

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



ITEM: 21.6
(ID # 27953)

MEETING DATE:

Tuesday, May 20, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Public Hearing presenting the status of job vacancies and recruitment/retention efforts, intended to satisfy the obligations under Government Code section 3502.3, subdivision (a), paragraph (1).

RECOMMENDED MOTION: That the Board of Supervisors:

1. Conduct the annual Public Hearing, in accordance with Government Code section 3502.3, which took effect on January 1, 2025, addressing:
 - a. General workforce information.
 - b. Total number of job vacancies, county-wide and by bargaining unit.
 - c. Recruitment information and processes, including average number of days to complete the hiring process.
 - d. Any challenges, necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.
 - e. Employee retention information.


ACTION:Set for Hearing

Tami Douglas-Schatz
Tami Douglas-Schatz, Director of Human Resources 5/13/2025

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: May 20, 2025
xc: HR

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	\$0	\$0	\$0	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: N/A			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

On September 22, 2024, California Governor Gavin Newsom signed Assembly Bill 2561 (AB2561), which became effective January 1, 2025. This legislation amends the Meyers-Milias-Brown Act to require local public agencies to present the status of vacancies and recruitment/retention efforts at a public hearing, at least once per fiscal year, prior to adoption of the final budget. March 31 has been established as the reference date for reviewing vacancy rates in preparation for the annual public hearing.

If the job vacancy rate within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the public agency, upon request of the recognized employee organization, must also present additional specified information related to vacancies and recruitment/retention efforts during the public hearing, including, but not limited to, total number of job vacancies within the bargaining unit, total number of applicants for vacant positions within the bargaining unit, and opportunities to improve compensation and other working conditions.

On March 31, 2025, Human Resources collected and analyzed vacancy data across all bargaining units. The analysis confirmed that none of the bargaining units exceeded a 20% vacancy rate. The chart below presents the vacancy rates by bargaining unit for fiscal year 2024/2025:

Bargaining Unit	Current Employees	Vacant Positions	Vacancy Rate
Service Employees International Union Local 721	9072	2217	19.6%
Laborers' International Union of North America Local 777	8080	1891	19.0%
Riverside Sheriffs Association Law Enforcement Unit	1572	312	19.8%
Riverside Sheriffs Association Corrections Unit	1089	156	14.3%
Riverside Sheriffs Public Safety Unit	539	114	17.5%
Law Enforcement Management Unit	507	63	12.4%
Deputy District Attorney Association & Riverside County Attorney's Association	422	63	13.0%

In fiscal year 2024/2025, between July 1, 2024 – March 31, 2025, Human Resources filled 3,595 vacancies Countywide with 1,737 internal candidates and 1,858 external candidates. Currently the average number of days to complete the hiring process for regular positions is 53 days. The hiring process starts from the time Human Resources receives the recruitment request from the County department until the candidate selected for the position has cleared the pre-employment process, including any physicals and background checks.

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

Over the past five years, Human Resources, in partnership with County departments, has undertaken a comprehensive review of recruitment and pre-employment policies, procedures, and related activities. The goal has been to enhance operational efficiency, improve service delivery, and implement innovative strategies to engage potential candidates and promote career opportunities with the County.

As a result of these efforts, the County has achieved significant improvements, including:

- A 43% reduction in time-to-hire,
- A 64% reduction in the duration of the background check process, and
- A substantial expansion of outreach efforts across departments.

Key initiatives have included:

- Increased use of social media to promote County careers,
- “Day-in-the-life” videos showcasing County roles,
- New applicant support tools and videos explaining the application and hiring process,
- One-day hiring events,
- Strengthened partnerships with universities,
- Department-led open houses and community fitness events, among others.

As of March 31, 2025, the total number of separations during the July 1, 2024 – March 31, 2025 period was 1,795, with 339 of those being retirement and the remaining 1,456 due to other types of separations, such as resignation, probationary release, and gross misconduct. The County’s annual staffing turnover rate is 8%.

The enhancements to the hiring process and recruitment strategies demonstrate the County’s ongoing commitment to modernizing talent acquisition practices and building a highly qualified workforce that reflects the communities we serve.

Impact on Residents and Businesses

This public hearing will help increase transparency for the community and aims to address the impacts that may arise from high job vacancy rates on public service delivery and employee morale.

ATTACHMENTS

- A.** Vacancy Rate Public Hearing Presentation



County of Riverside Vacancy Rates

Tami Douglas-Schatz
Director of Human Resources

Shondi Miller
Assistant Director of Human Resources

May 20, 2025



Agenda

- County of Riverside Workforce Information
- Vacancies
 - Countywide
 - Bargaining Units
- Recruitment Information
- Hiring Challenges
- Employee Retention



Workforce Information

County of Riverside

6 Portfolios or *Groups of Related Departments with Similar Goals and Objectives*

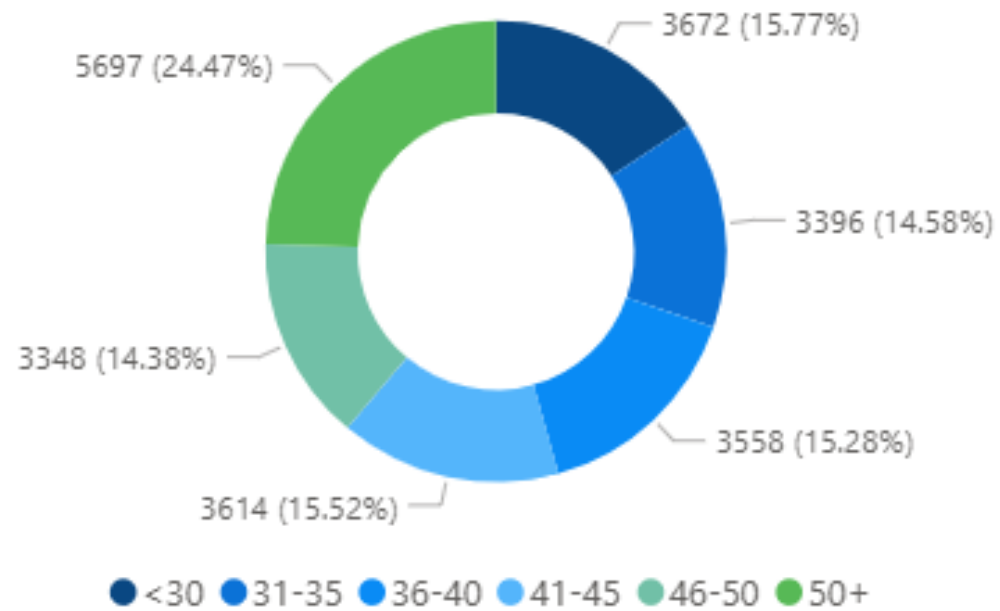
- ## 2,000+ Job Classifications

2,000+ Temporary and Per Diem Employees

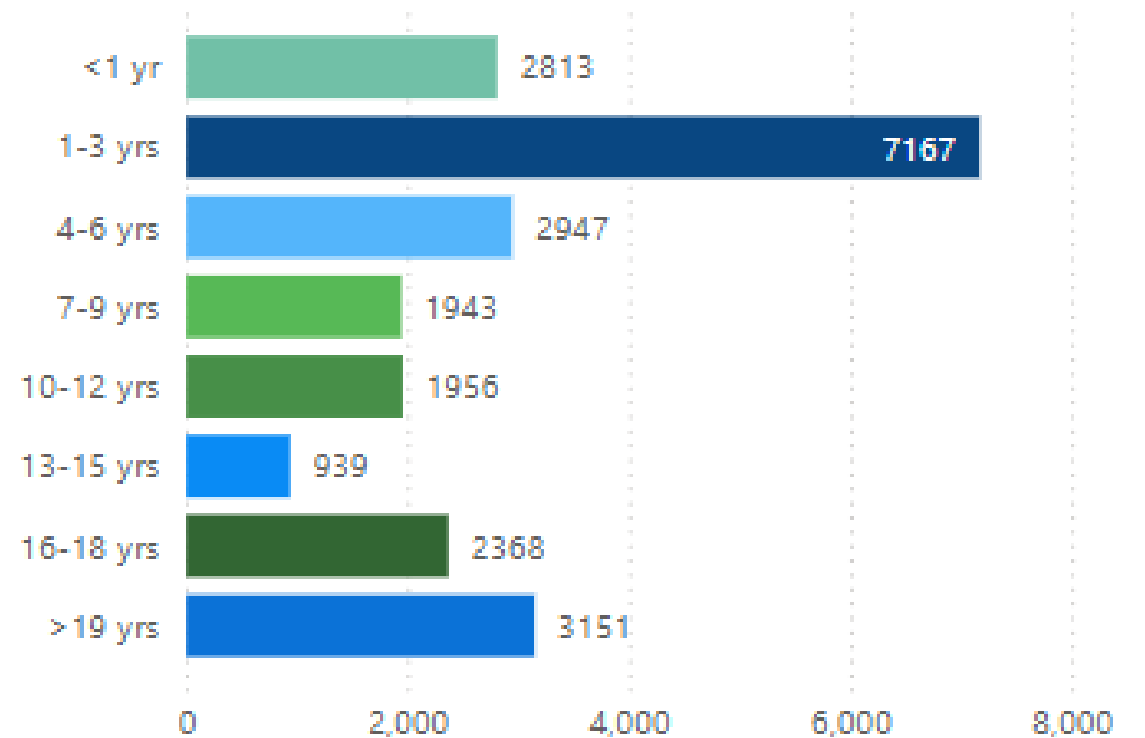
The County of Riverside provides a wide range of public services for 2.4 million residents aimed at supporting the health, safety, and well-being of everyone.



