social Services	\$63,409	\$32,860	51.8%
Emp 355	Sheriff's Service Officer II	Riverside County Sheriff	\$48,953	\$25,320	51.7%
Emp 356	Correctional Deputy II - 84	Riverside County Sheriff	\$68,755	\$35,485	51.6%
Emp 357	Correctional Deputy II - 84	Riverside County Sheriff	\$46,846	\$24,167	51.6%
Emp 358	Social Services Practitioner III	Department Of Public Social Services	\$86,246	\$44,409	51.5%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 359	Deputy Sheriff B	Riverside County Sheriff	\$109,615	\$56,420	51.5%
Emp 360	Sheriff's Sergeant B	Riverside County Sheriff	\$140,803	\$72,462	51.5%
Emp 361	Social Services Practitioner III	Department Of Public Social Services	\$59,883	\$30,809	51.4%
Emp 362	Deputy Sheriff B (OS)	Riverside County Sheriff	\$115,711	\$59,504	51.4%
Emp 363	Sheriff's Sergeant B	Riverside County Sheriff	\$148,403	\$76,309	51.4%
Emp 364	Correctional Deputy II - 84	Riverside County Sheriff	\$76,486	\$39,327	51.4%
Emp 365	Correctional Deputy II - 84	Riverside County Sheriff	\$64,252	\$33,003	51.4%
Emp 366	Correctional Deputy II - 84	Riverside County Sheriff	\$72,310	\$37,127	51.3%
Emp 367	Supervising Animal Care Technician	Animal Services	\$67,699	\$34,682	51.2%
Emp 368	Correctional Deputy II - 84	Riverside County Sheriff	\$49,813	\$25,481	51.2%
Emp 369	Correctional Deputy II - 84	Riverside County Sheriff	\$59,872	\$30,599	51.1%
Emp 370	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$117,285	\$59,935	51.1%
Emp 371	Licensed Vocational Nurse II	Public Health	\$53,754	\$27,467	51.1%
Emp 372	Correctional Deputy II-S (OS) -84	Riverside County Sheriff	\$92,700	\$47,360	51.1%
Emp 373	Correctional Deputy II	Riverside County Sheriff	\$80,060	\$40,896	51.1%
Emp 374	Correctional Deputy II - 84	Riverside County Sheriff	\$71,272	\$36,349	51.0%
Emp 375	Sheriff's Investigator II A (OS)	Riverside County Sheriff	\$116,619	\$59,447	51.0%
Emp 376	Behavioral Health Specialist II	Riverside University Health System	\$6,968	\$3,548	50.9%



Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 377	Correctional Deputy II (OS)	Riverside County Sheriff	\$81,915	\$41,697	50.9%
Emp 378	Behavioral Health Specialist I	Riverside University Health System	\$41,070	\$20,901	50.9%
Emp 379	Correctional Deputy II - 84	Riverside County Sheriff	\$64,165	\$32,645	50.9%
Emp 380	Deputy Sheriff A - 84	Riverside County Sheriff	\$110,060	\$55,983	50.9%
Emp 381	Sheriff's Sergeant B	Riverside County Sheriff	\$134,309	\$68,308	50.9%
Emp 382	Probation Corrections Officer II	Probation	\$64,123	\$32,560	50.8%
Emp 383	Deputy Sheriff	Riverside County Sheriff	\$73,905	\$37,516	50.8%
Emp 384	Social Services Practitioner III	Department Of Public Social Services	\$82,810	\$42,032	50.8%
Emp 385	Deputy Sheriff - 84	Riverside County Sheriff	\$63,436	\$32,187	50.7%
Emp 386	Correctional Deputy II - 84	Riverside County Sheriff	\$78,462	\$39,789	50.7%
Emp 387	Sheriff's Investigator I B	Riverside County Sheriff	\$112,384	\$56,889	50.6%
Emp 388	Radiologic Supervisor	Riverside University Health System	\$110,719	\$55,866	50.5%
Emp 389	Nursing Assistant	Riverside University Health System	\$40,380	\$20,298	50.3%
Emp 390	Social Services Practitioner III	Department Of Public Social Services	\$73,691	\$37,008	50.2%
Emp 391	Correctional Deputy II - 84	Riverside County Sheriff	\$84,928	\$42,637	50.2%
Emp 392	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$112,873	\$56,663	50.2%
Emp 393	Correctional Sergeant - 84	Riverside County Sheriff	\$95,639	\$47,962	50.1%

