

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



ITEM: 3.27
(ID # 28623)

MEETING DATE:
Tuesday, August 26, 2025

FROM : HUMAN RESOURCES AND ENVIRONMENTAL HEALTH DEPARTMENT

SUBJECT: HUMAN RESOURCES AND ENVIRONMENTAL HEALTH DEPARTMENT:
Classification and Compensation recommendation to adjust the salary of the Environmental Health Specialist classification series, and amend Salary Ordinance No. 440 Pursuant to Resolution No. 440-9504 submitted herewith. All Districts. Current Year Cost – \$9,712, Ongoing Cost – \$11,478.

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Environmental Health Specialist job classifications (II/III/IV/Supervising);
2. Amend Salary Ordinance No. 440 pursuant to Resolution No. 440-9504.

ACTION:Policy

Jeff Johnson
Jeff Johnson, Director Environmental Health

8/12/2025

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

8/20/2025

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: August 26, 2025
xc: HR, EH

Kimberly A. Rector
Clerk of the Board

By: *[Signature]*
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	\$9,712	\$11,478	\$21,190	\$11,478
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: Environmental Health Department Funds			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Department of Environmental Health (Department) works to enhance the quality of life in Riverside County by implementing effective and efficient environmental health programs to protect the public health, safety, and the environment. Environmental Health Specialists (EHS) are assigned to conduct studies, inspections, and investigations in various programs and services including Retail Food, Hazardous Materials, Recreational Health, Vector Control, Body Art, Land Use, Water Wells, Retail Tobacco Permitting, Childhood Lead Prevention, State Small Water Systems, Local Enforcement Agency for Solid Waste, Liquid Waste, and Medical Waste.

Approximately twenty years ago, the Department cited difficulties in attracting applicants and retaining staff in the EHS class series at their desert locations. This resulted in the creation of a distinct EHS – Desert class series with additional premium pay. However, over the past several years, recruitment and retention challenges have become a department-wide issue, affecting positions across all geographic locations. This shift has diminished the original justification to maintain a separate EHS – Desert class series. To ensure operational efficiency, promote internal equity, and address evolving labor market conditions, the Department is proposing to consolidate the EHS and EHS - Desert class series into one unified EHS class series to be used at all locations.

A Letter of Agreement (Agreement) between the County, the Department, and the Service Employees International Union (SEIU), Local 721 (Parties) was signed on July 22, 2025, and the Parties agreed to adjust the salary of the EHS II, EHS III, EHS IV, and Supervising EHS to ensure market competitiveness. In addition, the Agreement addresses and outlines the salary placement of the former Desert incumbents when they are transitioned to the general classification counterpart. Based on the Agreement, Classification and Compensation is recommending adjustment to the salaries of the following job classifications (see Salary Adjustments below).

Salary Adjustments:

Environmental Health Specialist II: It is recommended to adjust the salary plan/grade from SEU 304 (\$67,501 - \$92,526) to salary plan/grade SEU 401 (\$71,693 - \$98,363).

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

Environmental Health Specialist III: It is recommended to adjust the salary plan/grade from SEU 383 (\$70,776 - \$100,736) to salary plan/grade SEU 491 (\$75,601 - \$107,711).

Environmental Health Specialist IV: It is recommended to adjust the salary plan/grade from SEU 480 (\$74,728 - \$106,806) to salary plan/grade SEU 559 (\$80,171 - \$114,206).

Supervising Environmental Health Specialist: It is recommended to adjust the salary plan/grade from SEUS 731 (\$85,585 - \$117,517) to salary plan/grade SEUS 817 (\$91,567 - \$125,773).

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. However, adjusting the salary ranges of the above referenced EHS classifications will enable the Department to effectively recruit and retain quality candidates, promote internal equity, and address evolving labor market conditions.

Additional Fiscal Information

The estimated annual cost to bring EHS incumbents who are earning below the new proposed minimum to the new minimum will be approximately \$11,478 including benefits.

Attachment:

1. Resolution No. 440-9504;


Cesar Bernal, PRINCIPAL MGMT ANALYST 8/21/2025

RESOLUTION NO. 440-9504

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on August 26, 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>
73540	Environmental Health Specialist II	SEU 304	SEU 401
73545	Environmental Health Specialist III	SEU 383	SEU 491
73548	Environmental Health Specialist IV	SEU 480	SEU 559
73550	Supervising Environmental Health Specialist	SEUS 731	SEUS 817

ROLL CALL:

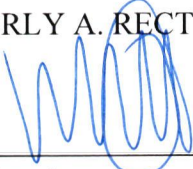
Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

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

/kc
08/11/2025
440 Resolutions\KC