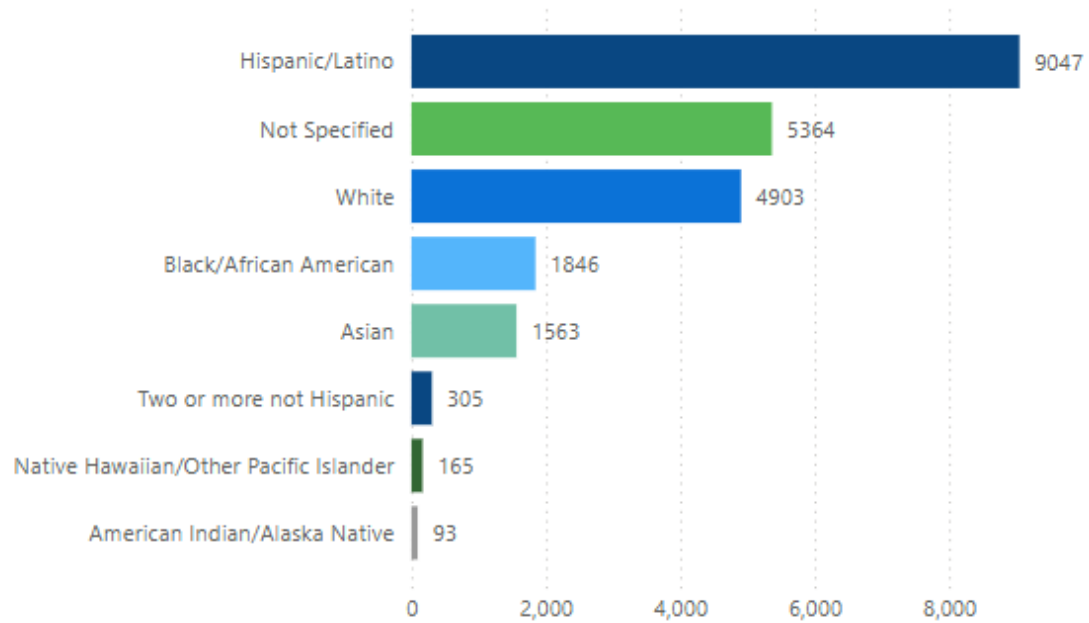
Employees by Age



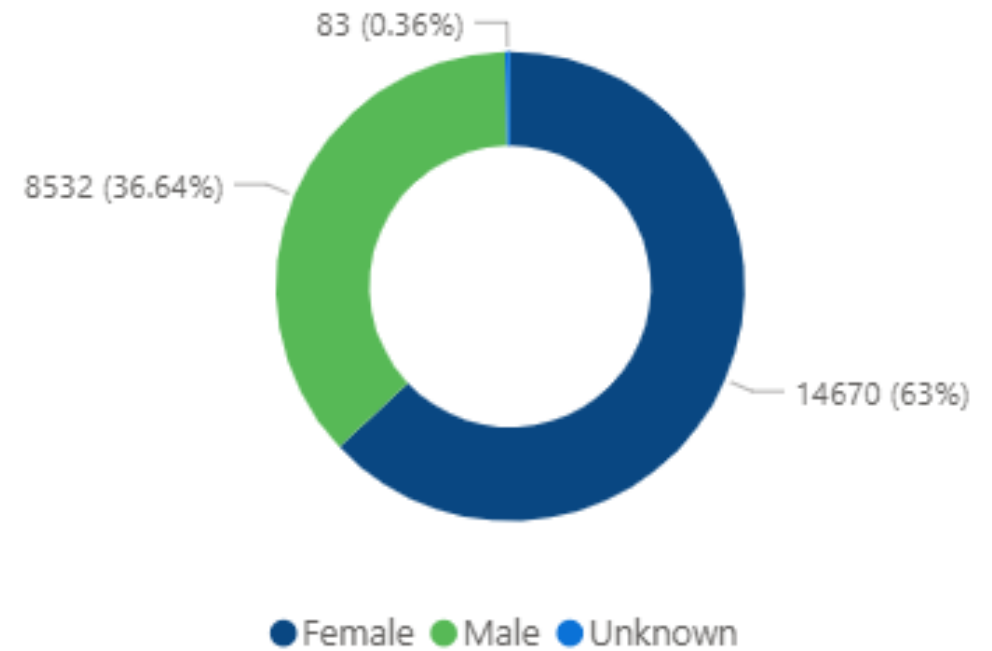
Employees by Tenure



Employees by Ethnicity



Employees by Gender



Vacancy Information

County of Riverside



Total Filled Positions

23,313

Vacant Positions

5,536

Vacancy Rate

19%

Total Filled and Vacant Positions

March 31, 2025

Bargaining Unit	Current Employees	Vacant Positions	Vacancy Rate
Service Employees International Union Local 721	9072	2217	19.6%
Laborers' International Union of North America Local 777	8080	1891	19.0%
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Deputy District Attorney Association & Riverside County Attorney's Association	422	63	13.0%

Vacancy Rate by Bargaining Unit

March 31, 2025



Recruitment Information

County of Riverside

Recruitment Process

General Recruitments

Current steps in the recruitment process are required due to adherence to Merit System Principles, Applicant Tracking System requirements, and MOUs.

1. Vacancy Created	Vacancy created due to a voluntary/involuntary separation, retirement, internal movement, newly budgeted position, etc.
2. Recruitment Request	After obtaining executive approval, Department initiates a recruitment request to HR; recruitment is assigned to Recruiter.
3. Recruitment Preparation	Recruiter and Department Subject Matter Expert/Hiring Manager discuss specific needs for position(s); Recruiter prepares job posting and respective advertisement.
4. Job Posting	Recruiter publishes job opening on websites and social media platforms, respectively.
5. Candidate Evaluation	Recruiter reviews applications; candidates complete assessments (if any); Recruiter finalizes the candidate referral list for department interview; department interviews candidates.
6. Candidate Selection	Department selects candidate(s) for hire and notifies Recruiter.
7. Conditional Offer of Employment	Recruiter obtains Department/HR approval to extend offer at an approved, justifiable salary rate.
8. Pre-Employment Clearance	Selected candidate accepts/signs the Conditional Offer of Employment; HR Pre-Employment/Department process background investigation and medical examination.
9. Job Placement	Candidate obtains Pre-Employment clearance; department establishes an employment effective date.



Recruitment Information

of Hires in FY24/25 *(July 1, 2024 – March 31, 2025)*

- Total: **3595**
 - Filled with internal candidates: 1737
 - Filled with external candidates: 1858

Average # of Calendar Days to Fill Vacancies

(HR receives request from department - candidate cleared for hire)

- Regular: **53 days**
- Per Diem: **52 days**
- Temporary: **35 days**
- Interns: **41 days**

Recruitment Continuous Improvements

Over the last 5 years, the County's Human Resources' Recruitment and Pre-Employment Divisions have:

Reduced time to fill from **93 days to 53 days** on average.

- *Local Government (National Average): Approximately 130 days**

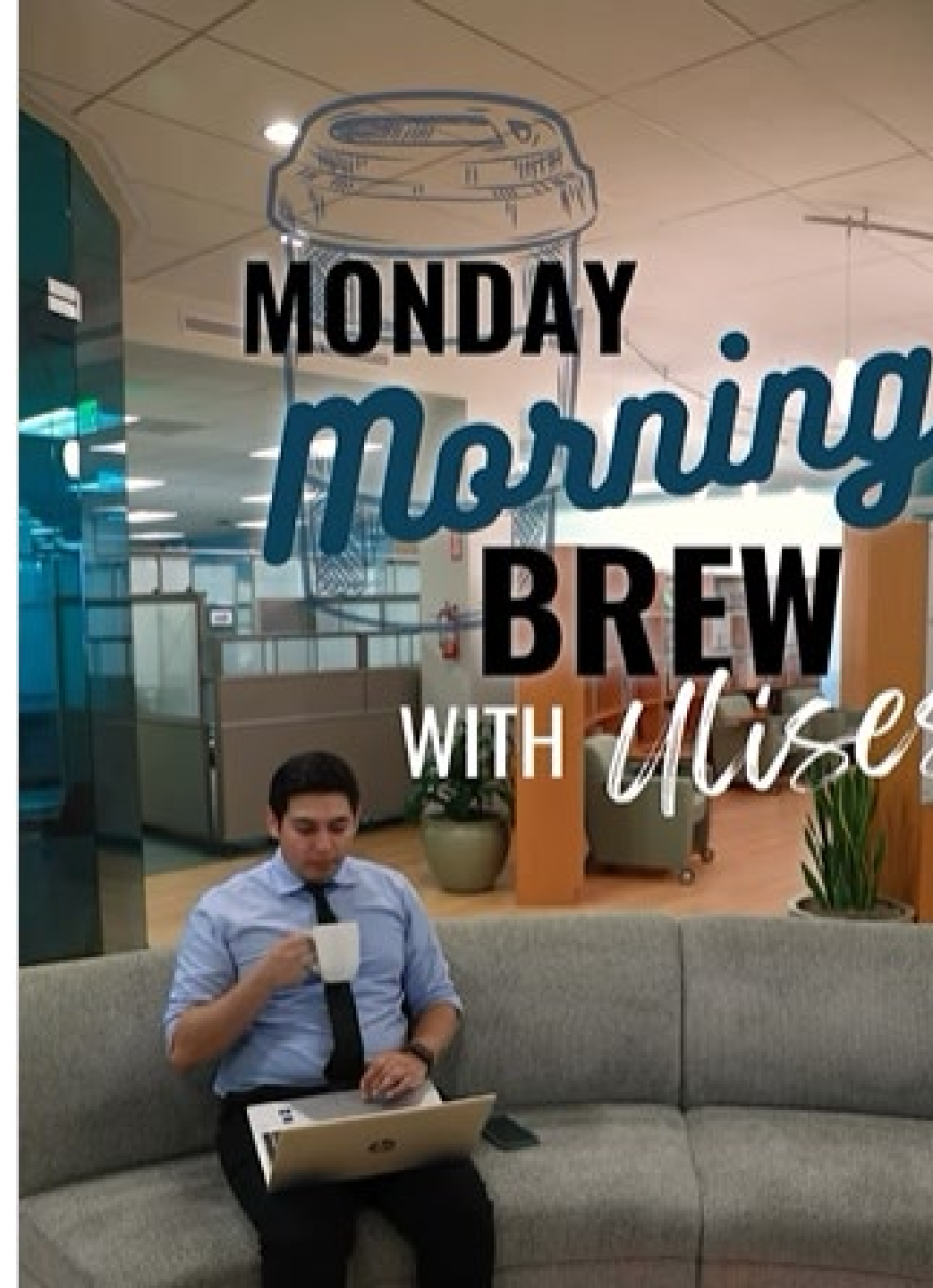
Reduced background process from an average of:

- **14 days to 5 days** (clear backgrounds with no findings),
- **13 days to 5 days** (clear backgrounds with findings), and
- **21 days to 16 days** (finish backgrounds requiring adverse action).

Recruitment Efforts and Events

County HR in Partnership with Departments

- One-day Hiring Events (in-person and virtual)
- Virtual Career Information Sessions
- University and College Career Fairs and Presentations
- Targeted Job Fairs
- Day-in-the-Life Videos to Spotlight County Careers
- Increased Social Media Presence – e.g., *Monday Morning Brew* highlighting open positions
- Videos and Aids to Assist Applicants with Applying and the Recruitment Process
- *Reasons to Work for the County of Riverside* Flipbook for Applicants
- Special MOUs with Departments for Targeted Initiatives, such as Workforce Connection, Probation to Work, etc.



Department Specific Recruitment Efforts and Events

Sheriff's Department Internal Recruitment Efforts over the Last FY

- 100's of job fairs and school presentations
- One Radio Contract with KCAL/KOLA - Two Ads on Rotation
- On a monthly basis, the department hosts at least one event which includes jail tours, fitness events, and opportunities to speak directly with Sheriff Recruiters at Ben Clark Training Center

Flood Department's Focus on Student Connections

- Partnerships with universities to connect with Engineering students before graduation
- Regularly attends career fairs at universities and colleges
- Increased social media presence

DPSS' Focus on Student Connections

- Partnerships with universities to connect with Social Work students
- Regularly attends career fairs
- Partners with County HR Recruiting to identify innovative solutions to recruiting challenges including day-in-the-life videos

Probation Department

- Targeted career fairs
- Open house event at Juvenile Hall
- Regularly attends career fairs at universities and colleges
- Increased social media presence



Hiring Challenges

County of Riverside



General Hiring Challenges

Now and Looking Ahead

Wave of Retirements

- Approximately 39% of current workforce is, or will be, eligible to retire in the next 5 years, with 53% of those being in Tier 1 retirement plan.

Compensation Gaps & Increased Competition

- Private sector, non-profits, and start-ups are offering higher salaries, signing bonuses, remote work, and “purposeful work”.

