

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



ITEM: 3.46
(ID # 23079)

MEETING DATE:
Tuesday, October 17, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) Regarding the DPSS Program Specialist Consolidation, and amend Ordinance No. 440 Pursuant to Resolution No. 440-9399, All Districts. [Total Cost \$1,250,863, with an ongoing cost of \$719,000 - 100% Department Budget]

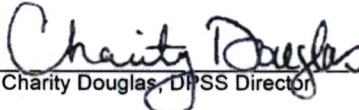
RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) Regarding the DPSS Program Specialist Consolidation.
2. Amend Ordinance No. 440 Pursuant to Resolution No. 440-9399.

ACTION: Policy


Michael Bowers, HR Director

10/11/2023

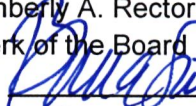

Charity Douglas, DPSS Director

10/12/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, 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: October 17, 2023
xc: H.R.

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$531,863	\$719,000	\$1,250,863	\$719,000
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budget.			Budget Adjustment:	No
			For Fiscal Year:	23/24

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The County of Riverside has been engaged with the Service Employees International Union, Local 721 (SEIU) since March 15, 2023 in Side Letter negotiations regarding a realignment of the Program Specialist classifications utilized by the Department of Public Social Services (DPSS). A review of the external market and internal equity revealed a need to restructure the DPSS Program Specialist series to better align with the external market and also allow for greater promotability and career progression within the various DPSS programs. There are approximately 143 incumbents who will be impacted by this restructure.

On September 29, 2023, the County and SEIU reached a tentative agreement on a Side Letter that would restructure and streamline the DPSS Program Specialist classifications. A summary of that agreement can be found below:

1. Create new DPSS Program Specialist I, II, Sr, and Supervisor classification.
2. Consolidate all DPSS Program Specialists into the new series to be utilized Department wide.
3. Grant all incumbents an immediate six percent (6%) increase assuming the new salary ranges can accommodate the increase.
4. Incumbents who fall below the minimum rate of the new classification salary range shall be brought up to the new minimum, or granted an immediate six percent (6%) adjustment, whichever is greater.
5. Anniversary dates shall not be reset as a result of this consolidation, and the parties agree that this restructure isn't subject to the reclassification provisions outlined in the MOU.

Full details of the parties agreement can be found in the attached Side Letter.

Classification Addition:

DPSS Program Specialist I: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade ESEU 300 (\$59,270 - \$84,838) approximately. The new class specification is attached.

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DPSS Program Specialist II: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU 407 (\$65,886 - \$94,230) approximately. The new class specification is attached.

Senior DPSS Program Specialist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEUS 613 (\$69,510 - \$99,413) approximately. The new class specification is attached.

Supervising DPSS Program Specialist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEUS 653 (\$73,333 - \$104,880) approximately. The new class specification is attached.

Impact on Residents and Businesses

The DPSS Program Specialist restructure will allow the Department to recruit and retain highly qualified individuals to serve the constituents of Riverside County through the various DPSS programs.

Attachments:

- Attachment 1: Resolution Number 440-9399
- Attachment 2: DPSS Program Specialist I Job Specification
- Attachment 3: DPSS Program Specialist II Job Specification
- Attachment 4: Senior DPSS Program Specialist Job Specification
- Attachment 5: Supervising DPSS Program Specialist Job Specification
- Attachment 6: COR/SEIU Side Letter Agreement

1 RESOLUTION NO. 440-9399

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on October 17, 2023, that pursuant to Section 3(a)(iv) 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 the beginning of the pay period following approval, as follows:
7

8	<u>Job</u>			<u>Salary</u>
9	<u>Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Plan/Grade</u>
10	79901	+	DPSS Program Specialist I	ESEU 300
11	79902	+	DPSS Program Specialist II	SEU 407
12	79903	+	Senior DPSS Program Specialist	SEUS 613
13	79904	+	Supervising DPSS Program Specialist	SEUS 653

14 ROLL CALL:

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

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

20 KIMBERLY A. RECTOR, Clerk of said Board

21 By: 
22 Deputy

23 10.17.2023 3.46



DPSS PROGRAM SPECIALIST I

Class Code: 79901

COUNTY OF RIVERSIDE
Established Date: XXX XX, XXXX
Revision Date: XXX XX, XXXX

SALARY RANGE

\$28.50 - \$40.79 Hourly
\$4,939.17 - \$7,069.83 Monthly
\$59,270.00 - \$84,838.00 Annually

CLASS CONCEPT:

Under general supervision, researches, analyzes, and develops recommendations on social services programs; conducts administrative studies of Department of Public Social Services (DPSS) policies and procedures; coordinates the development and implementation of programs or operational changes; and performs other related duties as required.