Overtime Monitoring Report Fiscal Year 2021-22

**Schedule C**

**Riverside County Employees Earning More Than 50% of Their Base Pay in Overtime Pay**

County Employee*	Job Title	Department	Regular Pay	Overtime Pay	Pct of Overtime Over Base Pay
Emp 394	Emergency Services Coordinator	Emergency Management	\$88,666	\$44,461	50.1%
Emp 395	Correctional Corporal (OS)	Riverside County Sheriff	\$96,645	\$48,448	50.1%
Emp 396	Social Services Practitioner III	Department Of Public Social Services	\$59,141	\$29,571	50.0%
Emp 397	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$139,818	\$69,892	50.0%
Emp 398	Deputy Sheriff B (OS) - 84	Riverside County Sheriff	\$119,886	\$59,876	49.9%
Emp 399	Admissions and Collections Clerk	Riverside University Health System	\$55,236	\$27,555	49.9%
Emp 400	Sheriff's Lead Investigator III B	Riverside County Sheriff	\$122,084	\$60,876	49.9%
Emp 401	Sheriff's Sergeant B	Riverside County Sheriff	\$147,930	\$73,747	49.9%
Emp 402	Social Services Practitioner III	Department Of Public Social Services	\$59,883	\$29,819	49.8%
Emp 403	Sheriff's Master Investigator IV B (OS)	Riverside County Sheriff	\$147,874	\$73,538	49.7%
Emp 404	Correctional Deputy II	Riverside County Sheriff	\$50,449	\$25,079	49.7%
Emp 405	Deputy Sheriff B (OS)	Riverside County Sheriff	\$115,283	\$57,302	49.7%
Emp 406	Public Works Operator II	County Services Areas	\$62,418	\$30,992	49.7%
Emp 407	Correctional Deputy II (OS)	Riverside County Sheriff	\$81,891	\$40,620	49.6%

\*Employee names are not included in this table to maintain privacy.



# Riverside County Board of Supervisors

## Request to Speak

Submit request to Clerk of Board (right of podium), Speakers are entitled to three (3) minutes, subject to Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: Paul Angulo

Address: 4080 Lemon St 11th Floor

City: Riverside CA Zip: 92501

Phone #: 951 955 8569

Date: 10/4/2022 Agenda # 2.2

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

       Support        Oppose        Neutral

**Note:** If you are here for an agenda item that is filed for "Appeal", please state separately your position on the appeal below:

       Support        Oppose        Neutral

I give my 3 minutes to: \_\_\_\_\_



# Riverside County Board of Supervisors Request to Speak

Submit request to Clerk of Board (right of podium), Speakers are entitled to three (3) minutes, subject to Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: Jeannie Marczynyszyn

Address: 4080 Lemon St 11th Floor

City: Riverside CA Zip: 92501

Phone #: 951 955 8569

Date: 10/4/2022 Agenda # 2.2

## PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

☒ Support ☐ Oppose ☐ Neutral

**Note:** If you are here for an agenda item that is filed for "Appeal", please state separately your position on the appeal below:

☒ Support ☐ Oppose ☐ Neutral

I give my 3 minutes to: Paul Angulo



# Riverside County Board of Supervisors

## Request to Speak

Submit request to Clerk of Board (right of podium), Speakers are entitled to three (3) minutes, subject to Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: Rene Castles

Address: \_\_\_\_\_

City: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone #: \_\_\_\_\_

Date: \_\_\_\_\_ Agenda # 2.2

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

\_\_\_\_\_ Support \_\_\_\_\_ Oppose \_\_\_\_\_ Neutral

**Note:** If you are here for an agenda item that is filed for "Appeal", please state separately your position on the appeal below:

\_\_\_\_\_ Support \_\_\_\_\_ Oppose \_\_\_\_\_ Neutral

I give my 3 minutes to: Paul Angulo