Changing Workforce Expectations

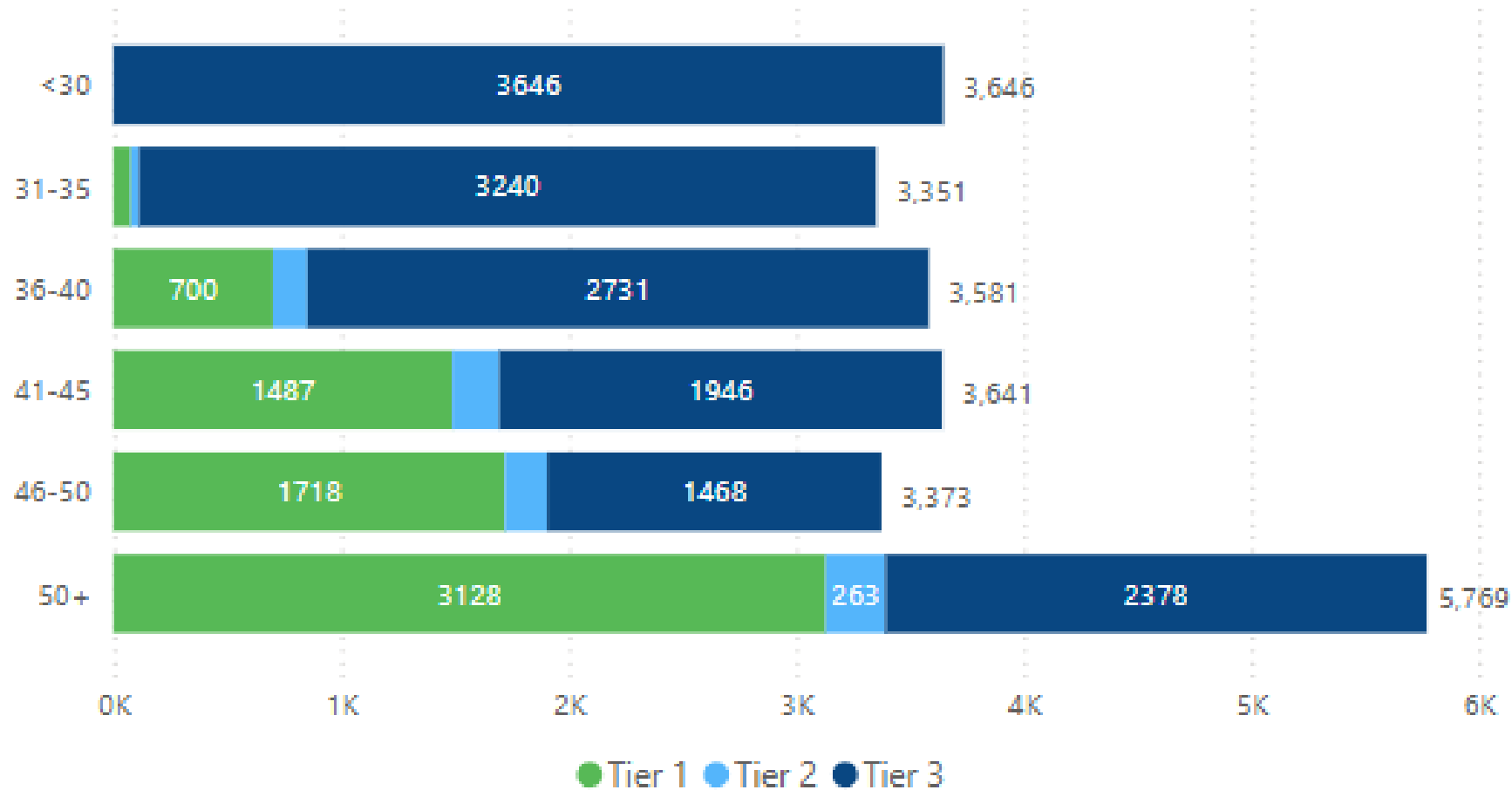
- Job seekers today value flexibility, remote/hybrid work, modern technology, work/life balance, and mission alignment.
- New norm is to stay with employers *no more than* 3-5 years.
 - 61% of separations this FY had a tenure of 0-3 years
 - Managers constantly onboarding and training of new staff
- Gen Z and Millennials will make up most of the workforce in the next 5 years.

Shrinking Talent Pipeline

- Historical and ongoing difficult to recruit/retain positions, with fewer people entering government-related fields, especially specialized and licensed positions.

Retirement Tiers by Age

Approximately 39% of current workforce is, or will be, eligible to retire in the next 5 years, with 53% of those being in Tier 1 retirement plan.



Tier 1 Retirement Eligibility

*16 Departments with
30% or greater*



ACR
52%

County Counsel
31%

DCSS
45%

District Attorney
40%

Environmental
Health
49%

Executive Office
45%

Facilities
Management
40%

Flood Control
35%

RCIT
46%

Probation
40%

Public Defender
42%

Purchasing/Fleet
48%

Public Health
36%

Sheriff
39%

Treasurer Tax
Collector
32%

Waste Resources
32%

Current and Anticipated Difficult to Fill Professions

Next 5 years

Skilled Trades

- *Maintenance Workers, HVAC, Electricians*
- Why: Aging workforce with high retirement rates, fewer young people entering trades, and high private sector competition.

Information Technology

- *Cybersecurity Analysts, Data Analysts, Cloud Engineers, Software Engineers*
- Why: High demand across all sectors, rapid pace of tech change, and government salaries often can't compete with tech firms.

Healthcare Providers and STEM Professions

- *Nurses, Mental Health Professionals, Public Health Workers, Engineers, Epidemiologists*
- Why: Increased service demands, burnout, specialized skills are in demand across sectors, and fierce competition with private healthcare systems and industries which typically attracts top talent with better pay/flexibility.

Public Safety Roles

- *Police Officers, Correctional Officers, Firefighters*
- Why: Declining interest in law enforcement careers, increased job stress, and public scrutiny reducing applicant pools.

Additional Professions

- *Finance, Auditors, Human Resources, Labor Relations*
- Why: Retirement wave, need for specialized certifications (CPA, CIA), increased complexity in public sector employment law, labor negotiations, and rising demand in both public and private sectors.

Retention Information

County of Riverside



Retention Information

1795

(339 Retirements – 1456 Other Reasons)

Total # of Vacancies
Created by Separations
during **FY24/25***

8%

Annual Staffing
Turnover Rate

*Local Government National
Average: 20.4% ***

*July 1, 2024 – March 31, 2025

**Source: U.S. Bureau of Labor Statistics

Thank you!

RIVCO 1HR

putting people first

SEIU 721 Presentation on AB 2561

Existing law, the Meyers-Milias-Brown Act, authorizes local public employees, as defined, to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on matters of labor relations. The act requires the governing body of a public agency to meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of recognized employee organizations and to consider fully presentations that are made by the employee organization on behalf of its members before arriving at a determination of policy or course of action.

AB 2561

This bill would, as specified, require a public agency to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year, and would entitle the recognized employee organization to present at the hearing. If the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the bill would require the public agency, upon request of the recognized employee organization, to include specified information during the public hearing. By imposing new duties on local public agencies, the bill would impose a state-mandated local program. The bill would also include related legislative findings.

SE2 Professionals

CLASSIFICATION	FILLED	VACANT	TOTAL	Column1
ASST CIVIL ENGINEER	0	2	2	100.00%
BUDGET/REIMBURSEMENT ANALYST	0	1	1	100.00%
CLINICAL PSYCHOLOGIST	0	3	3	100.00%
CLINICAL THERAPIST I - BLYTHE	0	3	3	100.00%
CLINICAL THERAPIST II - BLYTHE	0	3	3	100.00%
DIETITIAN I	0	1	1	100.00%
ECOLOGICAL RESOURCES SPEC II	0	1	1	100.00%
ENV PLANNER III	0	1	1	100.00%
IT SYSTEMS ADMINISTRATOR I	0	1	1	100.00%
LANDSCAPE PLANS EXAMINER II	0	1	1	100.00%
OPTOMETRIST	0	2	2	100.00%
PHYSICIAN ASSISTANT I	0	1	1	100.00%
PHYSICIAN ASST III - DESERT	0	2	2	100.00%
PHYSICIAN II - DHS	0	1	1	100.00%
PHYSICIAN IV - DESERT	0	1	1	100.00%
PHYSICIAN IV - DHS	0	1	1	100.00%
PLANS EXAMINER III	0	1	1	100.00%
PROGRAM SPECIALIST I	0	1	1	100.00%
RADIO COMMUNICATIONS ENG II	0	1	1	100.00%
RESEARCH ANALYST	0	1	1	100.00%
RUHS REVENUE CYCLE ANALYST II	0	5	5	100.00%
SHERIFF'S PILOT	0	1	1	100.00%
SR DISTRICT ATTORNEY SW ENG	0	2	2	100.00%
SR HEALTH EDUCATOR	0	1	1	100.00%
SR NUTRITIONIST	0	2	2	100.00%
EMPLOYMENT SVCS COUNSELOR I	3	16	19	84.21%
FORENSIC PATHOLOGIST IV	1	4	5	80.00%
SR CLINICAL PSYCHOLOGIST	1	4	5	80.00%
PHYSICIAN IV	1	3	4	75.00%
COMPLIANCE SPECIALIST	2	4	6	66.67%
FISCAL ANALYST	1	2	3	66.67%
SR PLANNER	3	5	8	62.50%
NUTRITIONIST	7	11	18	61.11%
LAW CLERK II	6	7	13	53.85%
COMMUNITY DENTAL HYGIENIST	1	1	2	50.00%
DENTIST	4	4	8	50.00%

SE2 Professionals

CLASSIFICATION	FILLED	VACANT	TOTAL	Column1
EMERGENCY MGMT EDUCATOR	1	1	2	50.00%
EXERCISE PHYSIOLOGIST	1	1	2	50.00%
FACILITIES PROJECT MGR III	6	6	12	50.00%
GIS RESEARCH SPECIALIST I	1	1	2	50.00%
HEALTH EDUCATOR	1	1	2	50.00%
IT BUSINESS SYS ANALYST I	1	1	2	50.00%
IT FORENSICS EXAMINER II	2	2	4	50.00%
PHYSICIAN ASSISTANT II	1	1	2	50.00%
PUBLIC SAFETY CAD ADMIN III	1	1	2	50.00%
REAL PROPERTY AGENT II	1	1	2	50.00%
RESIDENTIAL CARE SOCIAL WORKER	22	22	44	50.00%
SR CRIME & INTEL ANALYST	2	2	4	50.00%
SR REAL PROPERTY AGENT	3	3	6	50.00%
CLINICAL DOC IMPROVEMENT SPEC	4	3	7	42.86%
AMBULATORY PC PHYSICIAN	6	4	10	40.00%
ENV HEALTH SPEC II - DESERT	3	2	5	40.00%
INTERNAL AUDITOR II	3	2	5	40.00%
IT COMMUNICATIONS ANALYST I	3	2	5	40.00%
RECREATION THERAPIST	3	2	5	40.00%
ASST FLOOD CONTROL PLANNER	5	3	8	37.50%
DIETITIAN II	9	5	14	35.71%
ASSOC FLOOD CONTROL PLANNER	8	4	12	33.33%
BUSINESS PROCESS ANALYST I	10	5	15	33.33%
CLINICAL LAB SCIENTIST - Q.C.	2	1	3	33.33%
COMMUNITY RELATIONS COORD	2	1	3	33.33%
FACILITIES PROJECT MGR II	6	3	9	33.33%
FC CONTRACTS ANALYST I	2	1	3	33.33%
HEALTH EDUCATION ASST I	4	2	6	33.33%
HOUSING SPECIALIST III	12	6	18	33.33%
IT APPS DEVELOPER II	2	1	3	33.33%
PLANS EXAMINER II	2	1	3	33.33%
REAL PROPERTY AGENT I	2	1	3	33.33%
COMMUNITY PROGRAM SPEC I	7	3	10	30.00%
JUNIOR ENGINEER	7	3	10	30.00%
SOCIAL SVCS PRACTITIONER II	196	79	275	28.73%
ASSOC CIVIL ENGINEER	15	6	21	28.57%

