

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



ITEM: 3.14
(ID # 27545)

MEETING DATE:
Tuesday, April 08, 2025

FROM : HUMAN RESOURCES AND Executive Office

SUBJECT: HUMAN RESOURCES AND EXECUTIVE OFFICE: Classification and Compensation recommendation to adjust the salary of various executive family job classifications; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9480. All District. Current Year Cost – \$15,147, Ongoing Cost – \$65,636

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of various executive family job classifications;
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9480.

ACTION: Policy

Tami Douglas-Schatz
Tami Douglas-Schatz, Director of Human Resources

3/28/2025

Jeff Van Wagenen
Jeff Van Wagenen, County Executive Officer

4/3/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Medina, 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: April 8, 2025
xc: HR, EO

Kimberly A. Rector
Clerk of the Board
By: *Kimberly A. Rector*
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$15,147	\$65,636	\$80,783	\$65,636
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 County of Riverside is proposing market-based salary adjustments to department head and assistant department head job classifications across multiple departments to address salary disparities and maintain competitive compensation among critical leadership positions.

This initiative responds to evolving wages within and surrounding the County of Riverside and aims to ensure an equitable alignment of executive roles within various departments. Nearly all department head salaries are currently below the market when compared to our five surrounding counties. Therefore, it is recommended to adjust below-market department head salary grades to the five-county market mean (Attachments 2 - 24). The proposed salary range adjustments were also evaluated based on internal structure, role parity, and compaction risks, allowing for salary adjustments where necessary. It is further recommended that assistant department head level classifications be adjusted to a fixed spacing of 18% at the minimum and 20% at the maximum below the proposed department head salary, where such an adjustment would not result in a salary decrease. For departments with a unique executive organizational structure where a market-based or fixed spacing approach is not applicable, adjustments are recommended based on internal parity. This measured approach ensures that executive classification salaries are structured competitively where needed and establishes a consistent executive salary progression across departments.

The recommended adjustments will efficiently address salary compaction issues across departments and align our executive compensation with the surrounding market. This approach strategically balances the County's organizational and financial needs, supports operational efficiency, and will aid in the long-term goals for recruiting and retaining incumbents in key leadership roles.

Salary Adjustments:

Finance and Government Services

County Executive Office:

County Chief Operating Officer: It is recommended to adjust the salary plan/grade XMA 378 (\$186,248 - \$329,465/annually) to salary plan/grade XMA 420 (\$253,394 - \$386,145/annually).

Assistant County Executive Officer: It is recommended to adjust the salary plan/grade XMA 344 (\$179,405 - \$317,362/annually) to salary plan/grade XMA 416 (\$245,086 - \$379,815/annually).

Chief Finance Officer: It is recommended to adjust the salary plan/grade XMA 344 (\$179,405 - \$317,362/annually) to salary plan/grade XMA 416 (\$245,086 - \$379,815/annually).

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County Counsel:

County Counsel: It is recommended to adjust the salary plan/grade MAT 343 (\$241,275 - \$317,432/annually) to salary plan/grade MAT 383 (\$254,342 - \$381,009/annually).

Clerk of the Board:

Clerk of the Board: It is recommended to adjust the salary plan/grade XMA 139 (\$102,811- \$181,516/annually) to salary plan/grade XMA 334 (\$178,179 - \$250,932/annually).

Assistant Clerk of the Board: It is recommended to adjust the salary plan/grade XMB 131 (\$85,548 - \$151,210/annually) to salary plan/grade XMB 410 (\$150,999 - \$209,110/annually).

Human Services

Children and Families Commission - First 5

Executive Director for Children and Families Commission: It is recommended to adjust the salary plan/grade XMA 196 (\$123,058 - \$234,115/annually) to salary plan/grade XMA 199 (\$128,073 - \$234,115/annually).

Assistant Director for Children and Families Commission: It is recommended to adjust the salary plan/grade XMB 219 (\$107,634 - \$190,096/annually) to salary plan/grade XMB 222 (\$108,536 - \$195,096/annually).

Department of Child Support Services:

Director of Child Support Services: It is recommended to adjust the salary plan/grade XMA 276 (\$156,270 - \$276,396/annually) to salary plan/grade XMA 383 (\$192,087 - \$301,982/annually).

Assistant Director of Child Support Services: It is recommended to adjust the salary plan/grade XMB 375 (\$146,421 - \$239,538/annually) to salary plan/grade XMB 433 (\$162,785 - \$251,652/annually).

Department of Public Social Services:

Director of Public Social Services: It is recommended to adjust the salary plan/grade XMA 361 (\$181,320 - \$320,763/annually) to salary plan/grade XMA 391 (\$210,159 - \$320,763/annually).

Assistant Director of Public Social Services: It is recommended to adjust the salary plan/grade XMB 327 (\$136,117 - \$240,627/annually) to salary plan/grade XMB 450 (\$178,101 - \$267,303/annually).

Housing and Workforce Solutions Administration:

Director of Housing and Workforce Solutions: It is recommended to adjust the salary plan/grade XMA 276 (\$156,270 - \$276,396/annually) to salary plan/grade XMA 380 (\$188,108 - \$296,177/annually).

Assistant Director of Housing and Workforce Solutions: It is recommended to adjust the salary plan/grade XMB 341 (\$136,870 - \$241,896/annually) to salary plan/grade XMB 432 (\$159,413 -

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\$246,814/annually).

Office on Aging:

Director of Office on Aging: It is recommended to adjust the salary plan/grade XMA 174 (\$110,690 - \$195,471/annually) to salary plan/grade XMA 305 (\$172,123 - \$252,520/annually).

