

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



ITEM: 3.41  
(ID # 28414)

MEETING DATE:  
Tuesday, July 29, 2025

FROM : HUMAN RESOURCES AND Animal Services

SUBJECT: HUMAN RESOURCES and DEPARTMENT OF ANIMAL SERVICES:  
Classification & Compensation Recommendation to adjust the salaries of the Veterinarian Surgeon – Per Diem and Temporary Assistant Exempt – Per Diem classifications; amend Ordinance No. 440 pursuant to Resolution No. 440-9500 submitted herewith, All Districts. [Current Year Cost – \$326,069 Ongoing Cost - \$368,600 – 100% Departmental Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Veterinarian Surgeon - Per Diem and Temporary Assistant Exempt - Per Diem classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9500

ACTION: Policy

  
Mary Martin

7/16/2025

  
Tami Douglas-Schatz, Director of Human Resources

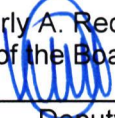
7/21/2025

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MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, seconded by Supervisor Medina 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: July 29, 2025  
xc: HR, Animal Services

Kimberly A. Rector  
Clerk of the Board  
By:   
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$326,069	\$368,600	\$694,669	\$368,600
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% Department Funded</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 25/26</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The Department of Animal Services' (DAS) mission is to improve Riverside County for people and animals. They do this by promoting an environment of responsible pet ownership through progressive animal welfare initiatives, community outreach, and education. The department has experienced challenges in retaining per diem veterinary surgeons, who are key personnel essential to shelter programs and operations. HVHQ spay and neuter veterinarians are specially trained to be able to safely surgically sterilize relatively large numbers of animals in a day. The County shelters intake over 35,000 animals annually and the demand for services has remained high. Despite this, compensation for veterinary surgeons is benchmarked against counties with lower intake volumes and fewer surgical demands, making it difficult to attract and retain skilled staff.

A review of neighboring counties and competitive job postings showed that Riverside's current Veterinary Surgeon - Per Diem rate is 35.5% below market. In addition, the current pay structure for the Per Diem Veterinary Surgeons was reviewed to ensure consistency among industry standards. As a result of this, it was necessary to expand the market review and use compensation data provided through the Roo.Vet. For example, the City of San Bernardino pays a daily rate of \$1,500 per day, and a regional average identified through Roo.Vet postings for similar high-volume surgical roles is \$1,707 per day. The DAS would like to structure their rates in a similar way to ensure we maintain our Per Diem staffing for critical services. Based on this analysis and feedback from department leadership, it is recommended to raise the hourly rate of the Veterinary Surgeon - Per Diem to \$200 per hour, which equates to \$1,600 per day. This updated rate is expected to improve competitiveness, support operational continuity, and directly address community concerns around animal welfare.

In addition, it is also recommended to adjust the Temporary Assistant Exempt - Per Diem classification's max salary to the \$200 per hour rate as this class is used to hire temporary, per diem Veterinary Surgeon positions via the Human Resources Department's Temporary Assignment Program (TAP). The TAP classification maximum is considered a top limit. TAP assignments cannot pay more than the maximum rate of the regular version of the temporary position. The Temporary Assistant Exempt - Per Diem class is a general broad classification used to fill various roles within the County that are warranted based on departmental need. This adjustment will ensure that the salary of those employees hired as temporary per diem Veterinary Surgeons are eligible to receive the same maximum rate offered to the regular Veterinary Surgeon - Per Diem classification.

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**Salary Adjustments:**

**Veterinary Surgeon - PD:** It is recommended to adjust the salary plan/grade EXE 275 \$227,840 to salary plan/grade EXE 275 \$416,000. There are currently 6 incumbents in this classification.

**Temporary Assistant Exempt - Per Diem:** It is recommended to adjust the salary plan/grade EXE 112 \$34,320 - \$321,067 to EXE 114 \$34,320 - \$416,000.

**Additional Fiscal Information**

The cost to bring the six Veterinary Surgeon - Per Diem employees up to the new rate is approximately \$326,069 for FY 25/26. The hours worked of these Per Diem employees vary depending on workload and availability, so an average number of hours worked for the Veterinary Surgeon - Per Diem staff for FY 24/25 was used to approximate the costs for FY 25/26. There is no cost to adjust the Temporary Assistant Exempt - Per Diem classification.

**Impact on Residents and Businesses**

Approval of this recommendation will allow the Animal Services department to recruit and retain talented surgeons to address the high volume of animals that need to be spayed/neutered, and address many of the public concerns around the Riverside County Animal Shelters.

**Attachments**

1. Resolution No. 440-9500
2. Market Review

1 RESOLUTION NO. 440-9500

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3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in  
4 regular session assembled on July 29, 2025, that pursuant to Section 8(c) of Ordinance No. 440, the Director  
5 of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative  
6 at the beginning of the pay period following the date of approval, as follows:  
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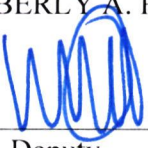
8 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
10 13884	Temporary Assistant Exempt – Per Diem	EXE 112	EXE 114
11 73525	Veterinary Surgeon – Per Diem	EXE 275 (\$227,840)	EXE 275 (\$416,000)

12  
13 ROLL CALL:

14 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez  
15 Nays: None  
16 Absent: None

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

19 KIMBERLY A. RECTOR, Clerk of said Board

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21 By: \_\_\_\_\_  
22 Deputy

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07/15/2025  
28 440 Resolutions\KC

# External Market Survey Data

**Classification Name: Veterinary Surgeon - Per Diem**

**Job Code: 73525**

**Market Research**

**Survey Data**

Jurisdiction	Provided Services	# of Appts	8 hour rate		Outlier	HASC Annual	HASC 50%
Banfield Pet Hospital Riverside	spay/neuter	25+ Appts	\$1,657				
Veterinary Emergency Center of Redlands	emergency appts	10-15,	\$2,764		e		
Banfield Pet Hospital Ontario	Spay/Neuter, Dental	15-20 appts	\$1,669				
Oak Glen Animal Hospital	General appts	10-15,	\$1,111		e		
Banfield Temecula Town Center	Spay/Neuter, Dental	20-25	\$1,841				
Bayfield Temecula Parkway	Spay/Neuter, Dental	15-20	\$1,657				
Banfield Pet Hospital Apple Valley	Spay/Neuter, Dental	20-25	\$1,709				
PetSmart Veterinary Services apple Valley	General appts	15-20	\$1,243		e		

County Mean: \$1,707  
 County Median: \$1,669

**Riverside County**      *Veterinary Surgeon - Per Diem*      73525      \$1,100

Dollar difference from Mean: **-\$607**  
 Percentage difference from mean: **-35.54%**  
 Dollar difference from median: **-\$569**  
 Percentage difference from median: **-34.09%**

PICs:	
Notes:	

Run Date: 6.5.25

Date Prepared/Revised: MF 6.5.25