SE2 Professionals

CLASSIFICATION	FILLED	VACANT	TOTAL	Column1
RESEARCH SPECIALIST I	18	7	25	28.00%
CLINICAL THERAPIST II	129	50	179	27.93%
HOUSING SPECIALIST II	42	16	58	27.59%
DEVELOPMENT SPECIALIST I	16	6	22	27.27%
CLINICAL THERAPIST II-DETENTN	30	11	41	26.83%
PHYSICIAN ASSISTANT III	14	5	19	26.32%
BUSINESS PROCESS ANALYST II	45	16	61	26.23%
COMMUNICABLE DISEASES SPEC III	3	1	4	25.00%
IT BUSINESS SYS ANALYST II	21	7	28	25.00%
SR VICTIM SERVICES SPECIALIST	6	2	8	25.00%
ACCOUNTANT II	70	22	92	23.91%
SR THERAPIST	13	4	17	23.53%
SR EMPLOYMENT SVCS COUNSELOR	36	11	47	23.40%
PROGRAM COORDINATOR II	33	10	43	23.26%
SR ADMINISTRATIVE SVCS ANALYST	48	14	62	22.58%
HEALTH EDUCATION ASST II	107	31	138	22.46%
COMPUTER BASED TRAINING OFFCR	7	2	9	22.22%
DPSS FACILITIES PROJ PLANNER	7	2	9	22.22%
SOCIAL SVCS PRACTITIONER I	14	4	18	22.22%
DEVELOPMENT SPECIALIST II	29	8	37	21.62%
ADMIN SVCS ANALYST II	267	71	338	21.01%
CRIME & INTEL ANALYST II	19	5	24	20.83%
EMPLOYMENT SVCS COUNSELOR II	169	43	212	20.71%
SOCIAL SVCS PRACTITIONER III	907	230	1137	20.28%
ADMIN SVCS ANALYST I	32	8	40	20.23%
CHAPLAIN	8	2	10	20.00%
CLINICAL PHARMACIST II	20	5	25	20.00%
GME PROGRAM COORDINATOR I	4	1	5	20.00%
PROGRAM COORDINATOR I	24	6	30	20.00%
SR EMERGENCY SVCS COORDINATOR	4	1	5	20.00%
Total Vacant Positions		885	3413	

SE8 RNs

CLASSIFICATION	FILLED	VACANT	TOTAL	Column1
NURSE PRACTITIONER I - MC/CHC	0	1	1	100.00%
REGISTERED NURSE V - MC/CHC	22	29	51	56.86%
NURSE PRACTITIONER II - DESERT	1	1	2	50.00%
REGISTERED NURSE V	24	19	43	44.19%
NURSE PRACTITIONER III -MC/CHC	12	9	21	42.86%
NURSE PRACTITIONER III	20	12	32	37.50%
NURSE PRACTITIONER III-DESERT	7	4	11	36.36%
REGISTERED NURSE II	6	3	9	33.33%
REGISTERED NURSE III	30	11	41	26.83%
CLINICAL NURSE SPECIALIST	3	1	4	25.00%
NURSE PRACTITIONER II - MC/CHC	3	1	4	25.00%
INSTITUTIONAL NURSE	119	31	150	21.44%
REGISTERED NURSE III - MC/CHC	853	219	1072	20.67%
REGISTERED NURSE I	4	1	5	20.43%
REGISTERED NURSE II - MC/CHC	100	25	125	20.00%
Total Vacant Positions		367	1571	

SE9 Para-professionals

CLASSIFICATION	FILLED	VACANT	TOTAL	Column1
DECISION SUPPORT SYSTEM SPEC	0	1	1	100.00%
RESP CARE PRACT I, REG ELIG	0	1	1	100.00%
SOCIAL SERVICES ASSISTANT	78	94	172	54.65%
NUCLEAR MEDICINE TECHNOLOGIST	1	1	2	50.00%
PARENT/YOUTH PARTNER	5	5	10	50.00%
VETERANS SERVICES REP II	3	2	5	40.00%
LICENSED PSYCHIATRIC TECH	2	1	3	33.33%
PARALEGAL I	8	4	12	33.33%
VOLUNTEER SVCS COORDINATOR	10	5	15	33.33%
VETERANS SVCS COMMUNITY LIAISON	5	2	7	28.57%
RESIDENTIAL CARE WORKER	62	24	86	27.91%
INTERVENTIONAL RADIOLOGIC TECH	8	3	11	27.27%
BUYER II	27	9	36	25.00%
LICENSED VOC NURSE III	55	16	71	22.54%
VETERANS SERVICES REP I	7	2	9	22.22%
BEHAVIORAL HLTH SPECIALIST III	177	45	222	20.72%
RADIOLOGIC TECHNOLOGIST	20	5	25	20.27%
ULTRASOUND TECHNOLOGIST	20	5	25	20.00%
Total Vacant Positions		225	713	

May 20, 2025
LIUNA Local 777
RE: Assembly Bill 2561

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Introduction & Background:

First Point of Contact For Your Constituents

LIUNA represents three Bargaining Units: Inspection and Technology (UP4); Trades, Crafts, and Labor (UP5); Supporting Services (UP6). In most cases, our members are the very first point of contact with your constituents. They operate the emergency service communications (911 Fire, Law Enforcement, Social Services, Homeless Outreach, Mental Health Emergencies, Child Protective Services, Elder Care).

While LIUNA's bargaining units collectively have a vacancy rate just slightly below 20% today at 19.4%, the rate within many Departments and Classifications greatly exceeds the statutory 20%. Many of these positions are not traditionally difficult to recruit and do not have many job requirements. This suggests that these vacancy rates are mostly due to high-turnover/low retention as opposed to recruitment.

Demographics of LIUNA's Bargaining Unit (based on April 2025 Payroll Snapshot)

Years of Service	Number of employees	Percentage
0-5	4667	57.85%
6-10	1139	14.12%
11-15	736	9.12%
16-20	844	10.46%
21-30	608	7.54%
31-56	73	0.90%
total:	8067	

More than half of LIUNA-represented County employees were hired within the last 5 years. This table confirms that the County is still struggling to retain staff. **We believe that Equity Reviews/Adjustments will boost morale and encourage employees to stay.**

What is an Equity Adjustment?

The Human Resources Recruiting Team evaluates incumbents within a classification to identify any inequities in pay in relation to years of service and experience by looking at each incumbent as if they were an external hire *today*. Using this data, they make recommendations/salary adjustments to specific incumbents that would correct wage compression within a classification. Most of these inequities are triggered by market studies that bring the minimum/starting rate of classifications up and/or market conditions. For instance, it was harder to recruit workers during the pandemic, therefore, many new hires were able to negotiate higher start rates. This wage compression has significantly impacted morale, as those who have dedicated years into the County are now working among, and many times training, new hires who are making more than them. Fortunately, many Departments, such as RUHS and Flood Control, have approved recommendations made by the HR recruiting team. We are urging more Departments to do the same but we understand that funds are limited. The degree of wage compression and therefore, the amount of funds required for these corrections, are different for each Department and Classification. Below you will find the LIUNA MOU language that allows Departments to make these adjustments. It is important to note that Market Adjustments and Cost of Living Adjustments (COLAs) are extremely impactful to the morale of all employees, but they do not address wage compression.

Referenced Contract Language:

[Section 2. New Employees](#)

A. Except as otherwise provided by this MOU, a new employee shall be appointed at the minimum salary of the classification's salary range. The Department Head with the prior approval of the Human Resources Director may appoint a new employee in a specified class to any salary rate within the salary plan/grade if the employee has: (1) qualifications substantially greater than the minimum for the class; and (2) experience, which if it had been obtained in the position applied for, would have made the employee eligible for the advanced salary proposed.

*When the Human Resources Director authorizes a position to be filled at such higher salary than the minimum of the range, except in cases where a new employee has the experience and/or qualifications that justify a such a rate, the Human Resources Director may also advance all incumbents of positions in the same class. The anniversary date shall be the first day of the pay period which is not less than twenty six (26) pay periods in a paid status thereafter, not including overtime. When such an incumbent employee is already on that salary, their anniversary date shall not change. When the Human Resources Director authorizes a position to be filled at a rate of pay equivalent to or higher than an incumbent with greater experience and/or qualifications than the person being hired, **LIUNA shall have the right to request to meet and confer regarding equity adjustments for incumbents.** This right to meet and confer shall not delay the County's right to hire the candidate.*

Wage Compression Examples:

We included employee information from the Payroll Snapshot provided by the County last month. We chose 3 classifications, all with relatively high vacancy rates, to highlight the fact that these inequities are seen County-wide, in several Departments. The information is sorted by hire date, with those with the most years of service at the top and their salary rate on the right-hand side of the table. This allows us to see the inconsistencies between years of service and compensation. We highlighted those making less than newer hires in red, and those making more than incumbents in green. Please note, this is done only to help pin-point the inequities and the employees impacted by wage compression are not limited to those highlighted.

Example 1:

Sheriff Corrections Assistant I (SCA)

Salary Range:

\$22.96 - \$30.05 Hourly - \$47,756.03 - \$62,494.60 Annually

Vacancy Rate: 51%

This is a position that starts as a SCA trainee, SCA I, SCA II, and then Supervising SCA.

Inequities based on April 2025 Payroll:

The table shows that several newer hires earn significantly more than those hired many years prior. About a month ago, the Sheriff Department approved the implementation of equity reviews/adjustments for 16 LIUNA-represented classifications (the SCAs included). Unfortunately, they quickly rescinded this approval due to budget constraints.

ID	Last	First Name	Company Dt	Hrly Rate
171386	MURILLO	BENITO	2/27/97	\$28.89
122502	KHIN	SOKUN	4/8/99	\$28.89
202768	MANZUTTO	LUCINDA	3/21/02	\$28.89
211564	VANBUSKIRK	LAURA	8/18/05	\$28.89
218610	HOGAN	SHERRY	4/12/07	\$28.89
219120	JULIAN	NANCY	5/24/07	\$28.89
219414	MARCIAL	JOY	6/21/07	\$28.89
229035	GARTNER	GINA	2/10/11	\$28.89
238748	HOLLOWAY	BRENDALEE	11/13/14	\$25.49
239435	TORRES	MARIA	2/5/15	\$25.49
239738	CASTANEDA	DIANNA	3/5/15	\$25.49
239714	GONZALEZ	DANITTA	3/5/15	\$25.49

250123	GLINOGA	NOELINDA	12/20/18	\$24.35
231167	KAUR	HARPREET	1/3/19	\$24.35
250953	LUPERCIOJIMENEZ	CARLA	3/28/19	\$24.35
251806	RAMOSJOHNSON	JESSICA	7/5/19	\$24.35
251801	MAGANA	CRYSTINA	7/5/19	\$24.35
251807	LUEVANO	ISABEL	7/8/19	\$24.35
252261	BOUDREAU	TAMMY	8/29/19	\$25.05
254150	BENJAMIN	MISHAYA	8/13/20	\$25.33
256624	GARCIA	JESSENIA	10/8/20	\$24.35
257137	AGUILARCEJA	ESMERALDA	12/3/20	\$24.35
257698	SOLA	KATHLEEN	2/11/21	\$25.33
258064	AUSTIN	ROBYN	3/25/21	\$24.35
258339	LANDESTOY	GUADALUPE	4/22/21	\$24.35
258326	MITCHELL	KEANA	4/22/21	\$24.35
259984	MEJIA	DARLENE	8/12/21	\$24.83
261972	AGATONRESECK	ANGIE	1/27/22	\$24.83
263261	GALLARDO	MALLORY	4/12/22	\$23.88
263897	QUINTANAR	DAVID	5/19/22	\$23.88
265109	MARTINEZGALVAN	OLIVIA	8/11/22	\$23.88
265389	MORENOMELGOZA	YUNUEM	8/25/22	\$23.88
259184	MARTINEZ	JAILINE	9/8/22	\$23.88
248296	JONES	KAYLA	9/8/22	\$24.65
266108	VILLEGAS	YESENIA	9/22/22	\$26.66
267976	CALL	JACQUELYN	1/26/23	\$25.63
268413	BICKLEY	LEANDRA	2/23/23	\$22.96
268356	LIN	YANGXIU	2/23/23	\$26.68
268793	VALENCIATRUJILLO	ALEJANDRA	3/23/23	\$22.96
268930	MICHEL	CHRISTIAN	4/6/23	\$22.96
269160	LEDBETTER	NICCOLE	4/20/23	\$22.96
269825	CARRILLOTINOCO	URI	6/15/23	\$22.96
270869	SIGALAMAGANA	NATALIA	9/7/23	\$22.96
271123	TORRES	DENISE	10/5/23	\$22.08
271556	LINDENMUTH	CHRISTIAN	11/6/23	\$26.68
220978	IRIQUI	SANDRA	11/30/23	\$25.48
271915	GOSSAGE	CHRISTINE	12/14/23	\$26.68
272823	MOSHREFI	KAYLAH	2/8/24	\$22.08
273351	DELGADO	JAQUELINE	3/7/24	\$22.08
273513	MEJIA	DIANA	3/21/24	\$23.70

What are some examples of duties performed by SCA Is?