Assistant Director of Office on Aging: It is recommended to adjust the salary plan/grade XMB 219 \$107,634 - \$190,096/annually) to salary plan/grade XMB 373 (\$145,867 - \$210,433/annually).

Veterans Services:

Director of Veterans Services: It is recommended to adjust the salary plan/grade XMA 140 (\$102,811 - \$181,497/annually) to salary plan/grade XMA 190 (\$119,478 - \$186,211/annually).

Assistant Director of Veterans Services: It is recommended to adjust the salary plan/grade XMB 183 (\$98,453 - \$136,828/annually) to salary plan/grade XMB 195 (\$101,252 - \$155,176/annually).

Internal Services

Human Resources:

Director of Human Resources: It is recommended to adjust the salary plan/grade XMA 293 (\$165,719 - \$293,003/annually) to salary plan/grade XMA 393 (\$214,078 - \$335,532/annually).

Assistant Human Resources Director: It is recommended to adjust the salary plan/grade XMB 327 (\$136,117 - \$240,627/annually) to salary plan/grade XMB 462 (\$181,422 - \$279,610/annually).

Information Technology Department:

Chief Information Officer: It is recommended to adjust the salary plan/grade XMA 293 (\$165,719 - \$293,003/annually) to salary plan/grade XMA 388 (\$199,927 - \$311,073/annually).

Chief Technology Officer: It is recommended to adjust the salary plan/grade XMB 426 (\$153,992 - \$265,195/annually) to salary plan/grade XMB 445 (\$169,430 - \$265,195/annually).

Chief Information Security Officer: It is recommended to adjust the salary plan/grade XMB 426 (\$153,992 - \$265,195/annually) to salary plan/grade XMB 445 (\$169,430 - \$265,195/annually).

Purchasing and Fleet Services Department:

Director of Procurement & Fleet: It is recommended to adjust the salary plan/grade XMA 170 (\$144,310 - \$255,042/annually) to salary plan/grade XMA 283 (\$161,472 - \$255,042/annually).

Assistant Director of Fleet Services: It is recommended to adjust the salary plan/grade XMB 267 (\$117,317 - \$182,030/annually) to salary plan/grade XMB 339 (\$136,841 - \$212,535/annually).

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Assistant Director, Purchasing and Fleet Services: It is recommended to adjust the salary plan/grade XMB 267 (\$117,317 - \$182,030/annually) to salary plan/grade XMB 339 (\$136,841 - \$212,535/annually).

Public Safety

Emergency Management:

Director of Emergency Management: It is recommended to adjust the salary plan/grade XMA 208 (\$134,673 - \$238,036/annually) to salary plan/grade XMA 338 (\$178,547 - \$268,798/annually).

Fire:

Chief Deputy County Fire: It is recommended to adjust the salary plan/grade XMA 289 (\$163,402 - \$250,216/annually) to salary plan/grade XMA 395 (\$216,377 - \$288,946/annually).

Deputy Director of Fire Planning or Fire Support Operations: It is recommended to adjust the salary plan/grade MRP 666 (\$136,388 - \$211,017/annually) to salary plan/grade MRP 690 (\$183,370 - \$240,789/annually).

Deputy Director, Fire Administration: It is recommended to adjust the salary plan/grade XMB 335 (\$136,388 - \$211,017/annually) to salary plan/grade XMB 469 (\$183,370 - \$240,789/annually).

Probation:

Chief Probation Officer: It is recommended to adjust the salary plan/grade XSA 183 (\$163,517 - \$274,198/annually) to salary plan/grade XSA 203 (\$192,668 - \$300,953/annually).

Public Works and Community Services

Agricultural Commissioner & Sealer of Weights and Measures:

Agricultural Commissioner-Sealer of Weights & Measures: It is recommended to adjust the salary plan/grade XMA 259 (\$154,536 - \$273,304/annually) to salary plan/grade XMA 296 (\$166,219 - \$273,304/annually).

Assistant Agricultural Commissioner-Sealer: It is recommended to adjust the salary plan/grade XMB 159 (\$94,461 - \$166,631/annually) to salary plan/grade XMB 357 (\$140,864 - \$227,753/annually).

Animal Services:

Animal Services Director: It is recommended to adjust the salary plan/grade XMA 276 (\$156,270 - \$276,396/annually) to salary plan/grade XMA 350 (\$180,888 - \$289,406/annually).

Assistant Director of Animal Services: It is recommended to adjust the salary plan/grade XMB 215 (\$105,542 - \$186,419/annually) to salary plan/grade XMB 418 (\$153,295 - \$241,172/annually).

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Economic Development:

Director of Economic Development: It is recommended to adjust the salary plan/grade XMA 170 (\$144,310 - \$255,042/annually) to salary plan/grade XMA 322 (\$176,035 - \$285,473/annually).

Assistant Director of Economic Development: It is recommended to adjust the salary plan/grade XMB 341 (\$136,870 - \$241,896/annually) to salary plan/grade XMB 385 (\$149,182 - \$241,896/annually).

Environmental Health:

Assistant Director of Environmental Health: It is recommended to adjust the salary plan/grade XMB 285 (\$123,058 - \$217,420/annually) to salary plan/grade XMB 320 (\$132,432 - \$230,330/annually).

Flood Control and Water Conservation District:

General Manager - Chief Flood Control Engineer: It is recommended to adjust the salary plan/grade XMA 327 (\$176,611 - \$312,320/annually) to salary plan/grade XMA 385 (\$194,935 - \$312,320/annually).

