

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



ITEM: 3.29
(ID # 29433)

MEETING DATE:
Tuesday, December 16, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Classification and Compensation recommendation to adjust the salary of the Senior Safety Industrial Hygienist, Principal Human Resources Analyst, Principal Loss Control Analyst, and Principal Risk Management Analyst classifications, establish a new Principal Safety Industrial Hygienist, Safety Industrial Hygienist II, and Safety Industrial Hygienist I classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9518 submitted herewith, All Districts. Current Year Cost - \$0, Ongoing Cost - \$0.

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Senior Safety Industrial Hygienist, Principal Loss Control Analyst, Principal Human Resources Analyst, Principal Risk Management Analyst classifications;
2. Approve the creation of the Principal Safety Industrial Hygienist, Safety Industrial Hygienist II, and Safety Industrial Hygienist I classifications; and
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9518.

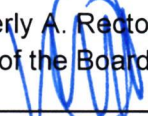
ACTION:Policy


Tami Douglas-Schatz, Director of Human Resources 11/24/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: Medina
Date: December 16, 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: 100% Department Funds			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Human Resources (HR) Department is responsible for providing comprehensive support across the full employee life cycle. From interviewing, hiring, onboarding, and planning retirements, to negotiating union contracts, investigating workplace concerns, and ensuring a safe and healthy workplace by identifying and mitigating occupational hazards. HR reviews overall compensation through market research and analysis to ensure the County of Riverside is market competitive as an employer of choice. HR staff provide assurance to both management and the public that the County remains in full compliance with federal, state, and local laws and regulations.

HR's Safety Loss Control Division (SLC) is responsible for providing professional consultation in safety, risk management, loss control, and industrial hygiene to all County departments. SLC identifies environmental and behavioral hazards that may cause employee injury or illness and works collaboratively with departments to reduce risk exposure, increase productivity, and lower taxpayer burden through the promotion of safer, healthier workplaces across the County.

The Classification and Compensation (Class & Comp) Division received a request from SLC to conduct a classification study and market analysis of the *Senior Safety Industrial Hygienist* classification to ensure proper classification structure and market competitiveness. The five-county market analysis yielded no direct comparable classifications to Riverside County's position. The role's specialized scope, including industrial hygiene oversight, field-based risk analysis, and regulatory compliance, sets Riverside's Safety Industrial Hygienist classification apart from the other jurisdictions. Other agencies have a general Industrial Hygienist classification that does not extend in scope to Riverside's classification. Given the lack of available market data, an internal review of current County/HR job classifications was conducted to ensure consistency among HR job classes, and to establish an equitable salary for the *Senior Safety Industrial Hygienist*. Based upon scope and responsibility required of this position, the *Senior Human Resources Analyst* job classification was reviewed and used as the benchmark to determine the salary of the *Senior Safety Industrial Hygienist* (See *Figure 1*).

Operationally, the lack of classification depth and overreliance on a single job classification to service all of Riverside County across 40+ departments creates a substantial risk to compliance, program continuity, and internal workforce development. As a result, it is recommended to establish a classification structure that supports the operational needs of the HR department to provide services in this specialized area. Therefore, it is recommended to create a new *Principal*

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

Safety Industrial Hygienist, Safety Industrial Hygienist II, and Safety Industrial Hygienist I classification to expand the series and increase workforce flexibility.

To maintain internal alignment among similar professional class series, it is recommended the salary of the new classes in the *Safety Industrial Hygienist* series be established at the same salary plan/grade as the *Human Resources Analyst* series except for the *Principal Safety Industrial Hygienist*, which is set 5.5% above the advanced journey-level classification. As a result of this internal review, it was shown that there is a minimal gap between the salary ranges of the Senior Human Resources Analyst and the Principal Human Resources Analyst resulting in compaction among the classifications. Therefore, it is recommended to increase the salary of the *Principal Human Resources Analyst* so that there is a 5.5% spread between this class and the Senior classification. In addition, since the *Principal Risk Management Analyst* and *Principal Loss Control Analyst*, are already set at parity with the Principal Human Resources Analyst and have the same salary plan/grade, it is recommended to adjust these ranges to sustain the internal parity and alleviate existing compaction issues (See *Figure 1*). These adjustments will not cause further compaction with higher level management classifications.