- Receive and interpret court proceedings to determine which inmates are to be released or detained; ensure inmates are sent to the correct court on the proper date and time.
- Verify court information in an inmate's booking file and apply appropriate rules/regulations to compute the inmate's sentence(s) to determine proper discharge date.
- Prepare a daily court calendar to ensure that inmates are transported to the proper courtroom and appear on the correct court schedule.
- Review accounts for Probable Cause Forms in all new inmate-booking files; send Probable Cause Statements to the appropriate court and judge and monitor their decision to determine the appropriate action for the inmates.
- Calculate appropriate bail amounts by applying penal codes and bail table rules/regulations; answer telephone inquiries from bail bond agents and the public regarding bail and release information.

Example 2:

Registered Veterinary Tech

Salary Range:

\$28.63 - \$38.38 Hourly - \$59,553.52 - \$79,831.44 Annually

Vacancy Rate: 27%

Inequities based on April 2025 Payroll:

The table shows an employee with 7 years of service making less than someone hired last October.

EEID	LAST NAME	FIRST NAME	JOB	Hire Date	Hourly rate
220422	ORTEGA	MATTHEW	REGISTERED VETERINARY TECH	9/13/07	\$36.905
233959	FAUSTINA	KELLY	REGISTERED VETERINARY TECH	5/20/13	\$33.177
238174	SANDOVAL	ADRIANA	REGISTERED VETERINARY TECH	9/15/14	\$31.449
250493	MORROW	ERICA	REGISTERED VETERINARY TECH	2/6/19	\$29.037
253066	TORRES	ROBERTO	REGISTERED VETERINARY TECH	12/16/19	\$30.634
231455	FUNG	PATRICK	REGISTERED VETERINARY TECH	11/13/20	\$32.629
259987	YU	STEPHANY	REGISTERED VETERINARY TECH	8/26/21	\$32.629
267794	CUELLAR	MARCIANO	REGISTERED VETERINARY TECH	1/19/23	\$35.206
226237	EPPS	VIRGINIA	REGISTERED VETERINARY TECH	2/22/23	\$30.576
269964	FLORES	CANDY	REGISTERED VETERINARY TECH	8/10/23	\$27.921
271251	DOMINGUEZ	EMILY	REGISTERED VETERINARY TECH	10/16/23	\$29.500
271105	DRAKE	RASHELLE	REGISTERED VETERINARY TECH	10/19/23	\$27.921

272369	CERVANTES	SONIA	REGISTERED VETERINARY TECH	2/8/24	\$32.760
273903	BARTLETT	CHERE	REGISTERED VETERINARY TECH	5/6/24	\$29.037
276430	RARICK	MANDI	REGISTERED VETERINARY TECH	10/23/24	\$29.500

What are some examples of duties performed by Reg Vet Techs?

- Assist a Veterinary Surgeon. Prepare animals for sterilization surgery and assist with anesthesia procedures.
- Monitor animals during surgery as needed; observe animals after surgery to detect any abnormal behavior or physical symptoms and report findings to the Veterinary Surgeon.
- Under direction, render first aid, medical treatments, and therapy as required for hospitalized animals.
- Assist with the admittance and discharge of animals to and from the clinic.
- Assist in training clinic personnel; order necessary materials and medications required by the Spay and Neuter Facility and Shelter.
- Observe the general shelter population for illness and/or injury.
- Assist veterinarians in treating shelter animals

Example 3:

Eligibility Services Clerk (ESC)

Salary Range:

\$17.97 - \$25.67 Hourly - \$37,378.64 - \$53,386.67 Annually

Vacancy Rate: 17% (51 vacancies of 297 total positions)

Position Duties? The ESC position is among the lowest paid in our Bargaining Unit. The position was created to assist Eligibility Technicians (ET). Many ESCs were once ETs who demoted as the ET position has a low retention rate and long probationary period.

ID	Last	First Name	Job Title	Company Dt	Hrly Rate
185332	CHAVARRIA	PATRICIA	ELIGIBILITY SERVICES CLERK	3/6/95	\$24.68
119806	OPORTOKJELLESVIG	PRISCILLA	ELIGIBILITY SERVICES CLERK	7/15/99	\$24.68
178087	VALENTIN	LILIA	ELIGIBILITY SERVICES CLERK	10/19/00	\$24.68
207468	OCEGUERA	JUDITH	ELIGIBILITY SERVICES CLERK	5/13/04	\$24.68
208410	HUERTA	MARIBEL	ELIGIBILITY SERVICES CLERK	4/28/05	\$24.68
211939	MARTINEZ	FRANCIS	ELIGIBILITY SERVICES CLERK	2/2/06	\$24.68
212528	SCHMITZ	KATHERINE	ELIGIBILITY SERVICES CLERK	5/11/06	\$24.68
209921	DUARTE	GABRIELA	ELIGIBILITY SERVICES CLERK	1/4/07	\$24.68
216006	PERRY	MICHELLE	ELIGIBILITY SERVICES CLERK	2/15/07	\$24.68
218808	CASTANEDA	ANABEL	ELIGIBILITY SERVICES CLERK	8/30/07	\$24.68
222122	PEREZ	DIANA	ELIGIBILITY SERVICES CLERK	1/31/08	\$24.68

223874	PEREZ	CATHY	ELIGIBILITY SERVICES CLERK	8/18/08	\$24.68
231147	GARIBAY	GLORIA	ELIGIBILITY SERVICES CLERK	2/9/12	\$24.68
231448	HERRERACRUZ	ELVIRA	ELIGIBILITY SERVICES CLERK	1/24/13	\$22.13
226389	SURYANA	DEXTER	ELIGIBILITY SERVICES CLERK	6/13/13	\$24.68
235620	OLAGUEZ	NANCY	ELIGIBILITY SERVICES CLERK	7/10/14	\$22.41
233734	LOPEZ	LIZETTE	ELIGIBILITY SERVICES CLERK	7/24/14	\$20.71
235543	SWEANEY	DEBBIE	ELIGIBILITY SERVICES CLERK	9/18/14	\$22.41
234600	WHITESIDE	BRITTON	ELIGIBILITY SERVICES CLERK	9/18/14	\$24.21
230346	KINGSBURY	ANA	ELIGIBILITY SERVICES CLERK	10/2/14	\$24.68
236826	MARTINEZ	SEFERINA	ELIGIBILITY SERVICES CLERK	11/13/14	\$20.72
237912	CORONA	ADELINE	ELIGIBILITY SERVICES CLERK	11/13/14	\$23.02
236555	PARTIDAJAIME	LUIS	ELIGIBILITY SERVICES CLERK	4/16/15	\$19.92
241118	SOTO	CELIA	ELIGIBILITY SERVICES CLERK	7/9/15	\$19.91
240934	CLAAR	ASHLEY	ELIGIBILITY SERVICES CLERK	1/7/16	\$21.27
229376	ALVAREZ	SYLVIA	ELIGIBILITY SERVICES CLERK	3/3/16	\$20.71
212140	TRIPLETT	HIONIKKI	ELIGIBILITY SERVICES CLERK	7/6/17	\$20.43
247032	LUEDTKE	JEANETTE	ELIGIBILITY SERVICES CLERK	6/21/18	\$20.13
246532	SWANSON	CHRYSTAL	ELIGIBILITY SERVICES CLERK	7/19/18	\$19.44
244735	SOBERANIS	BERTHA	ELIGIBILITY SERVICES CLERK	7/19/18	\$19.14
247588	WISE	TAMARA	ELIGIBILITY SERVICES CLERK	7/19/18	\$18.69
247392	TAYLOR	BRITTANY	ELIGIBILITY SERVICES CLERK	7/19/18	\$19.14
247593	PITTS	SERENITY	ELIGIBILITY SERVICES CLERK	10/25/18	\$19.06
249607	WILLIAMS	ESTEPHANY	ELIGIBILITY SERVICES CLERK	3/28/19	\$19.44
249436	HERNANDEZ	AMANDA	ELIGIBILITY SERVICES CLERK	3/28/19	\$19.44
248460	CONTRERAS	NANCY	ELIGIBILITY SERVICES CLERK	3/28/19	\$19.44
249441	DIAZ	LETICIA	ELIGIBILITY SERVICES CLERK	3/28/19	\$20.39
249613	GUTIERREZ	ELIZABETH	ELIGIBILITY SERVICES CLERK	3/28/19	\$19.44
248617	FRY	JENNIFER	ELIGIBILITY SERVICES CLERK	3/28/19	\$18.69
236607	ANCIRA	GRISELDA	ELIGIBILITY SERVICES CLERK	4/11/19	\$18.69
251595	PEEVY	ORELIOUS	ELIGIBILITY SERVICES CLERK	7/18/19	\$19.32
225207	WILLIAMS	RAE	ELIGIBILITY SERVICES CLERK	7/18/19	\$20.39
249893	JONES	LATRISHA	ELIGIBILITY SERVICES CLERK	12/19/19	\$18.89
251718	WELLS	DESTINY	ELIGIBILITY SERVICES CLERK	12/19/19	\$19.44
253307	RANKIN	MARISELA	ELIGIBILITY SERVICES CLERK	1/16/20	\$24.68
253792	IBARRA	ESMERALDA	ELIGIBILITY SERVICES CLERK	7/2/20	\$19.44
251528	SALCIDO	JAILENE	ELIGIBILITY SERVICES CLERK	8/27/20	\$19.98
250952	BRISSON	ROBERTO	ELIGIBILITY SERVICES CLERK	9/24/20	\$19.44
251751	REYMUNDO	CLARISSA	ELIGIBILITY SERVICES CLERK	9/24/20	\$19.44
251019	ARAUZ	CAROLINA	ELIGIBILITY SERVICES CLERK	9/24/20	\$19.44

253122	GONZALEZ	SARAH	ELIGIBILITY SERVICES CLERK	9/24/20	\$19.44
256369	MORALES	XANADAU	ELIGIBILITY SERVICES CLERK	10/8/20	\$19.44
258286	SWANSON	VAN	ELIGIBILITY SERVICES CLERK	5/6/21	\$20.43
258429	MORENOPALLANES	KIMBERLY	ELIGIBILITY SERVICES CLERK	5/10/21	\$20.26
255690	OLMOS	APRIL	ELIGIBILITY SERVICES CLERK	5/20/21	\$18.69
242522	ALVAREZ	ANDREA	ELIGIBILITY SERVICES CLERK	5/20/21	\$18.69
254658	DAILEY	MINDI	ELIGIBILITY SERVICES CLERK	7/15/21	\$21.54
229240	GARIBAY	VERONICA	ELIGIBILITY SERVICES CLERK	11/4/21	\$19.90
261724	FREEMAN	GLENN	ELIGIBILITY SERVICES CLERK	2/10/22	\$20.72
245247	PISANO	STEPHANIE	ELIGIBILITY SERVICES CLERK	2/10/22	\$21.36
261675	STANLEY	BROOKE	ELIGIBILITY SERVICES CLERK	2/10/22	\$20.72
261816	MCNEIL	TONIA	ELIGIBILITY SERVICES CLERK	2/10/22	\$24.68
258500	DELOYA	ESMERALDA	ELIGIBILITY SERVICES CLERK	2/24/22	\$19.72
257709	MUSQUIZ	ANDREA	ELIGIBILITY SERVICES CLERK	3/10/22	\$20.73
208980	LEDESMA	IDA	ELIGIBILITY SERVICES CLERK	3/10/22	\$19.72
260887	NESBIT	MARY	ELIGIBILITY SERVICES CLERK	3/24/22	\$20.73
260698	MAGDALENO	VERONICA	ELIGIBILITY SERVICES CLERK	3/24/22	\$19.44
258623	SANTANA	SYLVIA	ELIGIBILITY SERVICES CLERK	3/24/22	\$19.44
262320	ESTRADA	CHRISTINA	ELIGIBILITY SERVICES CLERK	3/24/22	\$21.28
262322	GOMEZ	MARISELA	ELIGIBILITY SERVICES CLERK	3/24/22	\$22.13
245084	MINJARES	CINDY	ELIGIBILITY SERVICES CLERK	3/24/22	\$19.44
257134	HERRERA	ALMA	ELIGIBILITY SERVICES CLERK	3/24/22	\$19.44
257881	GUTIERREZ	ELIZABETH	ELIGIBILITY SERVICES CLERK	3/24/22	\$19.44
259384	ALVAREZ	ERICA	ELIGIBILITY SERVICES CLERK	3/24/22	\$18.69
249981	MEJIA	ALTAGRACIA	ELIGIBILITY SERVICES CLERK	3/24/22	\$19.44
257880	HERNANDEZSOTO	MARIA	ELIGIBILITY SERVICES CLERK	5/5/22	\$18.69
262941	STINNETT	NICHELE	ELIGIBILITY SERVICES CLERK	5/5/22	\$20.72
261130	GONZALEZ	ERICA	ELIGIBILITY SERVICES CLERK	5/5/22	\$19.93
258533	HARRIS	NIKITA	ELIGIBILITY SERVICES CLERK	5/5/22	\$18.69
256426	ASKINS	ERICA	ELIGIBILITY SERVICES CLERK	5/5/22	\$21.28
263852	CAHUANTZI	LAURA	ELIGIBILITY SERVICES CLERK	6/2/22	\$21.28
262026	GALVAN	ANGELINA	ELIGIBILITY SERVICES CLERK	6/2/22	\$19.16
263839	SUMLIN	SHARON	ELIGIBILITY SERVICES CLERK	6/2/22	\$20.73
257439	LOPEZLOPEZ	NADIA	ELIGIBILITY SERVICES CLERK	7/14/22	\$18.69
264838	REYNOSO	CLAUDIA	ELIGIBILITY SERVICES CLERK	8/25/22	\$20.54
264400	QUINTANILLA	ESMERALDA	ELIGIBILITY SERVICES CLERK	8/25/22	\$23.43
264586	BURTON	RAQUEL	ELIGIBILITY SERVICES CLERK	8/25/22	\$24.68
264572	ENGELAUF	EDITH	ELIGIBILITY SERVICES CLERK	8/25/22	\$20.54
265000	MCCALL	FALLAUN	ELIGIBILITY SERVICES CLERK	8/25/22	\$20.54

264578	BALL	MABEL	ELIGIBILITY SERVICES CLERK	8/25/22	\$19.93
264567	DIAZ	LAURA	ELIGIBILITY SERVICES CLERK	8/25/22	\$18.89
262899	OLENICK	ELAINE	ELIGIBILITY SERVICES CLERK	8/25/22	\$22.53
262441	CASTREJON	BRIGITTE	ELIGIBILITY SERVICES CLERK	10/6/22	\$18.69
259388	RILEY	KATRINA	ELIGIBILITY SERVICES CLERK	10/6/22	\$19.44
263641	MORENO	AZUCENA	ELIGIBILITY SERVICES CLERK	10/6/22	\$18.69
259681	TRUJILLO	VANESSA	ELIGIBILITY SERVICES CLERK	10/6/22	\$19.44
258910	RODRIGUEZ	ROSALBA	ELIGIBILITY SERVICES CLERK	10/6/22	\$19.44
264030	CHANELO	JASMIN	ELIGIBILITY SERVICES CLERK	10/20/22	\$18.69
258191	RODRIGUEZ	MANUELA	ELIGIBILITY SERVICES CLERK	10/20/22	\$18.69
266600	SANCHEZ	CITLALLI	ELIGIBILITY SERVICES CLERK	11/3/22	\$22.53
266618	BROOKS	TANAYA	ELIGIBILITY SERVICES CLERK	11/3/22	\$22.53
265813	MARQUEZ	DOMINIQUE	ELIGIBILITY SERVICES CLERK	11/3/22	\$19.93
220492	CATCHINGS	NAKISHA	ELIGIBILITY SERVICES CLERK	11/3/22	\$23.82
264829	RODRIGUEZ	KRISTY	ELIGIBILITY SERVICES CLERK	11/3/22	\$19.10
134009	LAZCANO	BEATRIZ	ELIGIBILITY SERVICES CLERK	11/17/22	\$21.02
267166	THEROITHSALCEDO	DIAMOND	ELIGIBILITY SERVICES CLERK	12/1/22	\$22.53
267098	ROBLES	GUADALUPE	ELIGIBILITY SERVICES CLERK	12/1/22	\$21.24
267102	ROBERTS	ANN	ELIGIBILITY SERVICES CLERK	12/1/22	\$21.24
262278	WALLS	MARRISSA	ELIGIBILITY SERVICES CLERK	12/1/22	\$19.44
267194	JU	MEI	ELIGIBILITY SERVICES CLERK	12/2/22	\$21.24
267547	ROMERO	MICHELLE	ELIGIBILITY SERVICES CLERK	1/12/23	\$19.44
262631	ALLEN	SHAKERRA	ELIGIBILITY SERVICES CLERK	1/12/23	\$21.24
238583	MARTINEZARRANTS	CELESTE	ELIGIBILITY SERVICES CLERK	1/12/23	\$18.69
267105	ERWIN	JENNIFER	ELIGIBILITY SERVICES CLERK	1/12/23	\$21.24
267799	WRIGHT	CONNIE	ELIGIBILITY SERVICES CLERK	1/12/23	\$19.44
267836	SUAREZ	VIVIANA	ELIGIBILITY SERVICES CLERK	1/26/23	\$21.24
267776	RUBIOVELAZQUEZ	CRISTIAN	ELIGIBILITY SERVICES CLERK	1/26/23	\$21.24
259634	HARRISON	PAULA	ELIGIBILITY SERVICES CLERK	1/26/23	\$21.24
267827	CORTEZ	SAMANTHA	ELIGIBILITY SERVICES CLERK	1/26/23	\$20.42
228614	RHOADS	DANIEL	ELIGIBILITY SERVICES CLERK	1/26/23	\$21.24
268033	MICHEL	YESENIA	ELIGIBILITY SERVICES CLERK	2/9/23	\$21.24
267550	PENALBER	DORENE	ELIGIBILITY SERVICES CLERK	2/23/23	\$22.53
261984	OSOIMALO	LEAH	ELIGIBILITY SERVICES CLERK	2/23/23	\$21.24
219440	SOLORIO	CONSUELO	ELIGIBILITY SERVICES CLERK	2/23/23	\$22.53
262878	WOODS	GANEANE	ELIGIBILITY SERVICES CLERK	3/9/23	\$22.53
264739	RIMBERT	AMBER	ELIGIBILITY SERVICES CLERK	3/9/23	\$19.44
268255	RODRIGUEZ	MONTSERRAT	ELIGIBILITY SERVICES CLERK	3/9/23	\$22.53
268214	RUFF	VIVIKA	ELIGIBILITY SERVICES CLERK	3/9/23	\$23.77

256584	MERAZ	DELIA	ELIGIBILITY SERVICES CLERK	3/9/23	\$22.53
265279	GOMEZDOMEN	MARISSA	ELIGIBILITY SERVICES CLERK	3/23/23	\$20.42
250555	HERNANDEZ	KORY	ELIGIBILITY SERVICES CLERK	3/23/23	\$21.24
264310	BLANCAS	ANGELICA	ELIGIBILITY SERVICES CLERK	4/6/23	\$18.69
266846	SANCHEZCARRILLO	BETHLEM	ELIGIBILITY SERVICES CLERK	4/20/23	\$19.43
264455	CARRION	LORRAINE	ELIGIBILITY SERVICES CLERK	4/20/23	\$18.69
265210	PEREIRA	EVA	ELIGIBILITY SERVICES CLERK	4/20/23	\$20.42
265642	SERRANO	ALEJANDRA	ELIGIBILITY SERVICES CLERK	4/20/23	\$20.42
265999	GIBSON	BAILEY	ELIGIBILITY SERVICES CLERK	4/20/23	\$20.42
266290	LOPEZ	LAURA	ELIGIBILITY SERVICES CLERK	4/20/23	\$18.68
265777	URQUIZA	ERIKA	ELIGIBILITY SERVICES CLERK	4/20/23	\$20.20
261621	GIPSON	CHRISTINA	ELIGIBILITY SERVICES CLERK	4/20/23	\$18.68
269183	LINARES	EVELIN	ELIGIBILITY SERVICES CLERK	5/4/23	\$20.20
269032	KAHLER	GLORIA	ELIGIBILITY SERVICES CLERK	5/4/23	\$22.53
266097	HERRERA	AMELIA	ELIGIBILITY SERVICES CLERK	5/18/23	\$20.42
265345	HERNANDEZ	BEATRIZ	ELIGIBILITY SERVICES CLERK	5/18/23	\$20.42
265798	DUSCA	MONICA	ELIGIBILITY SERVICES CLERK	5/18/23	\$20.42
268438	BAUTISTA	DORA	ELIGIBILITY SERVICES CLERK	6/29/23	\$23.37
211789	VARGAS	VERONICA	ELIGIBILITY SERVICES CLERK	6/29/23	\$20.42
264249	GAMBOA	AILENE	ELIGIBILITY SERVICES CLERK	7/13/23	\$20.42
256461	HERRERA	CAROLYN	ELIGIBILITY SERVICES CLERK	7/13/23	\$23.48
257182	MESTA	ANGELA	ELIGIBILITY SERVICES CLERK	7/13/23	\$20.42
264424	GARCIA	KATIE	ELIGIBILITY SERVICES CLERK	7/13/23	\$18.69
269871	FLORES	JORGE	ELIGIBILITY SERVICES CLERK	7/13/23	\$21.67
269811	VILLALOBOS	ELIZABETH	ELIGIBILITY SERVICES CLERK	7/13/23	\$21.67
264029	OLIVAS	JESSICA	ELIGIBILITY SERVICES CLERK	7/13/23	\$21.61
269712	MAUCERI	CHRISTINE	ELIGIBILITY SERVICES CLERK	7/13/23	\$20.42
270219	CHAVEZ	YULIZZA	ELIGIBILITY SERVICES CLERK	7/27/23	\$20.42
248565	MORET	NIGA	ELIGIBILITY SERVICES CLERK	7/27/23	\$20.42
213153	GOMEZ	ANNETTE	ELIGIBILITY SERVICES CLERK	8/10/23	\$23.99
267937	LUNADELCID	AUDRIANNA	ELIGIBILITY SERVICES CLERK	8/24/23	\$20.42
270465	OCHOA	BELEN	ELIGIBILITY SERVICES CLERK	8/24/23	\$20.42
270467	PADILLA	LEYDA	ELIGIBILITY SERVICES CLERK	8/24/23	\$20.42
266001	AGUIRRE	GEORGETTE	ELIGIBILITY SERVICES CLERK	8/24/23	\$20.42
270580	OLIVA	JHAYMHAR	ELIGIBILITY SERVICES CLERK	8/24/23	\$20.42
268738	AKHUNDZADA	AASIA	ELIGIBILITY SERVICES CLERK	9/7/23	\$20.42
229002	BARAJAS	ROSA	ELIGIBILITY SERVICES CLERK	9/7/23	\$20.54
270516	SANCHEZ	KARINA	ELIGIBILITY SERVICES CLERK	9/7/23	\$21.66
268459	ZAVALA	ARACELI	ELIGIBILITY SERVICES CLERK	9/21/23	\$17.97

265332	SABO	AMBER	ELIGIBILITY SERVICES CLERK	9/21/23	\$19.44
268166	GARCIA	ANGELA	ELIGIBILITY SERVICES CLERK	10/5/23	\$18.15
268425	MERIDA	SCARLET	ELIGIBILITY SERVICES CLERK	10/5/23	\$20.42
254844	MARTINEZ	MONICA	ELIGIBILITY SERVICES CLERK	10/19/23	\$20.42
266015	LARACAMPOS	ELIZABETH	ELIGIBILITY SERVICES CLERK	10/19/23	\$17.97
268353	CABRERA	LYDIA	ELIGIBILITY SERVICES CLERK	10/19/23	\$20.42
243254	FEREGRINO	CARINA	ELIGIBILITY SERVICES CLERK	10/19/23	\$17.97
271230	WHITE	DAJANAE	ELIGIBILITY SERVICES CLERK	11/2/23	\$21.67
271178	HERNANDEZ	ROCHELLE	ELIGIBILITY SERVICES CLERK	11/2/23	\$20.54
271332	HERNANDEZLONGORIA	MARIA	ELIGIBILITY SERVICES CLERK	11/2/23	\$20.42
265699	TORRES	TAYLOR	ELIGIBILITY SERVICES CLERK	11/2/23	\$20.42
267435	MARTINEZNAVARRO	MONCERAT	ELIGIBILITY SERVICES CLERK	11/16/23	\$18.96
268454	CASTRO	JULIA	ELIGIBILITY SERVICES CLERK	11/16/23	\$20.42
271597	REYES	PRISELDA	ELIGIBILITY SERVICES CLERK	11/30/23	\$20.42
267985	FRANCO	OLGA	ELIGIBILITY SERVICES CLERK	11/30/23	\$20.42
269376	LERMA	JESSICA	ELIGIBILITY SERVICES CLERK	11/30/23	\$17.97
268146	RAMIREZ	JOANNA	ELIGIBILITY SERVICES CLERK	11/30/23	\$17.97
264825	ACEVEDO	GEQUAILIA	ELIGIBILITY SERVICES CLERK	11/30/23	\$20.42
266334	CLEVELAND	MISHA	ELIGIBILITY SERVICES CLERK	11/30/23	\$20.42
266027	ACOSTA	BREANNA	ELIGIBILITY SERVICES CLERK	11/30/23	\$20.22
267623	FIGUEROA	ARIADNA	ELIGIBILITY SERVICES CLERK	11/30/23	\$20.42
257905	BETTENCOURT	AMANDA	ELIGIBILITY SERVICES CLERK	11/30/23	\$20.42
271282	MENDOZA	FERNANDA	ELIGIBILITY SERVICES CLERK	12/14/23	\$18.69
266342	RAHMAN	CHANDRA	ELIGIBILITY SERVICES CLERK	12/14/23	\$17.97
270666	DELATORRE	MIRIAM	ELIGIBILITY SERVICES CLERK	12/14/23	\$19.44
254583	GASTON	JOSEPH	ELIGIBILITY SERVICES CLERK	12/14/23	\$20.42
247990	SOLORZANO	IRMA	ELIGIBILITY SERVICES CLERK	12/28/23	\$18.69
270636	DIAZ	LILIANA	ELIGIBILITY SERVICES CLERK	12/28/23	\$18.69
266096	ROUSH	RICKIANN	ELIGIBILITY SERVICES CLERK	12/28/23	\$19.44
271777	MUNOZ	ROSA	ELIGIBILITY SERVICES CLERK	12/28/23	\$20.42
272088	GREEN	ILIANA	ELIGIBILITY SERVICES CLERK	1/11/24	\$20.54
270851	ROBERTS	LAURIE	ELIGIBILITY SERVICES CLERK	1/11/24	\$20.42
271869	NHIM	DOWNEY	ELIGIBILITY SERVICES CLERK	1/11/24	\$20.54
270957	GOMEZVARGAS	BRENDA	ELIGIBILITY SERVICES CLERK	1/25/24	\$20.22
266111	SANCHEZ	ORALIA	ELIGIBILITY SERVICES CLERK	1/25/24	\$17.97
261542	MARTINEZ	WENDY	ELIGIBILITY SERVICES CLERK	1/25/24	\$20.42
272530	CARRETERO	LENETZIN	ELIGIBILITY SERVICES CLERK	1/25/24	\$20.42
265794	TACLAY	LETICIA	ELIGIBILITY SERVICES CLERK	1/25/24	\$20.42
137644	HERNANDEZ	YOLANDA	ELIGIBILITY SERVICES CLERK	1/25/24	\$20.42

271486	JACKSON	VALARIE	ELIGIBILITY SERVICES CLERK	2/22/24	\$20.42
272899	PADILLA	NICOLE	ELIGIBILITY SERVICES CLERK	2/22/24	\$20.42
273040	BRADY	STEPHANIE	ELIGIBILITY SERVICES CLERK	2/22/24	\$21.67
270318	CAMARENA	VIVIANA	ELIGIBILITY SERVICES CLERK	2/22/24	\$20.42
259132	BATES	JESSICA	ELIGIBILITY SERVICES CLERK	3/7/24	\$20.42
273488	HENNERTY	GENESIS	ELIGIBILITY SERVICES CLERK	3/21/24	\$18.70
266076	REYESLAGUNAS	GEORGET	ELIGIBILITY SERVICES CLERK	3/21/24	\$19.44
270123	LEWISLOPEZ	MARSHA	ELIGIBILITY SERVICES CLERK	4/18/24	\$17.97
270687	DAVIDSON	JENNA	ELIGIBILITY SERVICES CLERK	4/18/24	\$17.97
273786	HEATH	AUTUMNJAIDE	ELIGIBILITY SERVICES CLERK	5/2/24	\$19.75
273724	WERNER	CYNTHIA	ELIGIBILITY SERVICES CLERK	5/2/24	\$21.67
265864	GONZALEZ	STEPHANIE	ELIGIBILITY SERVICES CLERK	6/13/24	\$21.02
267845	COLEMAN	ARIANA	ELIGIBILITY SERVICES CLERK	10/3/24	\$18.69
272306	GAMBOA	DEANNA	ELIGIBILITY SERVICES CLERK	10/3/24	\$19.44
275589	ALFAUCASTRO	LOURDES	ELIGIBILITY SERVICES CLERK	10/3/24	\$20.98
239620	VASQUEZ	ALEXANDRIA	ELIGIBILITY SERVICES CLERK	10/3/24	\$18.69
269208	PREHEIM	WAYNE	ELIGIBILITY SERVICES CLERK	10/3/24	\$20.98
271111	TREJO	ZAIRA	ELIGIBILITY SERVICES CLERK	10/3/24	\$17.97
272861	MILLIGAN	JASMINE	ELIGIBILITY SERVICES CLERK	10/3/24	\$18.69
275823	GOMEZ	VICTOR	ELIGIBILITY SERVICES CLERK	10/3/24	\$20.98
271308	LEDESMA	LETICIA	ELIGIBILITY SERVICES CLERK	10/3/24	\$17.97
271255	HERNANDEZ	ERICKA	ELIGIBILITY SERVICES CLERK	10/3/24	\$17.97
266873	HOCKADAY	GEONNA	ELIGIBILITY SERVICES CLERK	10/3/24	\$18.69
275854	KELLY	KATHRYN	ELIGIBILITY SERVICES CLERK	10/3/24	\$20.98
271290	ROMERO	RYAN	ELIGIBILITY SERVICES CLERK	10/3/24	\$20.21
272596	RUIZ	DESIREE	ELIGIBILITY SERVICES CLERK	10/3/24	\$17.28
275824	MUNOZZAVALA	KARLA	ELIGIBILITY SERVICES CLERK	10/3/24	\$20.98
273313	SALDANA	BRIANA	ELIGIBILITY SERVICES CLERK	10/3/24	\$17.28
272817	PIMENTEL	SILVIA	ELIGIBILITY SERVICES CLERK	10/3/24	\$17.28
226625	GUTIERREZ	NATALY	ELIGIBILITY SERVICES CLERK	10/3/24	\$19.44
270407	BEJAR	LEYDY	ELIGIBILITY SERVICES CLERK	10/3/24	\$17.97
275588	PRIGETT	LANISHA	ELIGIBILITY SERVICES CLERK	10/3/24	\$17.97
275671	PAMILTON	YNEISHA	ELIGIBILITY SERVICES CLERK	10/3/24	\$20.98
271784	THOMPSON	REGINA	ELIGIBILITY SERVICES CLERK	10/31/24	\$20.98
271485	JACOBO	MONIQUE	ELIGIBILITY SERVICES CLERK	12/12/24	\$20.98
273137	RICHARD	DEVYN	ELIGIBILITY SERVICES CLERK	12/12/24	\$19.44
276438	DIAZ	PRISCILLA	ELIGIBILITY SERVICES CLERK	12/12/24	\$21.02
273703	HERRERA	ADRIANNA	ELIGIBILITY SERVICES CLERK	12/26/24	\$20.98
276958	BRIGGS	JOYCE	ELIGIBILITY SERVICES CLERK	12/26/24	\$20.98

277005	TRISTAN	CHRISTINA	ELIGIBILITY SERVICES CLERK	12/26/24	\$20.21
270721	SOLIZ	CELESTE	ELIGIBILITY SERVICES CLERK	1/9/25	\$20.98
267804	HERNANDEZ	EVELYN	ELIGIBILITY SERVICES CLERK	1/23/25	\$19.44
272724	VALDEZ	BROOKE	ELIGIBILITY SERVICES CLERK	1/23/25	\$19.44

Departments with over 15% Vacancies

We purposely included the actual number of vacancies and total positions to provide a clearer picture, understanding that percentages can be misleading. For example, the 33.3% vacancy rate in the Cooperative Extension Department is less alarming when noting that there are only 3 positions total. In that same vein, we included Departments with a percentage of 15% or higher, even though the legislation points to 20%, because we believe the actual numbers speak louder than the percentages. For instance, Behavioral Health is at a 16% vacancy rate, but that percentage represents 159 vacant positions in a field that continues to grow more critical each year.

Department Name	# of Vacant	# of Positions	Vacancy %
ANIMAL SERVICES	38	163	23.31%
BOARD OF SUPERVISORS	1	2	50.00%
BUILDING AND SAFETY	4	23	17.39%
CALIFORNIA CHILDREN'S SERVICES	23	77	29.87%
CHILDREN & FAMILIES COMM	4	18	22.22%
COOPERATIVE EXTENSION	1	3	33.33%
COUNTY SERVICES AREAS	5	21	23.81%
DEPT OF PUBLIC SOCIAL SERVICES	570	2625	21.71%
EMERGENCY MANAGEMENT DEPT	2	8	25.00%
FACILITIES MANAGEMENT	88	283	31.10%
FIRE PROTECTION	42	241	17.43%
FLOOD CONTROL	35	140	25.00%
HOUSING AUTHORITY	8	25	32.00%
HOUSING, HOMELESSNESS,WORKFORCE..	10	49	20.41%
BEHAVIORAL HEALTH	159	954	16.67%
PLANNING	4	14	28.57%
PROBATION	59	209	28.23%
PUBLIC HEALTH	66	261	25.29%
REGISTRAR OF VOTERS	15	41	36.59%
RIVERSIDE COUNTY SHERIFF	254	1119	22.70%
RUHS	367	1985	18.49%
TLMA AGENCY	13	58	22.41%

Vacancy Rates Broken by Departments

Department Name	# of Vacant	# of Positions	Vacancy %
AGRICULTURAL COMMISSIONER	1	6	16.67%
ANIMAL SERVICES	38	163	23.31%
ASSESSOR-CLERK RECORDER	11	182	6.04%
AVIATION	0	5	0.00%
BOARD OF SUPERVISORS	1	2	50.00%
BUILDING AND SAFETY	4	23	17.39%
CALIFORNIA CHILDREN'S SERVICES	23	77	29.87%
CHILD SUPPORT SERVICES	14	289	4.84%
CHILDREN & FAMILIES COMM	4	18	22.22%
CODE ENFORCEMENT	1	67	1.49%
COOPERATIVE EXTENSION	1	3	33.33%
COUNTY SERVICES AREAS	5	21	23.81%
DEPT OF PUBLIC SOCIAL SERVICES	570	2625	21.71%
DISTRICT ATTORNEY	26	268	9.70%
ECONOMIC DEVELOPMENT AGENCY	0	1	0.00%
EMERGENCY MANAGEMENT DEPT	2	8	25.00%
ENVIRONMENTAL HEALTH	2	35	5.71%
FACILITIES MANAGEMENT	88	283	31.10%
FIRE PROTECTION	42	241	17.43%
FLOOD CONTROL	35	140	25.00%
HOUSING AUTHORITY	8	25	32.00%
HOUSING, HOMELESSNESS,WORKFORCE..	10	49	20.41%
IHSS PUBLIC AUTHORITY	2	19	10.53%
INFORMATION TECHNOLOGY	12	136	8.82%
MENTAL HEALTH	159	954	16.67%
OFFICE ON AGING	1	30	3.33%
PLANNING	4	14	28.57%
PROBATION	59	209	28.23%
PUBLIC DEFENDER	2	81	2.47%
PUBLIC HEALTH	66	261	25.29%
PURCHASING	4	29	13.79%
REGISTRAR OF VOTERS	15	41	36.59%
RIVERSIDE COUNTY SHERIFF	254	1119	22.70%
RUHS	367	1985	18.49%
TLMA AGENCY	13	58	22.41%
TRANSPORTATION	24	264	9.09%
TREASURER - TAX COLLECTOR	5	46	10.87%
VETERANS SERVICES	0	8	0.00%
WASTE RESOURCES	25	193	12.95%
TOTAL	1898	9978	19.02%

Vacancy Rates sorted by Classification

The table below includes the vacancy rates of 120 of 295 LIUNA-represented positions in the County. We chose Departments with vacancy rates of 15% and above but organized this data into 2 tables - one for classifications with less than 25 positions and one with more. This is because a lower number of positions would lead to inflated percentage rates. For example, there are two Medical Records Technician I positions and no current incumbents, naturally, the vacancy rate is 100%. On the other hand, the Admissions and Collections Clerk position has a 15.42% vacancy rate, but that number represents 34 vacant positions in one of the more demanding Departments (RUHS).

Classifications with 15%+ Vacancy but more than 25 Total Positions

Job Title	Sum of Vacant	Sum of Total Positions	% vacancy
ACCOUNTING ASSISTANT II	34	106	32.08%
ADMISSIONS AND COLLECTIONS CLK	37	240	15.42%
AIR CONDITIONING MECHANIC	8	25	32.00%
ANIMAL CARE TECHNICIAN	11	29	37.93%
BLDG MAINT MECHANIC	13	41	31.71%
BLDG MAINT WORKER	6	30	20.00%
CERTIFIED PEER SUPPORT SPEC	67	316	21.20%
CLINICAL LAB ASSISTANT	6	35	17.14%
COMM HEALTH WORKER/PROMOTOREII	31	55	56.36%
COMMUNICABLE DISEASES SPEC II	7	32	21.88%
CORRECTIONAL COOK	12	64	18.75%
CORRECTIONAL SR FOOD SVC WRKR	28	59	47.46%
CUSTODIAN	23	102	22.55%
ELIGIBILITY SERVICES CLERK	53	299	17.73%
ELIGIBILITY TECHNICIAN II	343	1331	25.77%
ELIGIBILITY TECHNICIAN III	46	245	18.78%
EMERGENCY DEPARTMENT TECH	11	31	35.48%
ENGINEERING TECH II	15	76	19.74%
EXECUTIVE ASSISTANT I	25	146	17.12%
EXECUTIVE ASSISTANT II	17	97	17.53%
FIRE SAFETY SPECIALIST	4	25	16.00%
FIRE SYSTEMS INSPECTOR	5	31	16.13%

FOOD SVC WORKER	9	27	33.33%
FORENSIC TECHNICIAN II	6	37	16.22%
HEALTH SERVICES ASST - DOPH	25	93	26.88%
HOUSEKEEPER	31	160	19.38%
INSURANCE BILLING CLERK	10	28	35.71%
LAND USE TECHNICIAN II	6	37	16.22%
MAINTENANCE & CONST WRKR	18	93	19.35%
MEDICAL RECORDS TECHNICIAN II	21	64	32.81%
MEDICAL TRANSPORTATION TECH	6	32	18.75%
MEDICAL UNIT CLERK	13	77	16.88%
NURSING ASSISTANT	49	224	21.88%
OFFICE ASSISTANT II	89	374	23.80%
OFFICE ASSISTANT III	173	991	17.46%
PHARMACY TECHNICIAN II	21	66	31.82%
PROBATION SPECIALIST	11	52	21.15%
SHERIFF'S 911 COMM OFFICER II	29	140	20.71%
SHERIFF'S CORRECTIONS ASST I	69	134	51.49%
SHERIFF'S RECORDS CLERK II	22	100	22.00%
SR ENG TECH	9	50	18.00%
STOCK CLERK	10	46	21.74%

Classifications with 15%+ Vacancy but less than 25 Total Positions

Job Title	Sum of Vacant	Sum of Total Positions	% vacancy
ACCOUNTING ASSISTANT I	1	5	20.00%
AG INSPECTOR	1	2	50.00%
AIRCRAFT MECHANIC	2	6	33.33%
ANIMAL SERVICES REPRESENTATIVE	12	24	50.00%
AUTOMOTIVE MECHANIC II	1	4	25.00%
BLDG INSPECTOR II	2	8	25.00%
BUYER ASSISTANT	2	11	18.18%
CANCER REGISTRAR	3	3	100.00%
CERTIFIED MR CODER -OUTPATIENT	4	15	26.67%
CONSTRUCTION INSPECTOR II	1	3	33.33%
CSA FACILITIES CARETAKER	3	10	30.00%
CUSTOMER SUPPORT REP III	2	5	40.00%

DENTAL ASSISTANT	7	15	46.67%
ELECTIONS TECH II - OPERATIONS	1	1	100.00%
ELECTIONS TECH II - SERVICES	7	13	53.85%
ELECTIONS TECH III - SERVICES	7	19	36.84%
ELECTROCARDIOGRAPH TECH	2	5	40.00%
ELIGIBILITY TECHNICIAN I	4	4	100.00%
ENV HEALTH TECHNICIAN I	1	5	20.00%
EQUIPMENT PARTS STOREKEEPER	1	5	20.00%
ESTATE INVESTIGATOR	2	6	33.33%
EXECUTIVE SECRETARY	3	7	42.86%
FINGERPRINT EXAMINER II	4	9	44.44%
FIRE APPARATUS TECH II	3	17	17.65%
FIRE PERMIT TECHNICIAN	2	7	28.57%
FLEET SERVICES ASSISTANT	3	8	37.50%
FLEET SERVICES TECHNICIAN	1	2	50.00%
GATE SERVICES ASSISTANT	6	18	33.33%
GENERAL WORKER	14	14	100.00%
GIS SPECIALIST I	1	2	50.00%
GROUNDWORK CREW LEAD WORKER	2	4	50.00%
GROUNDWORK WORKER	6	14	42.86%
HOUSING AUTHORITY MNT WKR (D)	4	4	100.00%
HOUSING PROGRAM ASSISTANT I	2	4	50.00%
HOUSING PROGRAM ASSISTANT II	1	2	50.00%
IT COMMUNICATIONS TECH I	4	8	50.00%
LABORER	2	5	40.00%
LAUNDRY WORKER	3	8	37.50%
LAUNDRY WORKER - ADULT DET	4	9	44.44%
LEAD CUSTOMER SUPPORT REP	1	3	33.33%
LEAD MAINTENANCE SVCS MECHANIC	4	18	22.22%
LEGAL SUPPORT ASSISTANT I	3	6	50.00%
MAIL CLERK	1	4	25.00%
MAINTENANCE CARPENTER	2	6	33.33%
MAINTENANCE PLUMBER	3	20	15.00%
MEDICAL LIBRARY COORDINATOR	1	1	100.00%

MEDICAL RECORDS TECHNICIAN I	2	2	100.00%
MEDICAL STAFF COORDINATOR	6	14	42.86%
MEDICAL TRANSCRIPTIONIST II	5	9	55.56%
OFFICE ASSISTANT I	2	3	66.67%
ORTHOPEDIC TECHNICIAN	1	6	16.67%
PARKING ATTENDANT II	2	3	66.67%
PARKING/ORD ENFORCEMENT OFFICER	3	9	33.33%
PHARMACY ASSISTANT	4	4	100.00%
PRINCIPAL CONST INSPECTOR	3	10	30.00%
PROBATION ASSISTANT	5	15	33.33%
PUBLIC WORKS OPERATOR I	1	2	50.00%
REGISTERED DENTAL ASSISTANT	2	8	25.00%
REGISTERED VETERINARY TECH	6	22	27.27%
REVENUE & RECOVERY TECH I	6	14	42.86%
SHERIFF COURT SVCS ASST II	3	13	23.08%
SHERIFF COURT SVCS ASST III	2	8	25.00%
SHERIFF'S 911 CALL TAKER	1	3	33.33%
SHERIFF'S 911 COMM OFFICER I	7	7	100.00%
SR ADMISSIONS & COLL CLERK	2	6	33.33%
SR ANIMAL SERVICES COUNSELOR	1	3	33.33%
SR BUILDING INSPECTOR	2	5	40.00%
SR CODE ENFORCEMENT OFFICER	1	6	16.67%
SR DEPUTY PUBLIC GUARDIAN	2	2	100.00%
SR EQUIPMENT OPERATOR	7	22	31.82%
SR MEDICAL RECORDS TECH	4	15	26.67%
SR STERILE PROCESSING TECH	1	5	20.00%
SR VICTIM/WITNESS CLAIMS TECH	1	4	25.00%
STERILE PROCESSING TECH II	3	19	15.79%
TELEMETRY TECHNICIAN	3	11	27.27%
TELEPHONE RPT UNIT OFFICER II	3	14	21.43%
UTILIZATION REVIEW TECHNICIAN	4	11	36.36%
VICTIM/WITNESS CLAIMS TECH	1	3	33.33%

Conclusion

We believe the Riverside community would benefit from providing equitable pay to its most loyal employees. Specifically, we request that action be taken to address pay inequities by allocating the necessary resources to ensure long-term employees are fairly compensated for the services they provide.

The Human Resources Division has been effective in identifying and addressing wage compression issues. However, we understand that several departments are unable to implement these resolutions due to budgetary constraints.

We will continue to work with the Human Resources Department on this matter, as we do not want to see more valuable employees leave the County. In the interim, we ask that the Board take whatever measures necessary to ensure we alleviate these inequities.