Assistant Chief Flood Control Engineer: It is recommended to adjust the salary plan/grade XMB 313 (\$129,776 - \$229,339/annually) to salary plan/grade XMB 435 (\$165,199 - \$260,266/annually).

Regional Parks and Open Space District:

Parks Director/General Manager - Parks: It is recommended to adjust the salary plan/grade XPA 163 (\$134,673 - \$238,036/annually) to salary plan/grade XPA 183 (\$170,378 - \$257,259/annually).

Assistant Parks Director - Parks: It is recommended to adjust the salary plan/grade XPB 141 (\$107,634 - \$190,096/annually) to salary plan/grade XPB 161 (\$144,388 - \$214,383/annually).

Registrar of Voters:

Registrar of Voters: It is recommended to adjust the salary plan/grade XMA 242 (\$150,326 - \$265,836/annually) to salary plan/grade XMA 300 (\$169,458 - \$279,809/annually).

Assistant Registrar of Voters: It is recommended to adjust the salary plan/grade XMB 201 (\$101,743 - \$179,639/annually) to salary plan/grade XMB 367 (\$143,608 - \$233,174/annually).

Transportation and Land Management Agency:

Director of Transportation: It is recommended to adjust the salary plan/grade XMA 276 (\$156,270 - \$276,396/annually) to salary plan/grade XMA 335 (\$178,349 - \$287,553/annually).

Waste Resources:

General Manager - Chief Engineer: It is recommended to adjust the salary plan/grade XMA 326 (\$176,611 - \$312,310/annually) to salary plan/grade XMA 370 (\$184,809 - \$312,310/annually).

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Assistant Chief Waste Management Engineer: It is recommended to adjust the salary plan/grade XMB 313 (\$129,776 - \$229,339/annually) to salary plan/grade XMB 431 (\$156,618 - \$260,258/annually).

Impact on Residents and Businesses

This request will not have any direct impact on residents and businesses. However, it is anticipated that approval of the recommendations will aid in the County's ability to attract and retain qualified leaders in key executive positions who will best support our community across all departments.

Additional Fiscal Information

Cost will be incurred by Departments to bring any incumbents in the adjusted classifications to the new minimum rate of the salary range, if their current rate of pay falls below the proposed new minimum. All employee anniversary dates are to be preserved. The only department that will experience an adjustment to an incumbent and incur cost is the Clerk of the Board:

Department	Total Annual Cost
Clerk of the Board	\$65,636

Attachments:

1. Resolution No. 440-9480;
2. Market Survey - Agricultural Commissioner-Sealer of Weights & Measures;
3. Market Survey - Animal Services Director;
4. Market Survey - Chief Deputy County Fire;
5. Market Survey - Chief Information Officer;
6. Market Survey - Chief Probation Officer;
7. Market Survey - Clerk of the Board;
8. Market Survey - County Counsel;
9. Market Survey - Director of Child Support Services;
10. Market Survey - Director of Economic Development;
11. Market Survey - Director of Emergency Management;
12. Market Survey - Director of Housing and Workforce Solutions;
13. Market Survey - Director of Human Resources;
14. Market Survey - Director of Office on Aging;
15. Market Survey - Director of Procurement and Fleet;
16. Market Survey - Director of Public Social Services;
17. Market Survey - Director of Transportation;
18. Market Survey - Director of Veterans Services;
19. Market Survey - Executive Director of CFC;
20. Market Survey - General Manager-Chief Engineer;
21. Market Survey - General Manager-Chief Flood Control Engineer;
22. Market Survey - Parks Director/General Manager-Parks;
23. Market Survey - Registrar of Voters

RESOLUTION NO. 440-9480

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on April 8, 2025, 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:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
74240	Agricultural Commissioner/Sealer of Weights and Measures	XMA 259	XMA 296
73522	Animal Services Director	XMA 276	XMA 350
78737	Assistant Agricultural Commissioner-Sealer	XMB 159	XMB 357
76477	Assistant Chief Flood Control Engineer	XMB 313	XMB 435
76478	Assistant Chief Waste Management Engineer	XMB 313	XMB 431
74265	Assistant Clerk of the Board	XMB 131	XMB 410
74242	Assistant County Executive Officer	XMA 344	XMA 416
74335	Assistant Director for Children and Families Commission	XMB 219	XMB 222
73526	Assistant Director of Animal Services	XMB 215	XMB 418
37488	Assistant Director of Child Support Services	XMB 375	XMB 433
97468	Assistant Director of Economic Development	XMB 341	XMB 385
73542	Assistant Director of Environmental Health	XMB 285	XMB 320
74274	Assistant Director of Fleet Services	XMB 267	XMB 339
74231	Assistant Director of Housing and Workforce Solutions	XMB 341	XMB 432
74336	Assistant Director of Office on Aging	XMB 219	XMB 373
74243	Assistant Director of Public Social Services	XMB 327	XMB 450
79915	Assistant Director of Veterans Services	XMB 183	XMB 195
74098	Assistant Director, Purchasing & Fleet Services	XMB 267	XMB 339
74775	Assistant Human Resources Director	XMB 327	XMB 462