Figure 1:

Job Classification	Current Salary		Proposed Salary	
	Min	Max	Min	Max
Principal Safety Industrial Hygienist	n/a	n/a	\$114,405	\$162,044
Principal Human Resources Analyst	\$109,544	\$158,675	\$114,405	\$162,044
Principal Risk Management Analyst	\$109,544	\$158,675	\$114,405	\$162,044
Principal Loss Control Analyst	\$109,544	\$158,675	\$114,405	\$162,044
(%diff)			5.50%	5.50%
Senior Safety Industrial Hygienist	\$102,303	\$144,902	\$108,441	\$153,596
(%diff)			21.77%	21.51%
Safety Industrial Hygienist III	n/a	n/a	\$89,056	\$126,407
(%diff)			45.78%	46.05%
Safety Industrial Hygienist I	n/a	n/a	\$61,088	\$86,553

Salary Adjustments

This request is solely to establish the proposed classification structure. No new positions are being added by way of this request. With the implementation of the proposed adjustments, no initial cost will be incurred to bring incumbents below the new minimum up to the new minimum of the proposed salary ranges.

Senior Safety Industrial Hygienist: It is recommended to adjust the salary plan/grade from MCO 675 (\$102,303 - \$144,902/year) to salary plan/grade MCO 703 (\$108,441 - \$153,596/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

Principal Human Resources Analyst: It is recommended to adjust the salary plan/grade from MRP 520 (\$109,544 - \$158,675/year) to salary plan/grade MRP 560 (\$114,405 - \$162,044/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

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

Principal Loss Control Analyst: It is recommended to adjust the salary plan/grade from MRP 520 (\$109,544 - \$158,675/year) to salary plan/grade MRP 560 (\$114,405 - \$162,044/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

Principal Risk Management Analyst: It is recommended to adjust the salary plan/grade from MRP 520 (\$109,544 - \$158,675/year) to salary plan/grade MRP 560 (\$114,405 - \$162,044/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum salary.

Classification Additions

Principal Safety Industrial Hygienist: It is recommended to add this classification to the Class and Salary Listing using salary plan/grade MRP 560 (\$114,405 - \$162,044/year). The new class specification is attached (**Attachment 2**).

Safety Industrial Hygienist II: It is recommended to add this classification to the Class and Salary Listing using salary plan/grade MCO 643 (\$89,056 - \$126,407/year). The new class specification is attached (**Attachment 3**).

Safety Industrial Hygienist I: It is recommended to add this classification to the Class and Salary Listing using salary plan/grade MCO 407 (\$61,088 - \$86,553/year). The new class specification is attached (**Attachment 4**).

Impact on Residents and Businesses

This request does not have a direct impact on residents and business. However, adjusting the salary range of the four Human Resources job classifications will better position the County to provide a competitive salary for a critical workplace safety area, and alleviate the compaction that exists between subordinate/supervisor roles with the new proposed structure. Expanding the Safety Industrial Hygienist series will provide the Department with clear structure to retain highly qualified professionals, while delivering essential safety services to County departments.

Additional Fiscal Information

There are no upfront costs to these salary adjustments as there are currently 0 incumbents that are below the new, proposed minimum base salaries.

Attachments

1. Resolution No. 440-9518;
2. Principal Safety Industrial Hygienist Job Description;
3. Safety Industrial Hygienist II Job Description; and
4. Safety Industrial Hygienist I Job Description.


Cesar Bernal, PRINCIPAL MGMT ANALYST 11/24/2025

1 RESOLUTION NO. 440-9518

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on December 16, 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:

7

8 <u>Job</u>		<u>Class Title</u>	<u>Salary</u>
<u>Code</u>	<u>+/-</u>		<u>Plan/Grade</u>
9 73571	+	Principal Safety Industrial Hygienist	MRP 560
10 73578	+	Safety Industrial Hygienist I	MCO 407
11 73577	+	Safety Industrial Hygienist II	MCO 643

12
13
14 BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Director of
15 Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at
16 the beginning of the pay period following the date of approval, as follows:

17

18 <u>Job</u>	<u>Class Title</u>	<u>From Salary</u>	<u>To Salary</u>
<u>Code</u>		<u>Plan/Grade</u>	<u>Plan/Grade</u>
19 74768	Principal Human Resources Analyst	MRP 520	MRP 560
20 74795	Principal Loss Control Analyst	MRP 520	MRP 560
21 74796	Principal Risk Management Analyst	MRP 520	MRP 560
22 73576	Sr Safety Industrial Hygienist	MCO 675	MCO 703

23
24
25
26
27 /kc
11/19/2025
28 440 Resolutions\KC

2
3 RESOLUTION NO. 440-9518

4
5 ADOPTED by Riverside County Board of Supervisors on December 16, 2025.

