

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



ITEM: 3.21
(ID # 21337)

MEETING DATE:
Tuesday, April 18, 2023

FROM : HUMAN RESOURCES AND Department of Animal Services :

SUBJECT: HUMAN RESOURCES AND DEPARTMENT OF ANIMAL SERVICES:
Classification & Compensation Recommendation to adjust the salaries of various Department of Animal Services job classifications; and amend Ordinance No. 440 pursuant to Resolution No. 440-9354 submitted herewith, All Districts. [\$144,068 Total Cost - Source of Funds - Department Budget 100%]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustments to the various Department of Animal Services job classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9354.

ACTION:Policy


Erin Gettis, Director of Animal Services

3/23/2023

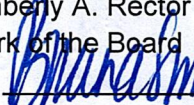

Michael Bowers, Assistant HR Director

3/23/2023

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Date: April 18, 2023
xc: H.R., Animal Services Dept.

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 27,705	\$ 144,068	\$ 171,773	\$ 144,068
NET COUNTY COST	\$ 16,346	\$ 85,000	\$ 101,346	\$ 85,000
SOURCE OF FUNDS: Revenue Funded/Department Budget			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Department of Animal Services' (DAS) mission is to improve Riverside County for both people and animals. DAS accomplishes this by continuously working to promote an environment of responsible pet ownership through progressive animal welfare initiatives, community outreach, and humane education. Staff in all levels provide important animal services to the residents of Riverside County and ensure the welfare of all animals.

The Human Resource's Classification and Compensation Division (Class and Comp) received a request from the DAS to examine the salary ranges of the following job classifications and any other classifications that may require adjustment due to compaction:

- 1) *Animal Adoption Counselor;*
- 2) *Senior Animal Adoption Counselor;*
- 3) *Supervising Animal Adoption Counselor;*
- 4) *Animal Care Technician;*
- 5) *Senior Animal Care Technician;*
- 6) *Animal Services Supervisor;*
- 7) *Registered Veterinary Technician;*
- 8) *Registered Veterinary Technician - Per Diem;*
- 9) *Animal Services Representative;*
- 10) *Animal Control & License Officer I;*
- 11) *Animal Control & License Officer II;*
- 12) *Sergeant of Field Services;* and
- 13) *Lieutenant of Field Services.*

A market review for the classifications above was conducted using the five-county market and select cities within Riverside County to ensure market competitiveness. It is recommended to adjust the salaries of the: *Animal Care Technician, Registered Veterinary Technician, Registered Veterinary Technician-Per Diem, and Animal Control & License Officer II* based upon external market surveys to ensure that these classifications are market-competitive. The results of the market reviews highlight the following:

1. *Animal Adoption Counselor* - No comparable classifications were found.
2. *Senior Animal Adoption Counselor* - No comparable classifications were found.

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3. *Supervising Animal Adoption Counselor* - It is recommended to adjust the maximum base salary of this classification to maintain at least a 5.5% difference above the subordinate level classification to ensure there is no compaction.

It is recommended to adjust the *Animal Adoption Counselor* minimum base salary to the market mean of the *Animal Control & License Officer II* and the maximum base salary to match the maximum base salary of the *Senior Animal Care Technician*, which both aligns with market and supports internal career progression. It is recommended that the salary of the *Senior Animal Adoption Counselor* be set in relation to the proposed salary range of the *Animal Adoption Counselor* to ensure appropriate series progression (see Figure 1). It is further recommended that the maximum base salary of the *Supervising Animal Adoption Counselor* be increased to maintain a 5.5% difference above the subordinate level classification of *Senior Animal Adoption Counselor* to ensure there is no compaction.

