

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



ITEM: 3.32
(ID # 28727)

MEETING DATE:
Monday, September 22, 2025

FROM : HUMAN RESOURCES AND EMERGENCY MANAGEMENT AND FIRE

SUBJECT: HUMAN RESOURCES AND EMERGENCY MANAGEMENT AND FIRE: Classification & Compensation Recommendation to adjust the salaries of multiple job classifications, create the Supervising Emergency Medical Services Coordinator, and amend Ordinance No. 440 pursuant to Resolution No. 440-9508 submitted herewith, All Districts. [Total Cost \$133,273, with an ongoing cost of \$74,748 – Fire Department: Contract Reimbursement – 44%, Structural Fire Taxes – 31%, Department Budget – 25%; Emergency Management Department: Special Revenue – 65%, Department Budget – 25%, Grant Revenue – 10%]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of multiple job classifications.
2. Create the Supervising Emergency Medical Services Coordinator job classification.
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9508.

ACTION:Policy

Daniel Bates
Daniel Bates

9/4/2025

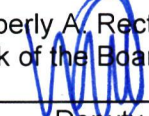
Geoff Pemberton
Geoff Pemberton, Chief Deputy County Fire

9/4/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Washington 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: September 22, 2025
xc: HR, EMD, Fire

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	\$58,525	\$74,748	\$133,273	\$74,748
NET COUNTY COST	\$10,401	\$13,292	\$23,697	\$13,292
SOURCE OF FUNDS: Fire Department: Contract Reimbursement - 44%, Structural Fire Taxes - 31%, Department Budget - 25%; Emergency Management Department: Special Revenue - 65%, Department Budget - 25%, Grant Revenue - 10%			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary:

The shared objective of the Emergency Management Department (EMD) and the Fire Department's Emergency Medical Services (EMS) Division is to provide high-quality EMS throughout the County of Riverside. The *Emergency Medical Services Specialist* series is responsible for developing and updating policies, regulations, and protocols for EMS agencies operating within the County. Incumbents coordinate with EMS agencies throughout the County and the State, stay up to date on best practices, oversee training for EMS personnel, and analyze monitoring reports and calls for quality assurance. Given the critical nature of these positions, EMD and Fire EMS requested the Human Resources Department perform a market study on the *Emergency Medical Services Specialist* series to ensure competitiveness. Given the interagency work of the *EMS Specialists*, the market survey also included local cities with which *EMS Specialists* frequently coordinate, in addition to our standard County benchmarks. This allows the market survey to capture a more accurate picture of the full EMS landscape by including both the standard benchmarks, and those viewed as most comparable and closely aligned with the work that is performed.

The County's *EMS Specialists* play a vital role in training EMS personnel, and the auditing and continuous improvement of all EMS activity within the County, a role of critical importance when considering the County's EMS infrastructure and responsibilities to the community. Riverside County's EMS program is also responsible for ensuring compliance with EMS laws, policies, and regulations for the County, cities, and private organizations, such as ambulance companies. In addition, the EMS training that is offered also extends to paramedics and Emergency Medical Technicians employed in nearby counties and cities. Furthermore, they coordinate with local fire stations, law enforcement, and other local officials in response to large-scale emergencies.

The market survey found the *EMS Specialist* and *Senior EMS Specialist* to be below market at both the minimum and maximum rates (**Attachment 2**). As a result of a Meet and Confer with the Service Employees International Union (SEIU) Local 721 regarding the *EMS Specialist* market, it was agreed upon to establish the maximum rate inclusive of the 4% cost-of-living-adjustment (COLA) that transpired between when the initial recommendations were proposed and end of the Meet and Confer process. It was also decided that the minimum rates will be set 40% below the proposed maximum rates. This approach establishes a standard range width for the EMS class series and aligns with the County's current structure to preserve healthy salary

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spreads, which are typically near 40%. Healthy salary spreads allow incumbents room to grow into the salary range while also ensuring the *EMS Specialist* series competitive. This recommendation supports EMD and Fire's ongoing recruitment and retention efforts while also sustaining high standards for EMS services in the County.

In order to further enhance the County's EMS program, both Departments also requested the creation of a new *Supervising Emergency Medical Services Coordinator* job classification (**Attachment 3**). This new classification will provide supervision of the complex EMS program that is not currently available within the existing reporting structure, as there is no existing supervisor job classification with specialized knowledge of EMS. Due to a lack of market data, this classification is proposed for establishment with a minimum and maximum rate that is 5.5% above the proposed rates of the *Senior EMS Specialist*, building upon the existing classification structure already in place.

Finally, C&C identified compaction between the proposed rate of the new *Supervising EMS Coordinator* and the *County EMS Administrator*. As a result, this classification was also included in the market study and was found to also be below market at both the minimum and maximum rates (**Attachment 2**). As a result, C&C recommends bringing this classification up to market at both the minimum and maximum rates.

Classification Creation:

It is recommended to create the *Supervising Emergency Medical Services Coordinator* with the salary plan/grade SEUS 932 (\$111,996 - \$156,795/annually).

Salary Adjustments:

Emergency Medical Services Specialist: It is recommended to adjust the salary plan/grade SEU 258 (\$64,734 - \$98,566/annually) to salary plan/grade SEU 801 (\$95,292 - \$133,409/annually).

Senior Emergency Medical Services Specialist: It is recommended to adjust the salary plan/grade SEU 398 (\$71,434 - \$103,926/annually) to salary plan/grade SEU 855 (\$106,158 - \$148,621/annually).

County Emergency Medical Services Administrator: It is recommended to adjust the salary plan/grade MRP 421 (\$99,344 - \$157,670/annually) to salary plan/grade MRP 628 (\$125,140 - \$175,196/annually).

Additional Fiscal Information:

The estimated cost with benefits for the proposed market adjustments is based on adjusting incumbents that are currently below the proposed minimum rate up to the new minimum rate. The immediate cost for FY 25/26 is \$58,525, and \$74,748 for FY 26/27.

There is no Net County Cost for EMD because the funding was approved in their FY 25/26 budget.

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The estimated annual cost with benefits to fill a position for the new *Supervising EMS Coordinator* is \$227,353.

The impacted departments have indicated that they can absorb the expense within their current budget allocation.

Impact on Residents and Businesses

While the proposed adjustments have no direct impact on residents and businesses, they have an indirect benefit in that the changes to the EMS job classifications and the creation of a new classification are anticipated to have a positive impact on the departments' ability to attract and retain qualified public servants into this critical field. This will enable EMD and Fire to provide high-quality oversight and drive continuous improvements in patient care throughout Riverside County, which benefits the County as a whole for those that use hospital and related services in the region.

Attachments:

1. Resolution No. 440-9508;
2. Market Survey;
3. Supervising Emergency Medical Services Coordinator Job Specification.

1 RESOLUTION NO. 440-9508

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on September 22, 2025, that pursuant to Section 3(a)(iv) of Ordinance No. 440,
5 the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No.
6 440, operative at the beginning of the pay period following the date of approval, as follows:

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<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
78704	+	Supervising Emergency Medical Services Coordinator	SEUS 932

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13 BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Director of
14 Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at
15 the beginning of the pay period following the date of approval, as follows:

16

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
79710	County Emergency Medical Services Administrator	MRP 421	MRP 628
79708	Emergency Medical Services Specialist	SEU 258	SEU 801
79709	Senior Emergency Medical Services Specialist	SEU 398	SEU 855

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440 Resolutions\KC

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3 RESOLUTION NO. 440-9508

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5 ADOPTED by Riverside County Board of Supervisors on September 22, 2025.

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7 ROLL CALL:

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

10 Nays: None

11 Absent: None

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

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17 KIMBERLY A. RECTOR, Clerk of said Board

18
19 By:  _____

20 Deputy

External Market Survey Data

Classification Name: Emergency Medical Services Specialist

Riv Co Class Code: 79708

Market Research						Survey Data				
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	HASC Annual	HASC Hourly
Los Angeles County	4596	Emergency Medical Systems Program Head	\$106,081	\$142,954	34.76%	\$124,518	\$59.86			
Orange County	5709HP	Emergency Medical Services Coordinator	\$98,134	\$118,394	20.64%	\$108,264	\$52.05			
San Bernardino County	44821	EMS Training Officer (Fire Department)	\$99,570	\$133,931	34.51%	\$116,750	\$56.13			
San Diego County	2382	Coordinator, Emergency Medical Services	\$109,533	\$133,120	21.53%	\$121,326	\$58.33			
Ventura County	623	Program Administrator II	\$80,700	\$112,991	40.01%	\$96,845	\$46.56			
City of Riverside Fire Department		No Comparable Classification				\$0	\$0.00			
City of Redlands		No Comparable Classification				\$0	\$0.00			
City of Rialto		No Comparable Classification				\$0	\$0.00			
Murrieta Fire and Rescue		No Comparable Classification				\$0	\$0.00			
Corona Fire Department		No Comparable Classification				\$0	\$0.00			
City of Palm Springs Fire Department		No Comparable Classification				\$0	\$0.00			
City of Rancho Cucamonga		No Comparable Classification				\$0	\$0.00			
City of Victorville		No Comparable Classification				\$0	\$0.00			
City of Hemet Fire Department		No Comparable Classification				\$0	\$0.00			
City of Ontario		No Comparable Classification				\$0	\$0.00			
Chino Valley Fire District		No Comparable Classification				\$0	\$0.00			
City of San Marcos		No Comparable Classification				\$0	\$0.00			
City of Vista		No Comparable Classification				\$0	\$0.00			
City of Chula Vista		No Comparable Classification				\$0	\$0.00			
City of Anaheim		No Comparable Classification				\$0	\$0.00			
City of Fountain Valley		No Comparable Classification				\$0	\$0.00			
City of Costa Mesa		No Comparable Classification				\$0	\$0.00			
City of Brea		No Comparable Classification				\$0	\$0.00			
City of Huntington Beach		No Comparable Classification				\$0	\$0.00			

County Mean:	\$98,804	\$128,278	29.83%	\$113,541	\$54.59
County Median:	\$99,570	\$133,120	33.70%	\$116,345	\$55.94

Riverside County	79708	Emergency Medical Services Specialist	\$64,734	\$98,566	52.26%	\$81,650	\$39.25			
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Dollar difference from mean:	-\$34,070	-\$29,712
Percentage difference from mean:	-34.48%	-23.16%
Dollar difference from median:	-\$34,836	-\$34,554
Percentage difference from median:	-34.99%	-25.96%

PICs: All cities above only use EMS Coordinators in their Fire Department. As a result, when looking at separate markets between EMD and Fire, Fire has more comparables.

Notes: Ventura County uses the Program Administrator series for their Emergency Medical Services Coordinators and confirmed via email that they use the Program Administrator II for their EMS Coordinators in EMD. The LA County class states that it is used within the Fire Department. Orange & San Diego counties are not exclusive to EMD or Fire and have no other classes exclusive to either. SB County also has an EMS Nurse Educator (43036) that has the same salary range as the EMS Training Officer above. Both classes contain duties performed by our EMS Specialists, however the Training Officer is better aligned. Comparable classes in cities were only found at the Senior level.

External Market Survey Data

Classification Name: Senior Emergency Medical Services Specialist

Riv Co Class Code: 79709

Market Research							Survey Data			
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	HASC Annual	HASC Hourly
Los Angeles County	4597	Senior Emergency Medical Systems Program Head	\$132,009	\$205,302	55.52%	\$168,656	\$81.08			
Orange County		No Comparable Classification				\$0	\$0.00			
San Bernardino County	5143	Senior Emergency Medical Services Specialist	\$69,410	\$102,731	48.01%	\$86,070	\$41.38			
San Diego County		No Comparable Classification				\$0	\$0.00			
Ventura County		No Comparable Classification				\$0	\$0.00			
City of Riverside Fire Department	9325	Emergency Medical Services Coordinator	\$87,108	\$128,736	47.79%	\$107,922	\$51.89			
City of Redlands	EMS Coord	Emergency Medical Services Coordinator	\$110,876	\$141,590	27.70%	\$126,233	\$60.69			
City of Rialto	6201	Emergency Medical Services Coordinator	\$103,776	\$139,080	34.02%	\$121,428	\$58.38			
Murrieta Fire and Rescue	MFD10	Emergency Medical Services Coordinator	\$123,732	\$150,397	21.55%	\$137,065	\$65.90			
Corona Fire Department	NRSE00R	Nurse Educator	\$107,592	\$130,776	21.55%	\$119,184	\$57.30			
City of Palm Springs Fire Department	MX53-081	Emergency Medical Services Coordinator	\$91,308	\$122,820	34.51%	\$107,064	\$51.47			
City of Rancho Cucamonga		No Comparable Classification				\$0	\$0.00			
City of Victorville		No Comparable Classification				\$0	\$0.00			
City of Hemet Fire Department	-18	Emergency Medical Services (EMS) Coordinator		\$176,800		\$88,400	\$42.60	e		
City of Ontario	3204	EMS Nurse	\$130,874	\$159,120	21.58%	\$144,997	\$69.71			
Chino Valley Fire District	EMS/NURSE	Emergency Medical Services (EMS) Nurse	\$145,725	\$177,112	21.54%	\$161,418	\$77.60			
City of San Marcos	2008	Emergency Medical Services Coordinator	\$94,173	\$122,875	30.48%	\$108,524	\$52.18			
City of Vista		No Comparable Classification				\$0	\$0.00			
City of Chula Vista	5567	EMS Nurse Coordinator	\$113,005	\$137,358	21.55%	\$125,182	\$60.18			
City of Anaheim		Emergency Medical Services Coordinator	\$100,729	\$151,093	50.00%	\$125,911	\$60.53			
City of Fountain Valley		No Comparable Classification				\$0	\$0.00			
City of Costa Mesa	221	Emergency Medical Services Coordinator	\$102,948	\$137,952	34.00%	\$120,450	\$57.91			
City of Brea		No Comparable Classification				\$0	\$0.00			
City of Huntington Beach	232	Emergency Medical Services Coordinator	\$101,953	\$136,627	34.01%	\$119,290	\$57.35			

County Mean:	\$107,681	\$142,905	32.71%	\$125,293	\$60.24
County Median:	\$103,776	\$137,952	32.93%	\$120,864	\$58.11

Riverside County	79709	Senior Emergency Medical Services Specialist	\$71,434	\$103,926	45.49%	\$87,680	\$42.15
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Dollar difference from mean:	-\$36,247	-\$38,978
Percentage difference from mean:	-33.66%	-27.28%
Dollar difference from median:	-\$32,342	-\$34,026
Percentage difference from median:	-31.16%	-24.66%

PICs: All cities above only use EMS Coordinators in their Fire Department. As a result, when looking at separate markets between EMD and Fire, Fire has more comparables.

Notes: The LA County is stated to be in their Fire Department. The city comparables are all at the Senior level due to their additional responsibilities with budgets and greater oversight of EMS programs. The City of Hemet has been excluded due to being a single rate, temporary/part-time classification. Rancho Cucamonga has an EMS Administrator classification that was not included in the study due to being outside the scope of the EMS series. The City of Vista's closest comparable is the Emergency Services Officer and is also excluded, which manages the program and is an at-will classification. Fountain Valley and Brea's Emergency Medical Services Manager is also not comparable due to being a manager level class and outside the scope of the EMS series.

External Market Survey Data

Classification Name: County Emergency Medical Services Administrator

Riv Co Class Code: 79710

Market Research							Survey Data			
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	HASC Annual	HASC Hourly
Los Angeles County		No Comparable Classification				\$0	\$0.00			
Orange County		No Comparable Classification				\$0	\$0.00			
San Bernardino County	ICEMA	ICEMA Emergency Medical Services Administrator	\$105,144	\$134,638	28.05%	\$119,891	\$67.64	e		
San Diego County		No Comparable Classification				\$0	\$0.00			
Ventura County	23	Emergency Medical Services Administrator	\$125,140	\$175,196	40.00%	\$150,168	\$72.20			
City of Riverside Fire Department		No Comparable Classification				\$0	\$0.00			
City of Redlands		No Comparable Classification				\$0	\$0.00			
City of Rialto		No Comparable Classification				\$0	\$0.00			
Murrieta Fire and Rescue		No Comparable Classification				\$0	\$0.00			
Corona Fire Department		No Comparable Classification				\$0	\$0.00			
City of Palm Springs Fire Department		No Comparable Classification				\$0	\$0.00			
City of Rancho Cucamonga		No Comparable Classification				\$0	\$0.00			
City of Victorville		No Comparable Classification				\$0	\$0.00			
City of Hemet Fire Department		No Comparable Classification				\$0	\$0.00			
City of Ontario		No Comparable Classification				\$0	\$0.00			
Chino Valley Fire District		No Comparable Classification				\$0	\$0.00			
City of San Marcos		No Comparable Classification				\$0	\$0.00			
City of Vista		No Comparable Classification				\$0	\$0.00			
City of Chula Vista		No Comparable Classification				\$0	\$0.00			
City of Anaheim		No Comparable Classification				\$0	\$0.00			
City of Fountain Valley		No Comparable Classification				\$0	\$0.00			
City of Costa Mesa		No Comparable Classification				\$0	\$0.00			
City of Brea		No Comparable Classification				\$0	\$0.00			
City of Huntington Beach		No Comparable Classification				\$0	\$0.00			

County Mean:	\$125,140	\$175,196	40.00%	\$150,168	\$72.20
County Median:	\$125,140	\$175,196	40.00%	\$150,168	\$72.20

Riverside County	79710	County Emergency Medical Services Administrator	\$99,344	\$157,670	58.71%	\$128,507	\$61.78
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Dollar difference from mean:	-\$25,796	-\$17,526
Percentage difference from mean:	-20.61%	-10.00%
Dollar difference from median:	-\$25,796	-\$17,526
Percentage difference from median:	-20.61%	-10.00%

PICs:

Notes: The Emergency Medical Services Administrator class is only found in at the County level. San Bernardino's EMS Admin is a contract position that was established to serve on the EMS committee of three counties: San Bernardino, Inyo, and Mono.



SUPERVISING EMERGENCY MEDICAL SERVICES COORDINATOR

Class Code: 78704

COUNTY OF RIVERSIDE
Established Date: Oct 2, 2025
Revision Date: Oct 2, 2025

SALARY RANGE

\$53.84 - \$75.38 Hourly
\$9,333.03 - \$13,066.25 Monthly
\$111,996.40 - \$156,794.95 Annually

CLASS CONCEPT:

Under general direction, assists the County Emergency Medical Systems (EMS) Administrator or a Fire Deputy Director in the planning, administration, development, and operations of the Riverside County Emergency Medical Services (EMS) system or the Riverside County Fire Department EMS program; interfaces with Emergency Management Department (EMD) or Fire staff, public safety agencies, educational institutions, medical community, advisory boards and commissions, and regulatory bodies as needed to ensure that EMS system goals and objectives are implemented accordingly; performs other related duties as required.

The Supervising Emergency Medical Services Coordinator is the supervising level classification in the Emergency Medical Services series that performs the full range of supervisory duties and reports to an appropriate manager level position. This classification is a delegate of and reports to the County EMS Administrator or a Fire Deputy Director. The Supervising Emergency Medical Services Coordinator may assume the responsibilities of the County EMS Administrator or a Fire Deputy Director in their absence.

Incumbents are responsible to manage and coordinate overall administration of the Riverside County EMS Agency (REMSA) Division or the Riverside County Fire EMS program.

REPRESENTATION UNIT: SEIU – Supervisory

EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):

- Evaluate and monitor services and programs including the establishment and oversight of EMS educational standards and training requirements; assist in the coordination of EMS system programs with other counties and agencies to promote a uniform approach; develop procedures and policies for field and office operations ensuring compliance with federal, state and Departmental requirements; establish and direct quality assurance procedures.

- Administer the enforcement of EMS standards, codes and regulations County-wide and serve as an advisor in technical interpretation of applicable standards; direct the development, implementation and evaluation of the comprehensive County-wide EMS Strategic Plan; oversee the certification,

recertification and decertification of EMS personnel and the authorization, reauthorization and revocation of authorization for service providing agencies.

- Assist the County EMS Administrator or a Fire Deputy Director in planning, organizing, directing, evaluating, and coordinating the functions of the EMS system programs, goals, objectives, policies and procedures; act as a liaison and advocate in support of EMS programs to various advisory boards and commissions, regulatory boards, local, state, and federal agencies, patients, providers, and other concerned individuals.
- Develop and promote effective working relationships with public and private organizations, County departments, local, state and federal agencies, and community organizations; conduct and/or participate in contract negotiations relevant to the EMS system with outside vendors, organizations or consultants; serve as a resource to other program managers in planning, developing and implementing related components of their respective program.
- Monitor legislation to determine the impact to and ensure compliance of the Department and EMS system programs; oversee the acquisition, maintenance, review, analysis, and reporting of EMS system data; make presentations and serve as a representative on other organizational boards to represent the County of Riverside and EMD or Fire; provide updates and report to the Board of Supervisors on critical EMS system matters as requested by the Director.
- Support the Medical and Health Operational Area Coordination Program and disaster medical planning to ensure effective and integrated medical/health and emergency management response operations.
- Prepare and monitor budgets, grant applications, and monitor grant compliance.

RECRUITING GUIDELINES:

Education: Graduation from an accredited college or university with a bachelor's degree, preferably with a major in biological science, health science, public health, environmental health, social science, emergency management, or a closely related field to the assignment. (Additional qualifying experience may substitute for the required education on the basis of one year of full-time experience equaling 30 semester or 45 quarter nits of the required education.)

Experience: Three years working in a lead capacity in emergency management or emergency medical services which includes specific experience administering related programs.

Knowledge of: The principles and practices of emergency medical services; basic organizational principles and procedures in the field of the emergency medical service system delivery; sociological and economic characteristics of the community and emergency medical service system provision; community resources available for assistance in Department programs; public relations methods, including familiarity with local media communications, that will be of assistance in carrying out the Department function; proper English construction and grammar; functions and service of local, state and federal emergency management or emergency medical service system agencies and related governing boards; community values and customs and traditions of county populations and provider agencies (target groups).

Ability to: Manage, coordinate and direct the activities of the Department; analyze situations accurately and take effective action; prepare and control budgets; apply pertinent laws, regulations and County and department policies as they relate to the emergency medical service system programs; establish and maintain effective working relationships with staff, other departments, outside agencies, and the general public; supervise and coordinate the work of medical professional, technical and support staff; prepare and assist others in preparing specialized programs; speak and write effectively, including

preparation of clear and concise reports; develop and maintain good relationships with the community; organize, conduct and actively participate in meetings and training sessions.

OTHER REQUIREMENTS:

License: Possession of a valid California Driver's License.

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.