6
7 ROLL CALL:

8
9 Ayes: Spiegel, Washington, Perez, and Gutierrez

10 Nays: None

11 Absent: Medina

12 Abstain: None

13
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.

16
17 KIMBERLY A. RECTOR, Clerk of said Board

18
19 By:  _____

20 Deputy

21
22
23 12/16/2025 Item 3.29
24
25



PRINCIPAL SAFETY INDUSTRIAL HYGIENIST

Class Code: 73571

COUNTY OF RIVERSIDE
Established Date: Dec 25, 2025
Revision Date: Dec 25, 2025

SALARY RANGE

\$55.00 - \$77.91 Hourly
\$9,533.78 - \$13,503.68 Monthly
\$114,405.38 - \$162,044.17 Annually

CLASS CONCEPT:

Under general direction, the Principal Safety Industrial Hygienist supervises professional Safety Industrial Hygiene staff and directs complex County-wide occupational health and safety programs; serves as a technical advisor on regulatory compliance, hazardous exposure control, and workplace safety policy; performs other related duties as required.

The Principal Safety Industrial Hygienist is a supervisory-level classification in the Safety Industrial Hygienist series used solely within the Human Resources Department's Safety Loss Control Division and reports to an appropriate manager level classification. Incumbents are responsible for supervising and guiding lower-level staff while overseeing comprehensive occupational health and hygiene programs. Positions at this level provide expert consultation on policy formulation, interagency coordination, and County-wide hazard mitigation strategies.

The Principal Safety Industrial Hygienist is distinguished from the Senior Safety Industrial Hygienist in that the former is the advanced journey level position in the series, leads program operations, and enforces County-wide policy and compliance initiatives. This level is distinguished by its responsibility for strategic planning, interagency collaboration, regulatory advocacy, and supervision of professional industrial hygienists engaged in complex occupational health and safety work.

REPRESENTATION UNIT: Management Resolution – Unrepresented Confidential

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

- Supervise, assign, and evaluate the work of subordinate industrial hygienists and/or technical staff; provide technical guidance, conduct performance evaluations, and implement training and professional development plans.
- Direct the planning, implementation, and continuous improvement of Safety-related Industrial Hygiene programs in the organization, ensuring alignment with state and federal health regulations.
- Conduct or oversee complex exposure assessments and hazard analyses for high-risk operations; develop and review sampling protocols, control strategies, and written reports for regulatory compliance; make recommendations to departments regarding best practices, corrective measures,

and adjustments that could be applied in the workplace, based on observations and specialized knowledge.

- Serve as the County's principal advisor on safety-related industrial hygiene matters; lead policy development and advise department executives and human resources personnel on safety-related workplace health issues.
- Represent the County in communications with regulatory bodies such as California Occupational Safety and Health Administration (Cal/OSHA), and in legal or administrative proceedings requiring expert testimony.
- Review findings and reports prepared by staff for accuracy, completeness, and compliance with regulatory standards; determine the need for additional studies or interventions.
- Manage program operations including budget preparation, resource allocation, equipment procurement, and contract administration for external industrial hygienist services.
- Coordinate County-wide training programs on subjects such as respiratory protection, heat illness, asbestos awareness, and exposure monitoring; ensure consistency and regulatory adherence.
- Lead County participation in advisory boards and cross-departmental safety committees; foster interagency collaboration with external Industrial Hygienists and regulatory partners in identifying and responding to emerging occupational health risks; provide subject matter expertise in support of vendor coordination and implementation of corrective actions.
- Oversee the maintenance and calibration of industrial hygiene instruments and testing equipment; ensure program readiness for emergency response and incident investigations.

RECRUITING GUIDELINES:

Education: Graduation from an accredited college or university with a bachelor's degree in industrial hygiene, environmental health, engineering, occupational safety or health, public health, or a related field.

Experience: Five years of professional experience in industrial hygiene or occupational health and safety. (A Master's degree from an accredited college or university in industrial hygiene, environmental health, engineering, occupational safety or health, public health, or a related field may be substitute for one year of the required experience.)

Knowledge of: Advanced industrial hygiene principles and methods; occupational safety laws and regulations; principles of program management and personnel supervision; budgeting practices; equipment used in industrial hygiene testing and analysis.

Ability to: Supervise professional staff and coordinate large-scale programs; apply technical knowledge to policy development; evaluate health data and make informed decisions; prepare and present reports and expert testimony; establish and maintain relationships with County officials, regulatory agencies, and external partners.

OTHER REQUIREMENTS:

License: Possession of a valid California Driver's License may be required.

Possession of a Certificate of Comprehensive Practice as an Industrial Hygienist issued by the American Board of Industrial Hygiene (ABIH) is preferred.

Possession of a Council-certified Indoor Environmental Consultant (CIEC) certification awarded by the American Council for Accredited Certification is preferred.

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association must be obtained within one year of the date of employment.

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.



SAFETY INDUSTRIAL HYGIENIST II

Class Code: 73577

COUNTY OF RIVERSIDE
Established Date: Dec 25, 2025
Revision Date: Dec 25, 2025

SALARY RANGE

\$42.82 - \$60.77 Hourly
\$7,421.33 - \$10,533.36 Monthly
\$89,056.02 - \$126,407.36 Annually

CLASS CONCEPT:

Under general supervision, the Safety Industrial Hygienist II performs journey-level duties focused on the identification, evaluation and control of occupational health hazards in County workplaces; conducts exposure monitoring, hazard assessments and regulatory compliance evaluations; assists in implementing industrial hygiene programs and training initiatives; performs other related duties as required.

The Safety Industrial Hygienist II is the journey level classification in the Safety Industrial Hygienist series used solely within the Human Resources Department's Safety Loss Control Division and reports to an appropriate manager or supervisory level classification. Incumbents are expected to perform work with increasing independence and technical proficiency, consulting with higher-level staff on complex matters. This classification supports the County's occupational health and environmental safety programs by conducting field investigations, evaluating data and recommending appropriate control measures.

The Safety Industrial Hygienist II is distinguished from the Safety Industrial Hygienist I in that the latter functions under close supervision with a limited scope of responsibilities. It is further distinguished from the Senior Safety Industrial Hygienist, which performs advanced industrial hygiene work involving complex program management, interagency consultation and policy development.

Advancement to the next level in the Safety Industrial Hygienist series is obtained by competitive selection through an open recruitment.

REPRESENTATION UNIT: Management Resolution – Unrepresented Confidential

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

- Conduct field investigations and exposure assessments to identify chemical, physical, biological, and ergonomic hazards; perform air, noise and surface sampling using calibrated instruments.
- Analyze sampling results and interpret findings in accordance with Cal/OSHA regulations and best practices; assist in recommending control strategies to reduce or eliminate workplace exposures.
- Operate, calibrate and maintain industrial hygiene sampling and monitoring equipment; document procedures and ensure accuracy of instrument performance.

- Prepare clear and concise reports of industrial hygiene findings; assist in the development of technical summaries, control recommendations and follow-up strategies.
- Participate in indoor air quality investigations, ergonomic evaluations and illumination and noise studies; support higher-level staff in advanced exposure cases.
- Assist in the development and delivery of employee training sessions and educational materials on topics such as heat illness prevention, respiratory protection and chemical hygiene.
- Monitor compliance with occupational health standards; assist with audits and workplace evaluations to ensure regulatory adherence.
- Collaborate with Safety Coordinators, departmental staff and external consultants to implement corrective actions; provide subject matter input as appropriate.
- Support incident investigations involving chemical exposures or workplace illness; gather data, assist with root cause analysis and contribute to corrective action recommendations.

RECRUITING GUIDELINES:

Education: Graduation from an accredited college or university with a bachelor's degree in industrial hygiene, environmental health, engineering, occupational safety or health, public health, or a related field.

Experience: One year of professional experience in industrial hygiene, environmental health, or occupational safety. (A master's degree from an accredited college or university in industrial hygiene, environmental health, engineering, occupational safety or health, public health, or a closely related field may substitute for one year of the required experience.)

Knowledge of: Principles and practices of industrial hygiene, occupational health and environmental safety; sampling techniques and industrial hygiene instrumentation; applicable local, state and federal occupational health regulations; data analysis and exposure evaluation methods.

Ability to: Conduct field assessments and exposure monitoring; interpret industrial hygiene data and make informed recommendations; prepare professional reports and summaries; communicate clearly and effectively; operate and maintain technical equipment; work collaboratively with multidisciplinary teams; interpret and apply occupational safety regulations.

OTHER REQUIREMENTS:

License: Possession of a valid California Driver's License may be required.

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association must be obtained within one year of the date of employment.

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.



SAFETY INDUSTRIAL HYGIENIST I

Class Code: 73578

COUNTY OF RIVERSIDE
Established Date: Dec 25, 2025
Revision Date: Dec 25, 2025

SALARY RANGE

\$29.37 - \$41.61 Hourly
\$5,090.69 - \$7,212.73 Monthly
\$61,088.24 - \$86,552.77 Annually

CLASS CONCEPT:

Under close supervision, the Safety Industrial Hygienist I performs entry-level industrial hygiene duties related to the recognition, evaluation and control of occupational health hazards; assists higher-level hygienists with exposure assessments, hazard analysis and data collection; performs other related duties as required.

The Safety Industrial Hygienist I is an entry-level classification in the Safety Industrial Hygienist series used solely within the Human Resources Department's Safety Loss Control Division and reports to an appropriate supervisor or manager level classification. Incumbents perform fundamental industrial hygiene tasks while learning to apply occupational health standards and procedures. Assignments are typically limited in scope and complexity and are performed under the guidance of more experienced staff.

The Safety Industrial Hygienist I is a natural progression underfill for the Safety Industrial Hygienist III. Incumbents are eligible to promote to the Safety Industrial Hygienist III upon successful completion of their probationary period, which would include a satisfactory performance evaluation and any additional qualification requirements.

REPRESENTATION UNIT: Management Resolution – Unrepresented Confidential

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

- Assist in conducting routine industrial hygiene field surveys and exposure monitoring to identify chemical, physical and biological workplace hazards; collect air, noise and surface samples using approved protocols.
- Operate, calibrate and maintain industrial hygiene sampling and monitoring equipment under supervision; assist with inventory tracking and instrument checkouts.
- Compile exposure data and observational findings to support hazard evaluations and risk assessments; maintain accurate logs and digital records in compliance with documentation standards; assist higher-level Safety Industrial Hygienists in interpreting data, identifying patterns and developing preliminary recommendations under professional guidance.

- Participate in ergonomic evaluations, indoor air quality assessments and illumination or noise studies under the direction of higher-level Safety Industrial Hygienists.
- Assist with research for industrial hygiene newsletter content and safety bulletins; prepare visual aids, handouts and basic training materials.
- Shadow senior staff during audits, site inspections and enforcement consultations; attend safety committee and interagency meetings as part of training.
- Gain knowledge of California Occupational Safety and Health Administration (Cal/OSHA) regulations and Title 8 standards; observe how findings are translated into corrective actions and compliance recommendations.
- Perform technical support functions, including downloading data, preparing charts and organizing case files for review.

RECRUITING GUIDELINES:

Education: Graduation from an accredited college or university with a bachelor's degree in industrial hygiene, environmental health, engineering, occupational safety or health, public health, or a related field.

Knowledge of: Basic principles of industrial hygiene, occupational safety, and environmental health; sampling methodologies and monitoring equipment; introductory concepts of exposure limits and regulatory standards.

Ability to: Assist with field investigations; use and maintain sampling equipment; collect and organize technical data; prepare basic reports and summaries; understand and follow instructions; communicate clearly; establish effective working relationships with staff and the public.

OTHER REQUIREMENTS:

License: Possession of a valid California Driver's License may be required.

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association must be obtained within one year of the date of employment.

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.