Figure 1:

Classification	Current Salary Min	Current Salary Max	Proposed Salary Min	Proposed Salary Max
Supervising Animal Adoption Counselor	\$47,287	\$65,031	\$47,287	\$72,603
% Difference Btwn Levels	5.96%	0.27%	-9.43%	5.50%
Senior Animal Adoption Counselor	\$44,626	\$64,856	\$52,211	\$68,818
% Difference Btwn Levels	11.11%	11.23%	3.09%	6.13%
Animal Adoption Counselor	\$40,165	\$58,311	\$50,645	\$64,842

4. *Animal Care Technician* - Current salary of \$39,442 - \$47,694/year is below the market at the minimum base salary by approximately 4% and below the market at the maximum base salary by approximately 14% (**Attachment 2**).
5. *Senior Animal Care Technician* - Current salary of \$44,664 - \$64,842/year is below the market at the minimum base salary by approximately 1% and above the market at the maximum base salary by approximately 5% (**Attachment 3**).
6. *Animal Services Supervisor* - No adjustment to the range is recommended as there is no compaction with any subordinate level classifications.
7. *Registered Veterinary Technician* - Currently salary of \$49,218 - \$66,928/year is below the market at the minimum base salary by approximately 8% and below the market at the maximum base salary by approximately 6% (**Attachment 4**).
8. *Registered Veterinary Technician - Per Diem* - Current salary of \$66,928/year is below the market at the maximum base salary by approximately 6%.
9. *Animal Services Representative* - Current salary of \$40,609 - \$51,084/year is above the market at the minimum base salary by approximately 1% and above the market at the maximum base salary by approximately 3% (**Attachment 5**).
10. *Animal Control & License Officer I* - Limited comparable classifications were found.
11. *Animal Control & License Officer II* - Current salary of \$46,523 - \$67,588/year is below the market at the minimum base salary by approximately 8% and below the market at the maximum base salary by approximately 1% (**Attachment 6**).

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It is recommended to adjust the *Animal Control & License Officer II* up to the market mean. To ensure parity with the rest of the series, it is recommended that the pay of the *Animal Control & License Officer I* be set in relation to the proposed salary range of the journey level *Animal Control & License Officer II* classification.

Figure 2:

Classification	Current Salary		Proposed Salary	
	Min	Max	Min	Max
<u>Animal Control & License Officer II</u>	\$46,523	\$67,588	<u>\$50,645</u>	<u>\$70,601</u>
% Difference Btwn Levels	5.29%	5.39%	<u>9.74%</u>	<u>5.32%</u>
<u>Animal Control & License Officer I</u>	\$44,186	\$64,128	<u>\$46,152</u>	<u>\$67,037</u>

12. *Sergeant of Field Services* - Current salary of \$49,259 - \$71,556/year is below the market at the minimum base salary by approximately 11% and below the market at the maximum base salary by approximately 5% (**Attachment 7**).
13. *Lieutenant of Field Services* - It is recommended to adjust the maximum base salary of this classification to maintain at least a 5.5% difference above the subordinate level classification to ensure there is no compaction.

Salary Adjustment:

With the implementation of the proposed adjustments, cost will be incurred to bring incumbents below the new minimum up to the new minimum. All employee anniversary dates are to be preserved. All approximate costs are detailed and summarized below.

- 1. Animal Adoption Counselor:** It is recommended to adjust the salary plan/grade from LIU 316 (\$40,165 - \$58,311/year) to salary plan/grade LIU 493 (\$50,645 - \$64,842/year). The cost to grant these adjustments is approximately \$8,907 in salaries and benefits for FY 22/23.
- 2. Senior Animal Adoption Counselor:** It is recommended to adjust the salary plan/grade from LIU 388 (\$44,626 - \$64,856/year) to salary plan/grade LIU 520 (\$52,211 - \$68,818/year). There are no upfront costs as there are currently 0 incumbents in this classification.
- 3. Supervising Animal Adoption Counselor:** It is recommended to adjust the salary plan/grade from SEUS 240 (\$47,287 - \$65,031/year) to salary plan/grade SEUS 245 (\$47,287 - \$72,603/year). There are no upfront costs as there are currently 0 incumbents in this classification.
- 4. Animal Care Technician:** It is recommended to adjust the salary plan/grade from LIU 174 (\$39,442 - \$47,694/year) to salary plan/grade LIU 331 (\$41,197 - \$55,473/year). The cost to grant these adjustments is approximately \$8,557 in salaries and benefits for FY 22/23.