	<u>Job</u> <u>Code</u>	<u>Class Title</u>	<u>From Salary</u> <u>Plan/Grade</u>	<u>To Salary</u> <u>Plan/Grade</u>
1	85073	Assistant Parks Director – Parks	XPB 141	XPB 161
2	74834	Assistant Registrar of Voters	XMB 201	XMB 367
3	37868	Chief Deputy County Fire	XMA 289	XMA 395
4	74304	Chief Finance Officer	XMA 344	XMA 416
5	74268	Chief Information Officer	XMA 293	XMA 388
6	77280	Chief Information Security Officer	XMB 426	XMB 445
7	74204	Chief Probation Officer	XSA 183	XSA 203
8	74235	Chief Technology Officer	XMB 426	XMB 445
9	74259	Clerk of the Board	XMA 139	XMA 334
10	74334	County Chief Operating Officer	XMA 378	XMA 420
11	74254	County Counsel	MAT 343	MAT 383
12	37888	Deputy Director of Fire Planning or Fire Support Operations	MRP 666	MRP 690
13	37889	Deputy Director, Fire Administration	XMB 335	XMB 469
14	37487	Director of Child Support Services	XMA 276	XMA 383
15	76605	Director of Economic Development	XMA 170	XMA 322
16	37869	Director of Emergency Management	XMA 208	XMA 338
17	97467	Director of Housing and Workforce Solutions	XMA 276	XMA 380
18	74748	Director of Human Resources	XMA 293	XMA 393
19	74290	Director of Office on Aging	XMA 174	XMA 305
20	15817	Director of Procurement and Fleet	XMA 170	XMA 283
21	74248	Director of Public Social Services	XMA 361	XMA 391
22	76404	Director of Transportation	XMA 276	XMA 335
23	74210	Director of Veterans Services	XMA 140	XMA 190
24	74292	Executive Director for Children and Families Commission	XMA 196	XMA 199
25	76439	General Manager – Chief Engineer	XMA 326	XMA 370
26	74252	General Manager – Chief Flood Control Engineer	XMA 327	XMA 385
27	85023	Parks Director/General Manager – Parks	XPA 163	XPA 183
28				

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
74833	Registrar of Voters	XMA 242	XMA 300

ROLL CALL:

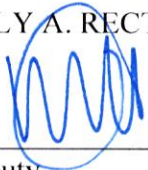
Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

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:  _____
Deputy

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03/12/2025
440 Resolutions\KC

External Market Survey Data

Classification Name: Ag Comm-Slr of Wts & Measures

Riv Co Class Code: 74240

Market Research									
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier		
Los Angeles County	Agricultural Comm/Dir Weights & Measures	29	\$189,520	\$294,742	55.52%	\$242,131			
Orange County	Regulatory Compliance Deputy Director	8295	\$148,803	\$206,066	38.48%	\$177,434			
San Bernardino County	Agricultural Commissioner/Scaler	1115	\$152,443	\$216,362	41.93%	\$184,402			
San Diego County	Agricultural Comm/Slr of Wts & Measures	2102	\$177,965	\$288,850	62.31%	\$233,407			
Ventura County	Agriculture Commissioner	45	\$162,365	\$225,546	38.91%	\$193,956			
County Mean:			\$166,219	\$246,313	48.19%	\$206,266			
County Median:			\$162,365	\$225,546	38.91%	\$193,956			
Riverside County	Ag Comm-Slr of Wts & Measures	74240	\$154,536	\$273,304	76.85%	\$213,920			
				Dollar difference from Mean:	-\$11,683	\$26,991			
				Percentage difference from mean:	-7.03%	10.96%			
				Dollar difference from median:	-\$7,829	\$47,758			
				Percentage difference from median:	-4.82%	21.17%			

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Animal Services Director

Riv Co Class Code: 73522

Market Research									
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier		
Los Angeles County	Director of Animal Care & Control	2998	\$203,731	\$316,843	55.52%	\$260,287			
Orange County	Director, OC Community Resources (OC Animal Care)	2131E2	\$170,726	\$323,794	89.66%	\$247,260			
San Bernardino County	Chief of Animal Care and Control	16382	\$133,162	\$190,840	43.31%	\$162,001 e			
San Diego County	Director, Animal Services	2112	\$177,965	\$288,850	62.31%	\$233,407			
Ventura County	Director Animal Services	1516	\$171,131	\$228,138	33.31%	\$199,635			
County Mean:			\$180,888	\$289,406	59.99%	\$235,147			
County Median:			\$174,548	\$302,846	73.50%	\$238,697			
Riverside County	Animal Services Director	73522	\$156,270	\$276,396	76.87%	\$216,333			

Dollar difference from Mean: -\$24,618
Percentage difference from mean: -13.61%
Dollar difference from median: -\$18,278
Percentage difference from median: -10.47%

Notes: SB: Animal care and control services is under the dept. of public health; incumbents in the class report to the Director of Public Health.

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Chief Deputy County Fire

Riv Co Class Code: 37868

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	No Comparable Class						
Orange County (Fire Authority)	Deputy Fire Chief	5838	\$308,152	\$331,261	7.50%	\$319,706	
San Bernardino County	Deputy Fire Chief	49101	\$185,806	\$264,659	42.44%	\$225,233	
San Diego County	Director, County Fire	303	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	Deputy Chief - Fire Services	920	\$193,583	\$271,016	40.00%	\$232,300	
County Mean:			\$216,377	\$288,946	33.54%	\$252,662	
County Median:			\$189,695	\$279,933	47.57%	\$234,814	
Riverside County	Chief Deputy County Fire	37868	\$163,402	\$250,216	53.13%	\$206,809	
			Dollar difference from Mean:				
			Percentage difference from mean:				
			Dollar difference from median:				
			Percentage difference from median:				

Notes:

