

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



ITEM: 3.20
(ID # 20691)

MEETING DATE:

Tuesday, December 13, 2022

FROM : HUMAN RESOURCES AND DEPARTMENT OF PUBLIC SOCIAL SERVICES :

SUBJECT: HUMAN RESOURCES AND DEPARTMENT OF PUBLIC SOCIAL SERVICES:
Classification and Compensation recommendation to grant salary adjustments for the Welfare Fraud Investigative Manager, Welfare Fraud Investigative Manager A, Welfare Fraud Investigative Manager B and amend Ordinance No. 440 pursuant to Resolution No. 440-9323 submitted herewith, All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustments for the Welfare Fraud Investigative Manager, Welfare Fraud Investigative Manager A, Welfare Fraud Investigative Manager B;
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9323.

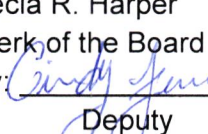
ACTION:Policy


Michael Bowers, Assistant HR Director 11/23/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, seconded by Supervisor Spiegel and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9323 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, and Hewitt
Nays: None
Absent: Perez
Date: December 13, 2022
xc: HR, DPSS

Kecia R. Harper
Clerk of the Board
By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: N/A			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

The Department of Public Social Services (DPSS) Inspections Branch is a specialized investigations unit that focuses on reducing, investigating, and prosecuting fraud and abuse of public assistance programs. The Inspections Branch supports the Children’s Services Division by conducting background checks on adults who seek to get involved in a child’s life, helps with high-risk transports, assists law enforcement, conducts special investigations involving missing children, and handles various security needs that impact DPSS departments.

The specific job classification assigned to perform these duties are Welfare Fraud Investigators, who are sworn Peace Officers under State of California Penal Code Section 830.35. Welfare Fraud Investigators conduct fraud investigations, internal investigations, and assist social workers with locating runaway children under the jurisdiction of DPSS, along with responding to and providing additional security and/or medical assistance to employees and members of the public at DPSS buildings and offices. The Welfare Fraud Investigator series consists of four classifications: The Welfare Fraud Investigator (WFI), Supervising Welfare Fraud Investigator (SWFI), Welfare Fraud Investigative Manager (WFIM), and DPSS Chief of Investigations (DPSS Col). These job classes receive additional compensation having active Peace Officer Standard and Training (P.O.S.T.) Certification, with three tiers of pay available: Basic, Intermediate, and Advanced.

Summary

Recently, a 15% increase to the maximum of the range was applied for the WFI and SWFI, with each incumbent receiving an immediate 15% increase to their base pay. This increase has deteriorated an already existing deficiency at the maximum between the SWFI and the WFIM management level job classification, resulting in salary compaction.

The external market survey yielded that the WFIM is currently at market, while the internal parity review revealed significant compaction with the WFIM maximum being approximately 11% below the current maximum of the subordinate classification SWFI. Currently the WFIM is governed by the Management Resolution, while the SWFI is governed by the Riverside Sheriff’s Association Law Enforcement Memorandum of Understanding (RSA MOU). Each respective bargaining unit has contractual increases forthcoming, with RSA receiving a 4% increase at the maximum, and the Management Resolution receiving a 2.5% increase at the maximum. The difference in the contractual percentage increase isn’t significant enough to address the deficiency at the maximum between these two classifications. In order to address the internal

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inequity, avoid cyclical compaction, and maintain an equitable structure of the series for the life of all remaining labor contracts, it is recommended that the WFIM maximum salary is increased as follows:

Salary Adjustments:

Welfare Fraud Investigative Manager: It is recommended to adjust the salary plan/grade from MCO 588 (\$74,535 - \$103,765) to salary plan/grade MCO 588 (\$74,535 - \$124,305).

Welfare Fraud Investigative Manager A: It is recommended to adjust the salary plan/grade from MCO 611 (\$76,517 - \$106,535) to salary plan/grade MCO 611 (\$76,517 - \$127,696).

Welfare Fraud Investigative Manager B: It is recommended to adjust the salary plan/grade from MCO 638 (\$78,596 - \$109,438) to salary plan/grade MCO 638 (\$78,596 - \$131,087).

Additional Fiscal Information

There is one incumbent occupying this job class, so this will be have a very minor budget impact in future years.

Impact on Residents and Businesses

Approval of the recommended adjustments will allow the DPSS to attract and retain qualified professionals by establishing an appropriate salary progression and maintain an equitable structure between the supervising and management level class, while conducting investigations and prosecutions of those who commit welfare fraud against public assistance programs that provide critical services to County departments, businesses, and residential communities.

Attachments:

Attachment A: Resolution No. 440-9323


Meghan Hahn, Principal Management Analyst 12/1/2022

1 RESOLUTION NO. 440-9323

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3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on December 13, 2022, that pursuant to Section 8(c) of Ordinance No. 440, the
5 Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440,
6 operative at the beginning of the pay period following the date of approval, as follows:

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8 Job Code	9 Class Title	From Salary Plan/Grade	To Salary Plan/Grade
37585	Welfare Fraud Investigative Manager	MCO 588 (\$74,535 - \$103,765)	MCO 588 (\$74,535 - \$124,305)
37586	Welfare Fraud Investigative Manager A	MCO 611 (\$76,517 - \$106,535)	MCO 611 (\$76,517 - \$127,696)
37587	Welfare Fraud Investigative Manager B	MCO 638 (\$78,596 - \$109,438)	MCO 638 (\$78,596 - \$131,087)

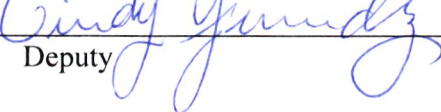
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15 ROLL CALL:

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

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

21 KECIA R. HARPER, Clerk of said Board

22 By: 
23 Deputy

24 12.13.2022 3.20