The DPSS Program Specialist I is the entry level classification in a series of specialized positions assigned to DPSS and reports to an appropriate supervisory level position. Incumbents possess knowledge in one or more of the following areas: welfare regulations, case planning and case management in a social services agency, determining eligibility for social services assistance programs, or developing employment opportunities for disadvantaged individuals to gain self-sufficiency. Assignments may include complex studies and projects requiring extensive research, exacting analysis, the development of recommendations, and the implementation and coordination of program or operational changes.

The DPSS Program Specialist I differs from the DPSS Program Specialist II in that the former receives formal training in research and analysis methods and techniques and is subject to close supervision. After acquiring the necessary experience, incumbents are expected to promote to DPSS Program Specialist II.

REPRESENTATION UNIT: SEIU – Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Analyze new and revised legislation which govern social services programs to determine impact upon operations; analyze existing operations and procedures within an assigned program area.
- Conduct studies and make recommendations for procedural or organizational changes including staffing requirements and costs; plan and coordinate the implementation of program changes with systems and other departmental areas.
- Develop and review departmental policies and procedures to ensure compliance with state and federal legislation, regulations, and directives.

- Compose, organize, and revise departmental policy and procedure manuals; plan and coordinate the development of new and revised programs, contracts and interagency agreements with department staff, other County of Riverside departments and community agencies.
- Serve as a technical expert or resource person to department staff and other interested individuals regarding social services programs, policies and procedures.
- Research, analyze and prepare recommendations regarding special projects assigned by the Director or other administrative staff.
- Compose selected correspondence, reports and directives for use by the Director and designated staff members in public hearings and meetings with state officials.
- Correspond with and act as a department liaison with various state agencies and departments; serve as a department representative on various social services assistance committees.

RECRUITING GUIDELINES:

Education: Graduation from an accredited college or university with a bachelor's degree in social welfare, social or behavioral sciences, social/human services, counseling, or a closely related field. (Additional caseworker experience in the program for which the position is being filled may be substituted for the required education on the basis of one year of experience for 30 semester or 45 quarter units of college level coursework.)

Experience: One year of journey level caseworker experience in the program for which the position is being filled.

Knowledge of: Principles, philosophies, and operations of social services and/or child support programs; the federal, state, and local social services and/or child support programs and their supporting legislation; available sources of social services rules and regulations; principles of organization, planning, research, and analysis.

Ability to: Interpret new and revised regulations; develop, revise, and implement departmental operating policies and procedures; define organizational, procedural, and resource allocation problems; collect, organize, and evaluate pertinent data, define and validate conclusions, identify alternative solutions and project consequences of decisions and recommendations; prepare clear, concise, and complete reports, correspondence, directives, and manuals; operate a microcomputer and use a variety of applications software packages.

OTHER REQUIREMENTS:

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

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



DPSS PROGRAM SPECIALIST II

Class Code: 79902

COUNTY OF RIVERSIDE
 Established Date: XXX XX, XXXX
 Revision Date: XXX XX, XXXX

SALARY RANGE

\$31.68 - \$45.30 Hourly
 \$5,490.50 - \$7,852.50 Monthly
 \$65,886.00 - \$94,230.00 Annually

CLASS CONCEPT:

Under general supervision, researches, analyzes, and develops recommendations on social services programs; conducts administrative studies of Department of Public Social Services (DPSS) policies and procedures; coordinates the development and implementation of programs or operational changes; and performs other related duties as required.

The DPSS Program Specialist II is the journey level classification in a series of specialized positions assigned to DPSS and reports to an appropriate supervisory level position. Incumbents possess advanced knowledge in one or more of the following areas: welfare regulations, case planning and case management in a social services agency, determining eligibility for social services assistance programs, or developing employment opportunities for disadvantaged individuals to gain self-sufficiency. Assignments may include complex studies and projects requiring extensive research, exacting analysis, the development of recommendations, and the implementation and coordination of program or operational changes.