External Market Survey Data

Classification Name: Chief Information Officer

Riv Co Class Code: 74268

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Chief Information Officer	2580	\$203,731	\$316,843	55.52%	\$260,287	
Orange County	Chief Information Officer	8011E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Chief Information Officer	1246	\$201,282	\$287,040	42.61%	\$244,161	
San Diego County	Chief Information Officer	2129	\$223,163	\$346,632	55.33%	\$284,898	
Ventura County	Chief Information Officer	1655	\$200,735	\$281,056	40.01%	\$240,895	
County Mean:			\$199,927	\$311,073	55.59%	\$255,500	
County Median:			\$201,282	\$316,843	57.41%	\$259,062	
Riverside County	Chief Information Officer	74268	\$165,719	\$293,003	76.81%	\$229,361	

Dollar difference from Mean: **-\$34,209**
Percentage difference from mean: **-17.11%**

Dollar difference from median: **-\$35,563**
Percentage difference from median: **-17.67%**

Dollar difference from Mean: **-\$18,070**
Percentage difference from mean: **-5.81%**

Dollar difference from median: **-\$23,840**
Percentage difference from median: **-7.52%**

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Chief Probation Officer

Riv Co Class Code: 74204

Market Research									
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier		
Los Angeles County	Chief Deputy Probation Officer(UC)	8632	\$219,014	\$340,612	55.52%	\$279,813			
Orange County	County Probation Officer	7421E4	\$170,726	\$323,794	89.66%	\$247,260			
San Bernardino County	Chief Probation Officer	3515	\$183,373	\$261,082	42.38%	\$222,227			
San Diego County	Chief Probation Officer	2157	\$203,403	\$317,699	56.19%	\$260,551			
Ventura County	Chief Probation Officer	2180	\$186,823	\$261,577	40.01%	\$224,200			
County Mean:			\$192,668	\$300,953	56.20%	\$246,810			
County Median:			\$186,823	\$317,699	70.05%	\$252,261			
Riverside County	Chief Probation Officer	74204	\$163,517	\$274,198	67.69%	\$218,857			
			Dollar difference from Mean:		-\$26,755				
			Percentage difference from mean:		-8.89%				
			Dollar difference from median:		-\$43,502				
			Percentage difference from median:		-13.69%				

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Clerk of the Board

Riv Co Class Code: 74259

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Executive Officer, Board of Supervisors	1109	\$235,440	\$366,158	55.52%	\$300,799	
Orange County	Clerk of the Board of Supervisors	0642E2	n/a	\$177,788		#VALUE!	
San Bernardino County	Clerk of the Board of Supervisors	331	\$149,032	\$211,453	41.88%	\$180,242	
San Diego County	Clerk of the Board of Supervisors	2110	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	Deputy Executive Officer	108	\$150,280	\$210,412	40.01%	\$180,346	
	County Mean:		\$178,179	\$250,932	40.83%	\$214,556	
	County Median:		\$164,122	\$211,453	28.84%	\$187,787	
Riverside County	Clerk of the Board	74259	\$102,811	\$181,516	76.55%	\$142,164	

Dollar difference from Mean:
Percentage difference from mean:

Dollar difference from median:
Percentage difference from median:

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: County Counsel

Riv Co Class Code: 74254

Market Research									
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier		
Los Angeles County	County Counsel		n/a	\$489,194		#VALUE!			
Orange County	County Counsel	2325E2	n/a	\$310,990		#VALUE!			
San Bernardino County	County Counsel	3495	\$254,467	\$364,062	43.07%		\$309,265		
San Diego County	County Counsel	2128	\$254,218	\$407,285	60.21%		\$330,751		
Ventura County	County Counsel	455	n/a	\$333,513		#VALUE!			
County Mean:			\$254,342	\$381,009	49.80%		\$317,676		
County Median:			\$254,342	\$364,062	43.14%		\$309,202		
Riverside County	County Counsel	74254	\$241,275	\$317,432	31.56%		\$279,353		

Dollar difference from Mean:
Percentage difference from mean:

Dollar difference from median:
Percentage difference from median:

-\$13,068
-5.14%

-\$13,068
-5.14%

-\$63,577
-16.69%

-\$46,630
-12.81%

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Director of Child Support Services

Riv Co Class Code: 37487

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Child Support Services	1735	\$235,440	\$366,158	55.52%	\$300,799	
Orange County	Director, Child Support Services	6560E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Director of Child Support	4255	\$179,150	\$255,070	42.38%	\$217,110	
San Diego County	Director, Child Support Services	320	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	Director-Department Child Support Services	21	\$197,152	\$276,039	40.01%	\$236,596	
County Mean:			\$192,087	\$301,982	57.21%	\$247,034	
County Median:			\$179,150	\$288,850	61.23%	\$234,000	
Riverside County	Director of Child Support Services	37487	\$156,270	\$276,396	76.87%	\$216,333	

Dollar difference from Mean: **-\$35,817**
Percentage difference from mean: **-18.65%**

Dollar difference from median: **-\$22,881**
Percentage difference from median: **-12.77%**

-\$25,586
-8.47%

-\$12,454
-4.31%

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Director of Economic Development

Riv Co Class Code: 76605

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Dir, Dept of Economic Opportunity (UC)	8236	\$176,298	\$274,179	55.52%	\$225,238	
	Director of Housing & Redevelopment	2132E3	\$170,726	\$323,794	89.66%	\$247,260	
	Economic Development Administrator	4272	\$179,150	\$255,070	42.38%	\$217,110	
	Director, Office of Economic Development and Governmental Affairs	2276	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	No Comparable Class					\$0	
County Mean:			\$176,035	\$285,473	62.17%	\$230,754	
County Median:			\$177,131	\$281,514	58.93%	\$229,323	
Riverside County	Director of Economic Development	76605	\$144,310	\$255,042	76.73%	\$199,676	

