

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



ITEM: 3.12
(ID # 26996)

MEETING DATE:
Tuesday, February 04, 2025

FROM : HUMAN RESOURCES AND DEPARTMENT OF PUBLIC SOCIAL SERVICES

SUBJECT: HUMAN RESOURCES AND DEPARTMENT OF PUBLIC SOCIAL SERVICES:
Classification & Compensation Recommendation to adjust the salary of the Regional Manager,
Social Services classification and amend Ordinance No. 440 pursuant to Resolution No. 440-
9471 submitted herewith, All Districts. [Total Cost \$0, with an ongoing cost of \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Regional Manager, Social Services classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9471.

ACTION:Policy


Charity Douglas, DPSS Director

1/22/2025


Tami Douglas-Schatz, Director of Human Resources

1/24/2025

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: Medina, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: February 4, 2025
xc: HR, DPSS

Kimberly A. Rector
Clerk of the Board

By: 
Deputy

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STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$0	\$0	\$0	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary:

The Department of Public Social Services (DPSS) strives to serve the public by providing various programs in health care, financial assistance, employment, and protection for children and adults from abuse and neglect. The *Regional Manager, Social Services* classification is essential to overseeing and managing these various programs that are offered throughout Riverside County. To recognize the expertise required of these roles and their vitality to offering social services to the public, DPSS requested that the Human Resources Department Classification & Compensation Division (C&C) perform a market study to ensure market competitiveness.

The market study revealed that the *Regional Manager, Social Services* is significantly below market at the minimum rate by 16.65% and below at the maximum rate by 6.06% (**Attachment 2**). C&C recommends the *Regional Manager, Social Services* be brought to market to secure market competitiveness.

Salary Adjustments:

Regional Manager, Social Services: It is recommended to adjust the salary plan/grade MRP 375 (\$91,023 - \$144,435/annually) to salary plan/grade MRP 547 (\$109,202 - \$153,747/annually).

Additional Fiscal Information:

The Department has approved the recommended salary range adjustments. There are no upfront costs associated with this request, and as a result, the Department has indicated that a budget adjustment is not required.

Impact on Residents and Businesses

It is anticipated that adjusting the salary range of the *Regional Manager, Social Services* classification to be market competitive will aid in retaining experienced managers to continue to provide social services throughout the County. Furthermore, the proposed adjustment will also help the Department in attracting qualified incumbents to remain adequately staffed and meet the need for social services within Riverside County.

Attachments:

1. Resolution No. 440-9471
2. Regional Manager, Social Services Market Survey

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Cesar Bernal
Cesar Bernal , PRINCIPAL MGMT ANALYST 1/28/2025

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External Market Survey Data

Classification Name: Regional Manager, Social Services

Riv Co Class Code: 79883

Market Research							Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	PayFactors Annual	PF 50%	
Los Angeles County	Human Services Administrator III	8023	\$123,288.00	\$166,152.00	34.77%	\$144,720.00	\$69.58				
Orange County	Human Services Manager, Senior	8243MA	\$107,224.00	\$148,512.00	38.51%	\$127,868.00	\$61.48				
San Bernardino County	Child Welfare Services Manager	3271	\$84,760.00	\$116,667.20	37.64%	\$100,713.60	\$48.42	e			
San Diego County	Human Services Program Manager	5297	\$97,094.40	\$133,952.00	37.96%	\$115,523.20	\$55.54				
Ventura County	HAS Senior Program Manager	147		\$166,373.62		\$83,186.81	\$39.99				
PayFactors			\$0.00	\$0.00		\$0.00	\$0.00	e	\$0.00	\$0.00	
County Mean:			\$109,202	\$153,747	40.79%	\$131,474.77					
County Median:			\$107,224.00	\$157,332.00	46.73%	\$132,278.00					
Riverside County	Regional Manager, Social Services	79883	\$91,023	\$144,435	58.68%	\$117,729.30					
			\$7,585	\$12,036	58.68%						
			Dollar difference from Mean:			-\$18,179	-\$9,312				
			Percentage difference from mean:			-16.65%	-6.06%				
			Dollar difference from median:			-\$16,201	-\$12,897				
			Percentage difference from median:			-15.11%	-8.20%				

PICs:	
Notes:	Ventura County's salary range was calculated at a single rate at the max due to the spread of the range being less than 10% (between the min and the max), this also prevents Ventura's min rate from reducing our spread to 27%. SB has a Child Welfare Services Manager (3271) and a Transitional Assistance Department Regional Manager (9120) (both with a salary range of \$84,760 - \$116,667) that are the closest comparable classes identified. However, these classes are better compared to our Child Support Services Regional Manager (37554) or Regional Manager, Self Sufficiency and Assistance Programs (79894) classes.

Run Date: 7/31/2024

Date Prepared/Revised: 10/21/2024 BQ