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5. Senior Animal Care Technician: It is recommended to adjust the salary plan/grade from LIU 389 (\$44,664- \$64,842/year) to salary plan/grade LIU 401 (\$45,282 - \$64,842/year). The cost to grant these adjustments is approximately \$207 in salaries and benefits for FY 22/23.

6. Animal Services Supervisor: No adjustment to the range is recommended as there is no compaction with any subordinate level classifications.

7. Registered Veterinary Technician: It is recommended to adjust the salary plan/grade from LIU 714 (\$49,218 - \$66,928/year) to salary plan/grade LIU 535 (\$53,182 - \$71,323/year). The cost to grant these adjustments is approximately \$2,661 in salaries and benefits for FY 22/23.

8. Registered Veterinary Technician - Per Diem: It is recommended to adjust the salary plan/grade from SEPD 112 (\$66,928/year) to salary plan/grade EXE 193 (\$71,323/year).

9. Animal Services Representative: No adjustment to the range is recommended as the current salary range is above the recommended market.

10. Animal Control & License Officer I: It is recommended to adjust the salary plan/grade from LIU 381 (\$44,186 - \$64,128/year) to salary plan/grade LIU 419 (\$46,152 - \$67,037/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

11. Animal Control & License Officer II: It is recommended to adjust the salary plan/grade from LIU 425 (\$46,523 - \$67,588/year) to salary plan/grade LIU 494 (\$50,645 - \$70,601/year). The cost to grant these adjustments is approximately \$12,914 in salaries and benefits for FY 22/23.

12. Sergeant of Field Services: It is recommended to adjust the salary plan/grade from LIU 471 (\$49,259 - \$71,556/year) to salary plan/grade LIU 562 (\$55,401 - \$75,663/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

13. Lieutenant of Field Services: It is recommended to adjust the salary plan/grade from SEUS 303 (\$52,311 - \$76,776/year) to salary plan/grade SEUS 304 (\$52,311 - \$79,824/year). There are no upfront costs to this salary adjustment as all incumbents in this classification are within the proposed salary range.

Additional Fiscal Information

The current fiscal year cost to grant all existing incumbents below the proposed minimum base salary to the new minimum base salary is approximately \$27,705, which includes benefits.

DAS has approved the recommended salary adjustments and any associated salary increases, which will be absorbed through their respective budget. A budget adjustment is not required.

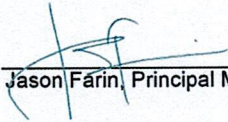
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Impact on Residents and Businesses

Adjusting the salary of these Department of Animal Services Classifications will provide the department the necessary resources to continue providing critical services for the County of Riverside.

Attachments:

- 1) Resolution No. 440 - 9354
- 2) Market Data - Animal Care Technician
- 3) Market Data - Senior Animal Care Technician
- 4) Market Data - Registered Veterinary Technician and Registered Veterinary Technician - Per Diem
- 5) Market Data - Animal Services Representative
- 6) Market Data - Animal Control & License Officer II
- 7) Market Data - Sergeant of Field Services



Jason Farin, Principal Management Analyst 3/23/2023



Alonzo Barrera, Principal Management Analyst 3/27/2023



Dave Rogers, Chief Administrative Officer 4/12/2023

REVISED

RESOLUTION NO. 440-9354

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on April 18, 2023, that pursuant to Section 8(c) of Ordinance No. 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
73508	Animal Adoption Counselor	LIU 316	LIU 493
62380	Animal Care Technician	LIU 174	LIU 331
73507	Animal Control & License Officer I	LIU 381	LIU 419
73510	Animal Control & License Officer II	LIU 425	LIU 494
73517	Lieutenant of Field Services	SEUS 303	SEUS 304
73501	Registered Veterinary Technician	LIU 417	LIU 535
73498	Registered Veterinary Technician – Per Diem	EXE 189	EXE 193
73519	Senior Animal Adoption Counselor	LIU 388	LIU 520
73504	Senior Animal Care Technician	LIU 389	LIU 401
73515	Sergeant of Field Services	LIU 471	LIU 562
73520	Supervising Animal Adoption Counselor	SEUS 240	SEUS 245