Dollar difference from Mean: -\$31,725
Percentage difference from mean: -18.02%
Dollar difference from median: -\$32,821
Percentage difference from median: -18.53%

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Director of Emergency Management

Riv Co Class Code: 37869

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Senior Manager, CEO	846	\$203,731	\$316,843	55.52%	\$260,287	
Orange County	No Comparable Class					\$0	
San Bernardino County	Director of Emergency Management	40061	\$161,741	\$230,422	42.46%	\$196,082	
San Diego County	Director, Office of Emergency Services	2284	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	Sheriff's Director of Emergency Services	533	\$170,751	\$239,075	40.01%	\$204,913	
	County Mean:		\$178,547	\$268,798	50.55%	\$223,672	
	County Median:		\$174,358	\$263,962	51.39%	\$219,160	
Riverside County	Director of Emergency Management	37869	\$134,673	\$238,036	76.75%	\$186,355	
	Dollar difference from Mean:		-\$43,874	-\$30,762			
	Percentage difference from mean:		-24.57%	-11.44%			
	Dollar difference from median:		-\$39,685	-\$25,927			
	Percentage difference from median:		-22.76%	-9.82%			
Notes: OC- no director classification designated for emergency services; instead the Sheriff-Coroner, Fire Services Director, and the County Executive Officer are designated as the "Directors of Emergency Services." Ventura- Office of Emergency Services falls under the Sheriff's Department.							

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Director of Housing & Workforce Solutions

Riv Co Class Code: 97467

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Assistant Chief Executive Officer (UC)	861	\$235,440	\$366,158	55.52%	\$300,799	
Orange County	Director, OC Community Resources	2131E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Director, Community Development and Housing	4280	\$155,979	\$221,458	41.98%	\$188,718	
San Diego County	Director, Regional Operations	2299	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	Director Human Services Agency	1903	\$200,427	\$280,626	40.01%	\$240,526	
County Mean:							
			\$188,108	\$296,177	57.45%	\$242,142	
County Median:							
			\$177,965	\$288,850	62.31%	\$233,407	
Riverside County	Director of Housing & Workforce Solutions	97467	\$156,270	\$276,396	76.87%	\$216,333	

Dollar difference from Mean:

-\$31,838

-\$19,781

Percentage difference from mean:

-16.93%

-6.68%

Dollar difference from median:

-\$21,695

-\$12,454

Percentage difference from median:

-12.19%

-4.31%

Notes:

Run Date: 12/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Director of Human Resources

Riv Co Class Code: 74748

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Director of Personnel	1920	\$253,098	\$393,620	55.52%	\$323,359	
Orange County	Chief Human Resources Officer	8525E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Director of Human Resources	10004	\$205,962	\$293,946	42.72%	\$249,954	
San Diego County	Director, Human Resources	2132	\$223,163	\$346,632	55.33%	\$284,898	
Ventura County	Assistant County Executive Officer	1651	\$217,442	\$319,670	47.01%	\$268,556	
County Mean:			\$214,078	\$335,532	56.73%	\$274,805	
County Median:			\$217,442	\$323,794	48.91%	\$270,618	
Riverside County	Director of Human Resources	74748	\$165,719	\$293,003	76.81%	\$229,361	

Dollar difference from Mean:

-\$48,360

-\$42,529

Percentage difference from mean:

-22.59%

-12.68%

Dollar difference from median:

-\$51,723

-\$30,790

Percentage difference from median:

-23.79%

-9.51%

Notes:

Run Date: 1/24/2025

Date Prepared/Revised:

Classification Name: Director of Office on Aging

Riv Co Class Code: 74290

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Dir, Aging & Disabilities Department	8239	\$203,731	\$316,843	55.52%	\$260,287	
Orange County	Director, OC Community Resources	2131E2	\$170,726	\$323,794	89.66%	\$247,260 e	
San Bernardino County	Director of Aging and Adult Services	4228	\$163,301	\$232,190	42.19%	\$197,746	
San Diego County	Director, Aging and Independent Services	2162	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	Division Manager-HSA	147	\$143,497	\$172,197	20.00%	\$157,847	
County Mean:			\$172,123	\$252,520	46.71%	\$212,322	
County Median:			\$170,633	\$260,520	52.68%	\$215,576	
Riverside County	Director of Office on Aging	74290	\$110,690	\$195,471	76.59%	\$153,081	
			Dollar difference from Mean:	-\$61,433	-\$57,049		
			Percentage difference from mean:	-35.69%	-22.59%		
			Dollar difference from median:	-\$59,942	-\$65,049		
			Percentage difference from median:	-35.13%	-24.97%		
Notes:							

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Director of Procurement & Fleet

Riv Co Class Code: 15817

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	No Comparable Class						
Orange County	County Procurement Officer	8275/MA	\$148,803	\$206,066	38.48%	\$177,434	
San Bernardino County	Director of Purchasing	4356	\$142,472	\$201,781	41.63%	\$172,126	
San Diego County	Director, Purchasing and Contracting	2166	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	Director General Services Agency	764	\$176,649	\$247,333	40.01%	\$211,991	
	County Mean:		\$161,472	\$236,007	46.16%	\$198,740	
	County Median:		\$162,726	\$226,700	39.31%	\$194,713	
Riverside County	Director of Procurement & Fleet	15817	\$144,310	\$255,042	76.73%	\$199,676	