The DPSS Program Specialist II is distinguished from the Senior DPSS Program Specialist in that the latter performs the most complex work and may serve as a functional supervisor.

REPRESENTATION UNIT: SEIU – Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Analyze new and revised legislation which govern social services programs to determine impact upon operations; analyze existing operations and procedures within an assigned program area.
- Conduct studies and make recommendations for procedural or organizational changes including staffing requirements and costs; plan and coordinate the implementation of program changes with systems and other departmental areas.
- Develop and review departmental policies and procedures to ensure compliance with state and federal legislation, regulations, and directives.
- Compose, organize, and revise departmental policy and procedure manuals; plan and coordinate the development of new and revised programs, contracts and interagency agreements with department staff, other County of Riverside departments, and community agencies.
- Serve as a technical expert or resource person to department staff and other interested individuals regarding social services programs, policies, and procedures.
- Research, analyze and prepare recommendations regarding special projects assigned by the Director or other administrative staff.

- Compose selected correspondence, reports and directives for use by the Director and designated staff members in public hearings and meetings with state officials.

- Correspond with and act as a department liaison with various state agencies and departments; serve as a department representative on various social services assistance committees.

RECRUITING GUIDELINES:

OPTION I

Education: Graduation from an accredited college or university with a bachelor's degree in social welfare, social or behavioral sciences, social/human services, counseling, or a closely related field. (Additional caseworker experience in the program for which the position is being filled may be substituted for the required education on the basis of one year of experience for 30 semester or 45 quarter units of college level coursework.)

Experience: One year of lead or supervisory caseworker experience in the program for which the position is being filled.

OPTION II

Experience: One year of experience comparable to a Program Specialist I in a Department of Social Services.

POSITIONS ASSIGNED TO THE ADULTS' AND CHILDRENS' SERVICES DIVISIONS

Education: Graduation from an accredited college or university with a bachelor's degree in social welfare, social or behavioral sciences, social/human services, counseling, or a closely related field.

Experience: One year comparable to a Social Services Practitioner III in the program for which the position is being filled. Three years of experience is preferred.

Knowledge of: Principles, philosophies, and operations of social services and/or child support programs; the federal, state, and local social services and/or child support programs and their supporting legislation; available sources of social services rules and regulations; principles of organization, planning, research and analysis.

Ability to: Interpret new and revised regulations and project possible and/or probable impacts to the department; develop, revise, and implement departmental operating policies and procedures; define organizational, procedural, and resource allocation problems; collect, organize, and evaluate pertinent data, define and validate conclusions, identify alternative solutions and project consequences of decisions and recommendations; may perform mathematical and statistical computations required for cost analysis, reports, and record keeping; prepare clear, concise, and complete reports, correspondence, directives, and manuals; speak effectively in groups and individual situations; establish and maintain effective line of communication and working relationships at all organizational levels; give and follow oral and written instructions; work in the presence of changing priorities and tight time schedules; operate a microcomputer and use a variety of applications software packages.

OTHER REQUIREMENTS:

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

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



**SENIOR DPSS PROGRAM
SPECIALIST**

Class Code: 79903

COUNTY OF RIVERSIDE
Established Date: XXX XX, XXXX
Revision Date: XXX XX, XXXX

SALARY RANGE

\$33.42 - \$47.79 Hourly
\$5,792.48 - \$8,284.39 Monthly
\$69,509.73 - \$99,412.65 Annually

CLASS CONCEPT:

Under direction, to defines, develops, and monitors provider contracts, and inter-agency agreements; plans, coordinates, and implements new and revised social service programs or organizational procedures; identifies the need for research and statistical studies for Department of Public Social Services (DPSS) programs, and plans, designs, and coordinates research and statistical inquiries; and performs other related duties as required.

The Senior DPSS Program Specialist is the advanced journey level classification in a series of specialized positions assigned to DPSS and reports to an appropriate supervisory level position. Incumbents may serve as functional supervisors and are characterized by performing the most complex work in one or more of the following areas: welfare regulations, case planning and case management in a social services agency, determining eligibility for social services assistance programs, or developing employment opportunities for disadvantaged individuals to gain self-sufficiency.

The Senior DPSS Program Specialist is distinguished from the Supervising DPSS Program Specialist classification in that the latter performs the full range of supervisory duties and is responsible for the day-to-day operations of a key function to the department.

REPRESENTATION UNIT: SEIU – Supervisory

EXAMPLES OF ESSENTIAL DUTIES:

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

- Identifies the need for research and statistical investigation using information from existing data warehouses and/or other sources.
- Plan and design research and statistical inquiries and coordinate the activities of the investigation.
- Provide technical supervision and guidance to subordinates to develop research and analytical skills.
- Make recommendations based on result of research and statistical inquiries to assist in the development of strategic plans and program goals for DPSS.

- Analyze new and revised legislation which govern social services programs to determine impact upon departmental operations and those of service provider contracts and interagency agreements.
- Plan and coordinate the development of new and revised programs, contracts, and interagency agreements with department staff, other County departments, and community agencies.
- Prepare invitation for bids, review bids submitted for compliance with specifications, analyze bids and makes recommendations for awards.
- Coordinate the contract approval process and the transition of service providers to new contracts; negotiate contract extensions and modifications to interagency agreements and contracts.
- Perform the more difficult and complex administrative assignments and studies which require broader departmental knowledge and/or more advanced analytical and research skills.
- Develop and make recommendations for procedural or organizational changes including staffing requirements and costs; outline proposed recommendations for administrative and supervisory staff and review input submitted by them to determine the most cost effective and productive approach.
- Coordinate with staff to implement revised operational procedures and act as a technical expert or resource person to department staff and other interested individuals regarding social service programs, policies and procedures.
- Serve as lead over subordinate staff; coordinate and assign work and assist supervisor in evaluating and training staff.
- Compose selected correspondence, reports and directives for use by the director and designated staff members in public hearings and meetings with State officials.
- Serve as a department representative on various public assistance committees.

RECRUITING GUIDELINES:

Education: Graduation from an accredited college or university with a bachelor's degree, with a major in social welfare, social or behavioral sciences, social/human services, counseling, or a closely related field. (Additional caseworker experience in the program for which the position is being filled may be substituted for the required education on the basis of one year of experience for 30 semester or 45 quarter units of college level coursework.)

Experience: One year of experience comparable to a DPSS Program Specialist II in a Department of Public Social Services.

Knowledge of: Rules and regulations governing social services programs; the principles, philosophies, and operation of social services programs; principles of organization, planning, research, and analysis; principles of effective supervision.

Ability to: Perform difficult or complex analysis and evaluations involving independent judgment and initiative; perform the more complex review of departmental or contract provider methods, policies, and procedures; performs complex mathematical and statistical computations required for reports and cost analysis; understand and apply departmental policies, practices, and procedures; acts as liaison between the department and other governmental agencies; establish and maintain effective lines of communication and working relationships at all organizational levels; work in the presence of changing priorities and tight time schedules.

OTHER REQUIREMENTS:

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

Criminal Record: No felony convictions.

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



**SUPERVISING DPSS PROGRAM
SPECIALIST**

Class Code: 79904

COUNTY OF RIVERSIDE
Established Date: XXX XX, XXXX
Revision Date: XXX XX, XXXX

SALARY RANGE

\$35.26 - \$50.42 Hourly
\$6,111.06 - \$8,740.03 Monthly
\$73,332.77 - \$104,880.35 Annually

CLASS CONCEPT:

Under general direction, plans, organizes and directs the activities of a unit and staff engaged in researching, analyzing, planning, and coordinating social services programs; supervises and participates in the coordination and implementation of new or revised income maintenance or Department of Public Social Services (DPSS) policies, procedures and public community awareness plans and programs; performs other related duties as required.

The Supervising DPSS Program Specialist is the supervisory level classification in the DPSS Program Specialist series performing the full range of supervisory duties and reports to an appropriate manager level position. Incumbents are primarily responsible for planning, organizing, and supervising the work of a staff engaged in one or more of the following areas: welfare regulations, case planning and case management in a social services agency, determining eligibility for social services assistance programs, or developing employment opportunities for disadvantaged individuals to gain self-sufficiency.

REPRESENTATION UNIT: SEIU - Supervisory

EXAMPLES OF ESSENTIAL DUTIES:

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

- Plan, organize and supervise staff involved in conducting studies or reviews of DPSS programs; instruct and train staff in developing research and analytical skills.
- Provide assistance to and evaluate the recommendations of staff; supervise a clerical support staff; prepare or supervise the preparation of reports and correspondence; compose correspondence and reports for use by management or designated staff members in public hearings and meetings with state officials or other policy makers.
- Supervise and participate in the analysis of current and proposed state and federal legislation as it affects department programs; confer with state officials to obtain technical interpretations for various social services programs.
- Correspond with state liaisons for the application and implementation of legislative changes; confer with departmental management and line supervisors to develop solutions to operational problems;

develop and implement public education plans and work with members of the community to improve program outcomes.

- Develop, establish, modify, and monitor program contracts and interagency agreements; make recommendations for changes or modification to assure compliance with state and federal requirements.
- Represent the Department at local, regional and statewide meetings and conferences; manage and/or coordinate various social services programs.
- Undertake other related special projects as assigned; compile statistics for administrative reports and special projects; may serve as a panel member at the Quality Review Board.
- Conduct community needs assessments as required; participate in community functions and programs, which may include public speaking activities.

RECRUITING GUIDELINES:

Experience: One year comparable to a Senior DPSS Program Specialist in a California county department of public social services.

Knowledge of: The principles of effective supervision, motivation, organization, and administration; the principles of planning, research and analysis; laws, rules and regulations governing the operation of social services and child support agencies; federal, state and local social services and child support programs and their supporting legislation; mathematical and statistical methods, including survey techniques required for reports and cost analysis.

Ability to: Plan, organize and direct the work of staff members to meet changing work load demands; conduct formal and informal training of subordinates in various research analysis methods and techniques; analyze problems of an operational or programmatic nature in order to devise workable solutions; interpret and evaluate the impacts of state and federal legislation on local social services and child support programs; understand and apply departmental policies, practices and procedures; establish and maintain effective lines of communication and working relationships throughout the organization; operate a microcomputer and use a variety of applications software packages.

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

**SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 721 (SEIU)**

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Service Employees International Union, Local 721 ("SEIU") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the Parties have met and conferred over salary adjustments impacting Department of Public Social Services Program Specialists.

WHEREAS, the Parties agree to retroactively adjust the PeopleSoft HRMS to reflect "Promotion" in accordance with Article 6, Section 5 and Section 2(B) for incumbents previously in the Social Service Practitioner III classification who advanced to the Program Specialist II classification since November 17th, 2022 through the date this Side Letter is enacted; and

WHEREAS, the following sets forth the Parties' Agreement:

Effective the start of the first full pay period following Board of Supervisors approval, employees in the classifications of Program Specialist I, II, Senior Program Specialist, and Supervising Program Specialist, and employed by the Department of Public Social Services, shall be reclassified as outlined below:

Former Classification Title	New Classification Title
Program Specialist I	DPSS Program Specialist I
Program Specialist II	DPSS Program Specialist II
Program Specialist II, CSS	DPSS Program Specialist II
Senior Program Specialist	Senior DPSS Program Specialist
Supervising Program Specialist	Supervising DPSS Program Specialist

Effective the start of the first full pay period following Board of Supervisors approval, upon reclassification, incumbents shall receive a six percent (6%) salary adjustment, assuming the new classification salary range can accommodate the increase. If the new salary range cannot accommodate the full six percent (6%) adjustment, incumbents will be granted an increase equivalent to what is required to bring them to the maximum of the salary range. Incumbents who fall below the minimum rate of the new classification salary range shall be brought up to the new

minimum, or granted a six percent (6%) adjustment, whichever is greater. Anniversary dates shall not be reset as a result of this consolidation.

New Classification Title	Minimum Annual Rate	Maximum Annual Rate
DPSS Program Specialist I	\$59,270.00	\$84,838.00
DPSS Program Specialist II	\$65,886.00	\$94,230.00
Senior DPSS Program Specialist	\$69,509.73	\$99,412.65
Supervising DPSS Program Specialist	\$73,332.77	\$104,880.35

The provisions in Article 6, Section 8 - Reclassification shall not be applicable to the reclassifications occurring from this consolidation.

This side letter will be effective the first full pay period following the date of approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE




Steven Espinoza,
Assistant Human Resources Director

10/2/2023

Date

FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721



Eloy Alvarez, Regional Director

9/29/23

Date