/kc
Revised
04/20/2023

Item 3.21
04/18/2023

/kc
03/15/2023
440 ResolutionsKC

3.21

2
3 RESOLUTION NO. 440-9354

4
5 ADOPTED by Riverside County Board of Supervisors on April 18, 2023

6
7 ROLL CALL:

8
9 Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez

10 Nays: None

11 Absent: None

12
13
14 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of
15 Supervisors on the date therein set forth.

16
17 KIMBERLY A. RECTOR, Clerk of said Board

18
19 By:  _____

20 Deputy

21
22
23 04.18.2023 3.21
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25

RESOLUTION NO. 440-9354

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<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
73508	Animal Adoption Counselor	LIU 316	LIU 493
62380	Animal Care Technician	LIU 174	LIU 331
73507	Animal Control & License Officer I	LIU 381	LIU 419
73510	Animal Control & License Officer II	LIU 425	LIU 494
73517	Lieutenant of Field Services	SEUS 303	SEUS 304
73501	Registered Veterinary Technician	LIU 714	LIU 535
73498	Registered Veterinary Technician – Per Diem	SEPD 112	EXE 193
73519	Senior Animal Adoption Counselor	LIU 388	LIU 520
73504	Senior Animal Care Technician	LIU 389	LIU 401
73515	Sergeant of Field Services	LIU 471	LIU 562
73520	Supervising Animal Adoption Counselor	SEUS 240	SEUS 245

ROLL CALL:

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

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

KIMBERLY A. RECTOR, Clerk of said Board

By: 
/s/ Deputy

03/15/2023

440 Resolutions\KC

External Market Survey Data

Classification Name: Animal Care Technician

Riv Co Class Code: 62380

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	PayScale
Los Angeles County	<u>Animal Care Attendant I</u>	2991	\$41,736	\$56,148	34.53%	\$48,942.00		
Orange County	<u>Animal Care Attendant</u>	5902OS	\$39,021	\$52,624	34.86%	\$45,822.40		
San Bernardino County	No comparable classification	n/a	n/a	n/a	n/a	n/a		
San Diego County	<u>Animal Care Attendant</u>	5700	\$41,371	\$50,898	23.03%	\$46,134.40		
Ventura County	<u>Animal Care Technician</u>	880	\$45,231	\$63,324	40.00%	\$54,277.40		
City of Corona	No comparable classification	n/a	n/a	n/a	n/a	n/a		
City of Moreno Valley	<u>Animal Care Technician</u>	2025	\$38,626	\$54,371	40.76%	\$46,498.40		
			\$19.81	\$26.67				
	County Mean:		\$41,196.95	\$55,472.89	34.65%			
	County Median:		\$41,371	\$54,371	31.42%			
Riverside County	<u>Animal Care Technician</u>	62380	\$39,442.00	\$47,693.98	20.92%	\$43,568		
			\$18.96	\$22.93	20.92%			
	Dollar difference from Mean:		-\$1,755	-\$7,779				
	Percentage difference from mean:		-4.26%	-14.02%				
	Dollar difference from median:		-\$1,929	-\$6,677				
	Percentage difference from median:		-4.66%	-12.28%				

Notes: The County of San Bernardino does not possess a comparable classification to the County of Riverside's Animal Care Technician. The County of San Bernardino does possess an Animal Control Officer classification which is responsible for patrolling an assigned geographic area and/or working at a shelter. While this classification performs similar duties to the Animal Care Technician (i.e. vaccinate, feed, water, care for animals, as well as clean and sanitize shelter facilities), this classification had additional duties/requirements such as impounding animals, and possessing a PC 832 certificate.

The City of Corona does not possess a comparable classification to the County of Riverside's Animal Care Technician. The City of Corona's animal-related classifications include: Animal Care Technician (P-T/Temp), Animal Control Officer I/II, and Animal Control Supervisor. The City's ACT (P-T/Temp) pays significantly lower than the market mean and is not a regular, full-time position. The Animal Control Officer I performs similar duties to the ACT, but also has additional work responsibilities and requirements (i.e. PC 832 certificate, Certification in Euthanasia Admin).

External Market Survey Data

Sergeant of Field Services

Riv Co Class Code: 73515

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	<u>Animal Control Officer III</u>	2981	\$54,648	\$73,644	34.76%
Orange County	<u>Senior Animal Care Officer</u>	5909	\$63,274	\$85,322	34.85%
San Bernardino County	<i>No comparable class</i>				
San Diego County	<i>No comparable class</i>				
Ventura County	<u>Animal Control Officer III</u>	953	\$48,282	\$68,024	40.89%
	County Mean:		\$55,401	\$75,663	36.57%
	County Median:		\$54,648	\$73,644	34.76%
Riverside County	<u>Sergeant of Field Services</u>	73515	\$49,259	\$71,556	45.27%
	Dollar difference from Mean:		-\$6,143	-\$4,107	
	Percentage difference from mean:		-11.09%	-5.43%	
	Dollar difference from median:		-\$5,389	-\$2,088	
	Percentage difference from median:		-9.86%	-2.84%	

Notes:

Run Date:

Date Prepared/Revised: 2/21/2023

By: DF

External Market Survey Data

Animal Control & License Officer II

Riv Co Class Code: 73510

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	<u>Animal Control Officer II</u>	2980	\$51,254	\$69,075	34.77%
Orange County	<u>Animal Care Officer</u>	5905	\$59,987	\$80,829	34.74%
San Bernardino County	No comparable class				
San Diego County	<u>Animal Control Officer</u>	5703	\$49,275	\$63,669	29.21%
Ventura County	<u>Animal Control Officer II</u>	70	\$45,231	\$63,324	40.00%
City of Norco	No comparable class				
City of Riverside	No comparable class				
City of Moreno Valley	<u>Animal Control Officer</u>	2030	\$46,946	\$66,082	
City of Corona	No comparable class				#DIV/0!
City of Palm Springs	<u>Animal Services Officer</u>	GU36140	\$49,338	\$66,310	
City of Desert Hot Springs	<u>Animal Care and Control Officer</u>	ACCOFCR	\$52,749	\$64,116	
City of Perris	<u>Animal Control Officer I,II,II</u>		\$50,378	\$74,589	48.06%
	County Mean:		\$50,645	\$68,499	35.25%
	County Median:		\$49,858	\$66,196	32.77%
Riverside County	<u>Animal Control & License Officer II</u>	73510	\$46,523	\$67,588	45.28%
	Dollar difference from Mean:		-\$4,122	-\$911	
	Percentage difference from mean:		-8.14%	-1.33%	
	Dollar difference from median:		-\$3,335	\$1,392	
	Percentage difference from median:		-6.69%	2.10%	

Notes:

Run Date:

Date Prepared/Revised: 2/21/2023

By: DF

External Market Survey Data

Animal Services Representative

Riv Co Class Code: 13851

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	<i>No comparable class</i>				#VALUE!
Orange County	<i>No comparable class</i>				
San Bernardino County	<i>No comparable class</i>				
San Diego County	<u>Animal Services Representative</u>	5704	\$40,269	\$49,566	23.09%
Ventura County	<i>No comparable class</i>				
	County Mean:		\$40,269	\$49,566	23.09%
	County Median:		\$40,269	\$49,566	23.09%
Riverside County	<u>Animal Services Representative</u>	13851	\$40,609	\$51,084	25.79%
	Dollar difference from Mean:		\$341	\$1,517	
	Percentage difference from mean:		0.85%	3.06%	
	Dollar difference from median:		\$341	\$1,517	
	Percentage difference from median:		0.85%	3.06%	

Notes:

Run Date:

Date Prepared/Revised: 2/22/2023

By: DF

External Market Survey Data

Classification Name: Registered Veterinary Technician

Riv Co Class Code: 73501

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	PayScale
Los Angeles County	<u>Registered Veterinary Technician</u>	2986	\$56,852	\$76,616	34.76%	\$66,733.68		
Orange County	<u>Registered Veterinary Technician</u>	5920GE	\$55,494	\$74,818	34.82%	\$65,156.00		
San Bernardino County	<u>Registered Veterinary Technician</u>	16406	\$48,942	\$67,246	37.40%	\$58,094.40		
San Diego County	<u>Registered Veterinary Technician</u>	5710	\$50,981	\$62,629	22.85%	\$56,804.80		
Ventura County	<u>Veterinary Technician - Registered</u>	365	\$53,639	\$75,308	40.40%	\$64,473.43		
City of Corona	<u>No comparable classification</u>	n/a	n/a	n/a	n/a	n/a		
City of Moreno Valley	<u>No comparable classification</u>	n/a	n/a	n/a	n/a	n/a		

		\$25.57	\$34.29			
County Mean:		\$53,181.63	\$71,323.29	34.11%		
County Median:		\$53,639	\$74,818	39.48%		
Riverside County	<u>Registered Veterinary Technician</u>	73501	\$49,218.00	\$66,928.37	35.98%	\$58,073
		\$23.66	\$32.18	35.98%		
	Dollar difference from Mean:	-\$3,964	-\$4,395			
	Percentage difference from mean:	-7.45%	-6.16%			
	Dollar difference from median:	-\$4,421	-\$7,889			
	Percentage difference from median:	-8.24%	-10.54%			

Notes: The City of Corona's does not possess a comparable classification to the County of Riverside's Registered Veterinary Technician classification. The City of Corona's animal-related classifications include: Animal Care Attendant (P-T/Temp), Animal Control Officer I/II, and Animal Control Supervisor.

The City of Moreno Valley does not possess a comparable classification to the County of Riverside's Registered Veterinary Technician classification. The City of Moreno Valley's animal-related classifications include: Animal Care Tech - Temp, Animal Svcs. Dispatcher, Animal Svcs. Asst., Animal Rescue Coord., Animal Svcs. License Inspector, Animal Care Tech., Animal Control Officer, Animal Care Tech. Supv., Animal Svcs. Office Supv., Animal Svcs. Field Supv., and Animal Svcs. Div. Mgr.

Run Date: 9/15/2022

Date Prepared/Revised: 2/21/2023

By: B. Lee

External Market Survey Data

Senior Animal Care Technician

Riv Co Class Code: 73504

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	<u>Animal Care Attendant II</u>	2991	\$44,028	\$59,280	34.64%
Orange County	<u>Senior Animal Care Attendant</u>	5903	\$43,534	\$58,677	34.78%
San Bernardino County	<i>No comparable class</i>				
San Diego County	<i>No comparable class</i>				
Ventura County	<u>Senior Animal Care Technician</u>	881	\$48,282	\$68,024	40.89%
	County Mean:		\$45,282	\$61,994	36.91%
	County Median:		\$44,028	\$59,280	34.64%
Riverside County	<u>Senior Animal Care Technician</u>	73504	\$44,664	\$64,842	45.18%
	Dollar difference from Mean:		-\$617	\$2,848	
	Percentage difference from mean:		-1.36%	4.59%	
	Dollar difference from median:		\$636	\$5,562	
	Percentage difference from median:		1.44%	9.38%	

Notes:

Run Date:

Date Prepared/Revised: 2/21/2023

By: DF