Dollar difference from Mean: **-\$17,162**
Percentage difference from mean: **-10.63%**

Dollar difference from median: **-\$18,417**
Percentage difference from median: **-11.32%**

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Riv Co Class Code: 74248

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Director of Public Social Services	8019	\$253,098	\$393,620	55.52%	\$323,359	
Orange County	Director, Social Services Agency	7039E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Assistant Executive Officer-Human Services	10030	\$220,958	\$315,494	42.78%	\$268,226	
San Diego County	Deputy Chief Admin Officer/Dir, Health & Human Services Agency	2105	\$223,163	\$346,632	55.33%	\$284,898	
Ventura County	Deputy Director - HSA	1904	\$182,848	\$212,634	16.29%	\$197,741	
	County Mean:		\$210,159	\$318,435	51.52%	\$264,297	
	County Median:		\$220,958	\$323,794	46.54%	\$272,376	
Riverside County	Director of Public Social Services	74248	\$181,320	\$320,763	76.90%	\$251,042	
	Dollar difference from Mean:		-\$28,839	\$2,329			
	Percentage difference from mean:		-13.72%	0.73%			
	Dollar difference from median:		-\$39,639	-\$3,030			
	Percentage difference from median:		-17.94%	-0.94%			

Notes:

Date Prepared/Revised:

External Market Survey Data

Classification Name: Director of Veterans Services

Riv Co Class Code: 74210

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Director, Military & Veterans Affairs	8143	\$141,907	\$220,694	55.52%	\$181,301	
Orange County	Director, OC Community Resources	2131E2	\$170,726	\$323,794	89.66%	\$247,260	e
San Bernardino County	Director of Veterans Affairs	4390	\$139,173	\$197,101	41.62%	\$168,137	
San Diego County	Military and Veterans Affairs Officer	351	\$93,226	\$182,000	95.23%	\$137,613	
Ventura County	HS Veterans Services Officer	95	\$103,605	\$145,048	40.00%	\$124,326	
	County Mean:		\$119,478	\$186,211	55.85%	\$152,844	
	County Median:		\$121,389	\$189,550	56.15%	\$155,470	
Riverside County	Director of Veterans Services	74210	\$102,811	\$181,497	76.54%	\$142,154	
	Dollar difference from Mean:		-\$16,667	-\$4,713			
	Percentage difference from mean:		-13.95%	-2.53%			
	Dollar difference from median:		-\$18,578	-\$8,053			
	Percentage difference from median:		-15.30%	-4.25%			
	Notes: OC: Scope of role includes more broad functions.						

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Director of Transportation

Riv Co Class Code: 76404

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Deputy Director, Public Works	3322	\$203,731	\$316,843	55.52%	\$260,287	
Orange County	Director of Public Works	8180E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	No Comparable Class					\$0	
San Diego County	Assistant Director, Department of Public	2211	\$175,115	\$280,197	60.01%	\$227,656	
Ventura County	Director-Transportation Department	409	\$163,825	\$229,378	40.01%	\$196,601	
County Mean:			\$178,349	\$287,553	61.23%	\$232,951	
	County Median:		\$172,921	\$298,520	72.63%	\$235,720	
Riverside County	Director of Transportation	76404	\$156,270	\$276,396	76.87%	\$216,333	

Dollar difference from Mean: -\$22,080
Percentage difference from mean: -12.38%

Dollar difference from median: -\$16,651
Percentage difference from median: -9.63%

Notes:	LA, SB, OC, & SD- transportation falls under the Public Works Department and they do not have a director of transportation class. Responsibilities are handled by the Public Works Directors and Assistant Directors.
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Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Executive Director for CFC

Riv Co Class Code: 74292

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	No Comparable Class	9113					\$0
Orange County	Executive Manager	8010E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Executive Director, Children and Families Commission	19987	\$89,149	\$114,067	27.95%	\$101,608	
San Diego County	Executive Director, First 5 Commission	2220	\$124,342	\$248,394	99.77%	\$186,368	
Ventura County	No Comparable Class						\$0
	County Mean:		\$128,073	\$228,751	78.61%	\$178,412	
	County Median:		\$124,342	\$248,394	99.77%	\$186,368	
Riverside County	Executive Director for CFC	74292	\$123,058	\$234,115	90.25%	\$178,587	

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: General Manager - Chief Engineer

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	No Comparable Class					\$0	
Orange County	Director, OC Waste & Recycling	8120E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Director of Public Works	4340	\$201,282	\$287,040	42.61%	\$244,161	
San Diego County	Director, Department of Public Works	2113	\$203,403	\$317,699	56.19%	\$260,551	
Ventura County	Director Water and Sanitation	408	\$163,825	\$229,378	40.01%	\$196,601	
	County Mean:		\$184,809	\$289,478	56.64%	\$237,143	
	County Median:		\$186,004	\$302,370	62.56%	\$244,187	
Riverside County	General Manager - Chief Engineer	76439	\$176,611	\$312,310	76.83%	\$244,460	

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: General Manager - Chief Flood Control Engineer

Riv Co Class Code: 74252

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Assistant Director, Public Works	3382	\$235,440	\$366,158	55.52%	\$300,799	
Orange County	Director/Chief Engineer - OC Public Works	8173E3	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Director of Public Works	4340	\$201,282	\$287,040	42.61%	\$244,161	
San Diego County	Director, Department of Public Works	2113	\$203,403	\$317,699	56.19%	\$260,551	
Ventura County	Director-Watershed Management Department	410	\$163,825	\$229,355	40.00%	\$196,590	
County Mean:							
			\$194,935	\$304,809	56.36%	\$249,872	
County Median:			\$201,282	\$317,699	57.84%	\$259,490	
Riverside County	General Manager - Chief Flood Control Engineer	74252	\$176,611	\$312,320	76.84%	\$244,465	

Dollar difference from Mean:

-\$18,324

\$7,510

Percentage difference from mean:

-9.40%

2.46%

Dollar difference from median:

-\$24,670

-\$5,380

Percentage difference from median:

-12.26%

-1.69%

Notes: In other counties flood control and water conservation falls under the department of public works.

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Parks Dir/General Manager - Parks

Riv Co Class Code: 85023

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Director of Parks & Recreation	8770	\$203,731	\$316,843	55.52%	\$260,287	
Orange County	No Comparable Class					\$0	
San Bernardino County	Director of Regional Parks	18160	\$167,170	\$237,619	42.14%	\$202,394	
San Diego County	Director, Parks and Recreation	2131	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	Deputy Director General Services Agency	767	\$132,647	\$185,724	40.01%	\$159,186	
	County Mean:		\$170,378	\$257,259	50.99%	\$213,819	
	County Median:		\$172,567	\$263,234	52.54%	\$217,901	
Riverside County	Parks Dir/General Manager - Parks	85023	\$134,673	\$238,036	76.75%	\$186,355	

Dollar difference from Mean: -\$35,705
Percentage difference from mean: -20.96%

Dollar difference from median: -\$37,894
Percentage difference from median: -21.96%

Notes:

Run Date: 1/23/2025

Date Prepared/Revised:

External Market Survey Data

Classification Name: Registrar of Voters

Riv Co Class Code: 74833

Market Research							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	Registrar-Recorder/County Clerk			\$448,179		\$224,090 ^e	
Orange County	Registrar of Voters	0656E2	\$170,726	\$323,794	89.66%	\$247,260	
San Bernardino County	Registrar of Voters	18080	\$159,682	\$226,782	42.02%	\$193,232	
San Diego County	Registrar of Voters	2163	\$177,965	\$288,850	62.31%	\$233,407	
Ventura County	No Comparable Class					\$0	
	County Mean:		\$169,458	\$279,809	65.12%	\$224,633	
	County Median:		\$170,726	\$288,850	69.19%	\$229,788	
Riverside County	Registrar of Voters	74833	\$150,326	\$265,836	76.84%	\$208,081	
Dollar difference from Mean: -\$19,131 Percentage difference from mean: -11.29% Dollar difference from median: -\$20,400 Percentage difference from median: -11.95%							
Notes: Los Angeles County - Serves multiple functions (Registrar, Recorder, County Clerk) Ventura - County Clerk Recorder is an elected position.							

Run Date: 1/23/2025

Date Prepared/Revised:

Fernandez, Cindy

From: Brad Anderson <ba4612442@gmail.com>
Sent: Saturday, April 5, 2025 11:08 AM
To: Clerk of the Board
Subject: Public Comment(s) Agenda Item(s): 3.13, 3.14 & 3.15 - Riverside County Board of Supervisors meeting of April 8, 2025 (9:30AM)

CAUTION: This email originated externally from the **Riverside County** email system. **DO NOT** click links or open attachments unless you recognize the sender and know the content is safe.

April 5, 2025

Riverside County Board of Supervisors (BoS)
County Administrative Center
First Floor - Board Chambers
4080 Lemon St.
Riverside, CA. 92501
Attention: Clerk of the Board of Supervisors

Re: Written statements in regards to Agenda Item(s): 3.13 , 3.14 & 3.15 for Riverside County Board of Supervisors meeting of April 8, 2025 (9:30AM)

Dear current BoS members,

Please review my written statements listed below prior to the consideration of each agenda Items as listed.

1) Agenda Item: 3.13 (Proposal to increase wages - Drone operation - \$20,172.00)

Position: In Opposition

It's reasonable to consider that employee union(s) would support increases in wages paid to it's members. Riverside County employees currently enjoy reasonable wage and benefit packages for services that they provide to the county. Increasing "Drone operators" per/hour wage by (\$1.50 - Premium pay per/hr) is extreme and not reasonable.

Please consider that all training and on-going certifications of Drone operators remain the countys obligation (at taxpayer's expense). Highly paid county employees use devices (tools) that are supplied to assist in making their job duties easier and more efficient (such as "Drones").

It's reasonable to consider that removing highly trained individuals (county employees) from their core training (original job duties) to use a much "easier and safer" tool (Drone) may be recognized as problematic. It's reasonable to consider that other individuals could be retained for drone operations at a cost saving incentive. Tools (such as Drones) should be a "Cost Savings" method and shouldn't be an avenue to divert resources away from county residents and businesses (Taxpayers) that bear the burden of financially supporting Riverside County and it's many Departments.

2) Agenda Item: 3.14 (On-going (continuous) adjustments (Increases) of salaries of County employees - \$80,783.00)

Position: In Opposition

It's critical to address the continuing action of Riverside County (Human Resources and Executive Office) ability to raise its department and other county employees job classifications salaries.

It's highly recommended to postpone (Stop) with expelling tax collected dollars for what appears to be a never-ending cycle of increasing the indebtedness of Riverside County.

3) Agenda Item: 3.15 (Create - clinical document improvement job classification - \$289,358.00)

Position: In Opposition

It's highly recommended to abandon the motivation to potentially accommodate an avenue to expel local resources for positions that could easily be performed by already established employees.

Sincerely,

Brad Anderson | Rancho Mirage, CA. | Ba4612442@gmail.com

Cc: