

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



ITEM: 3.31
(ID # 29554)

MEETING DATE:
Tuesday, January 13, 2026

FROM : HUMAN RESOURCES AND Sheriff's Department

SUBJECT: HUMAN RESOURCES and SHERIFF'S DEPARTMENT: Classification and Compensation recommendation to adjust the salaries of the Correctional Chief Deputy, Chief Deputy Sheriff, Chief Deputy Sheriff A/B, Assistant Sheriff, and Assistant Sheriff A/B classifications; and Amend Ordinance No. 440 pursuant to Resolution No. 440-9520 submitted herewith, All Districts. Fiscal Year 25/26 Cost - \$0 Ongoing Cost - \$0, Source of Funds – 100% Department Funds.

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Correctional Chief Deputy, Chief Deputy Sheriff, Chief Deputy Sheriff A/B, Assistant Sheriff, Assistant Sheriff A/B.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9520 submitted herewith.

ACTION: Policy

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

1/7/2026

Donald Sharp
Donald Sharp, Undersheriff

1/7/2026

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, 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: January 13, 2026
xc: HR, Sheriff

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 Budget | | | Budget Adjustment: No | |
| | | | For Fiscal Year: 25/26 | |

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Sheriff's Department is responsible for ensuring public safety and enforcing the law across one of California's largest and most diverse counties. The Department provides patrol services, operates correctional facilities, supports the courts, conducts criminal investigations, and manages emergency response operations with integrity, professionalism, and a strong commitment to community service. The Department is comprised of fourteen Bureaus and employs more than 4,000 sworn and non-sworn personnel.

On July 1, 2025, The Board of Supervisors approved the Law Enforcement Management Unit (LEMU) 2025 - 2028 Memorandum of Understanding (Item 3.52), which provided cost of living adjustments (COLAs) for classifications covered under the contract through 2026. As a result of this, the Sheriff's Department requested a review of executive management level classifications not covered under the LEMU contract to determine if the contractual increases will cause compaction with the higher-level classifications. Compaction results when the difference between the maximum rates of a subordinate class and supervisory/manager level class is less than 5.5%. This review included the Correctional Chief Deputy, Chief Deputy Sheriff, Chief Deputy Sheriff A/B, Assistant Sheriff, Assistant Sheriff A/B. Market data from surrounding jurisdictions (Attachment 1) and internal salary structures were reviewed.

Based on a comprehensive review, it was determined that compaction exists between the highest paid LEMU classifications (Sheriff's Captain/Correctional Captain) and the next level of management (Chief Deputy Sheriff/Correctional Chief Deputy). The classifications reviewed also included the Chief Deputy Sheriff A/B and Assistant Sheriff A/B classifications. The A and B designated classifications contain the Peace Officer Standards and Training (POST) certification pay included in the base salary range of the class. The A class includes the certification pay for those who have their intermediate POST certificate, and the B class includes the certification pay for those who have their advanced POST certificate. The LEMU 5% COLA in December has increased this compaction (Figure 1).

Figure 1.

| Salary Differences between LEMU and Sheriff Executive levels with LEMU December 2025 5% COLA Increases. | | | | |
|--|--|-------------------|-----------------|-----------------|
| Job Code | Job Class | Union Code | Min/Hour | Max/Hour |
| 37607 | ASST SHERIFF B | MLX | \$106.15 | \$144.05 |
| | <i>% diff between Asst. B and Chf. B</i> | | 8.34% | 5.48% |
| 37584 | CHF DEP SHERIFF B | MLX | \$97.98 | \$136.56 |

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|-------|--|-----|----------------|----------------|
| | <i>% diff between Chief B and Capt. B</i> | | <i>-12.64%</i> | <i>1.46%</i> |
| 37619 | SHERIFF'S CAPTAIN B | LEM | \$112.16 | \$134.59 |
| 37606 | ASST SHERIFF A | MLX | \$83.12 | \$133.88 |
| | <i>% diff between Asst. A and Chf. A</i> | | <i>8.34%</i> | <i>25.21%</i> |
| 37583 | CHF DEP SHERIFF A | MLX | \$76.72 | \$106.93 |
| | <i>% diff between Chief. A and Capt. A</i> | | <i>-28.40%</i> | <i>-16.84%</i> |
| 37618 | SHERIFF'S CAPTAIN A | LEM | \$107.15 | \$128.58 |
| 37605 | ASST SHERIFF | MLX | \$78.41 | \$106.41 |
| | <i>% difference between Asst. and Chf.</i> | | <i>8.34%</i> | <i>5.48%</i> |
| 37582 | CHF DEP SHERIFF | MLX | \$72.38 | \$100.88 |
| | <i>% difference between Chief and Capt.</i> | | <i>-27.73%</i> | <i>-16.06%</i> |
| 52218 | CORRECTIONAL CHIEF DEPUTY | MLX | \$77.67 | \$110.87 |
| | <i>% diff between C. Chief. and C. Capt.</i> | | <i>-3.05%</i> | <i>15.33%</i> |
| 37617 | SHERIFF'S CAPTAIN | LEM | \$100.14 | \$120.17 |
| 52215 | CORRECTIONAL CAPTAIN | LEM | \$80.12 | \$96.14 |

To ensure adequate spacing and proper salary progression between subordinate LEMU classes and next level management classifications, the Classification and Compensation Division recommends the following adjustments as noted below. Historically, the LEMU Captain and Chief Deputy Sheriff classifications have maintained a salary grade spacing between 15% to 18%. The proposed adjustments to the Chief Deputy Sheriff and Chief Deputy Sheriff A/B will reestablish a 15% spacing between the Chief Deputy Sheriff (A/B) and the equivalent Captain (A/B) classification. A 9% spacing between the Chief Deputy Sheriff and Assistant Sheriff classifications is proposed to ensure adequate incentive for growth, given with the increase in span of control at the Assistant Sheriff level. The recommended adjustments will ensure that an adequate salary spacing will remain throughout the life of the LEMU contract between subordinate and executive management classifications.

Salary Adjustments:

With the implementation of the proposed adjustments, costs will be incurred only to bring incumbents below the new minimum salary up to the new minimum salary. For the Chief Deputy Sheriff, Chief Deputy Sheriff A/B, Correctional Chief Deputy, Assistant Sheriff, and Assistant Sheriff A/B, it is requested that the effective date of the range adjustments be December 11, 2025, to coincide with the last LEMU COLA effective date. Any impacted employees will have their anniversary dates preserved.

Assistant Sheriff A: It is recommended to adjust the salary plan/grade LEX 225 (\$172,883 - \$278,479/year) to salary plan/grade LEX 319 (\$279,380 - \$335,256/year).

Assistant Sheriff B: It is recommended to adjust the salary plan/grade LEX 259 (\$220,791 - \$299,615/year) to salary plan/grade LEX 335 (\$292,435 - \$350,922/year).

Assistant Sheriff: It is recommended to adjust the salary plan/grade LEX 191 (\$163,099 - \$221,326/year) to salary plan/grade LEX 291 (\$261,103 - \$313,323/year).

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STATE OF CALIFORNIA**

Chief Deputy Sheriff A: It is recommended to adjust the salary plan/grade LEX 174 (\$159,577 - \$222,416/year) to salary plan/grade LEX 282 (\$256,312 - \$307,574/year).

Chief Deputy Sheriff B: It is recommended to adjust the salary plan/grade LEX 242 (\$203,796 - \$284,048/year) to salary plan/grade LEX 305 (\$268,289 - \$321,947/year).

Chief Deputy Sheriff: It is recommended to adjust the salary plan/grade LEX 140 (\$150,545 - \$209,827/year) to salary plan/grade LEX 270 (\$239,544 - \$287,453/year).

Correctional Chief Deputy: It is recommended to adjust the salary plan/grade LEX 183 (\$161,560 - \$230,613/year) to salary plan/grade LEX 230 (\$191,635 - \$251,516/year).

Impact on Residents and Businesses:

This request has no direct impact on residents and businesses. Approval of the recommended adjustments will ensure adequate spacing and appropriate salary progression for the executive management level classifications. This will aid in retention and ensure that the Sheriff's Department is able to provide growth opportunities into these positions as opportunities arise.

Attachments:

Attachment 1: Market Surveys

Attachment 2: Resolution No. 440-9520


Sarah Franco, Assistant County Executive Officer 1/8/2026

1 RESOLUTION NO. 440-9520

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California,
4 in regular session assembled on January 13, 2026, that pursuant to Section 8(c) of Ordinance No. 440, the
5 Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440,
6 with an operative date *retroactive to December 11, 2025*, as follows:

7

| 8 <u>Job Code</u> | <u>Class Title</u> | <u>From Salary Plan/Grade</u> | <u>To Salary Plan/Grade</u> |
|-------------------|---------------------------|-------------------------------|-----------------------------|
| 9 37605 | Assistant Sheriff | LEX 191 | LEX 291 |
| 10 37606 | Assistant Sheriff A | LEX 225 | LEX 319 |
| 11 37607 | Assistant Sheriff B | LEX 259 | LEX 335 |
| 12 37582 | Chief Deputy Sheriff | LEX 140 | LEX 270 |
| 13 37583 | Chief Deputy Sheriff A | LEX 174 | LEX 282 |
| 14 37584 | Chief Deputy Sheriff B | LEX 242 | LEX 305 |
| 15 52218 | Correctional Chief Deputy | LEX 183 | LEX 230 |

16 ROLL CALL:

17 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
18 Nays: None
19 Absent: None
20 Abstain: None

21 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.

22 KIMBERLY A. RECTOR, Clerk of said Board

23
24 By:  _____
Deputy

25
26
27 /kc
12/04/2025
28 440 Resolutions\KC

External Market Survey Data

Classification Name: Chief Deputy Sheriff

Riv Co Class Code:

Market Research

| Jurisdiction | Title | Job Code | Min Salary | Max Salary | Spread | Midpoint | Outlier |
|-----------------------|--|----------|------------|------------|--------|-----------|---------|
| Los Angeles County | Commander | 2723 | \$185,659 | \$250,200 | 34.76% | \$217,929 | |
| Orange County | Commander | 141ML | \$255,091 | \$266,822 | 4.60% | \$260,957 | |
| San Bernardino County | Sheriff's Deputy Chief | 19460 | \$160,493 | \$274,186 | 70.84% | \$217,339 | |
| San Diego County | Sheriff's Commander | 5778 | \$161,308 | \$227,299 | 40.91% | \$194,303 | |
| Ventura County | Commander | 43 | \$170,751 | \$239,075 | 40.01% | \$204,913 | |

| | | | | | | |
|----------------|--|------------------|------------------|--------|-----------|--|
| County Mean: | | \$186,660 | \$251,516 | 34.75% | \$219,088 | |
| County Median: | | \$170,751 | \$250,200 | 46.53% | \$210,476 | |

| | | | | | | | |
|-------------------------|-----------------------------|-------|-----------|-----------|--------|-----------|--|
| Riverside County | <i>Chief Deputy Sheriff</i> | 37582 | \$150,545 | \$209,827 | 39.38% | \$243,922 | |
|-------------------------|-----------------------------|-------|-----------|-----------|--------|-----------|--|

Dollar difference from Mean: **(\$36,116)** **(\$41,690)**
 Percentage difference from mean: -19.35% -16.58%

Dollar difference from median: **(\$20,206)** **(\$40,373)**
 Percentage difference from median: -11.83% -16.14%

Notes:

Run Date:

Date Prepared/Revised: 11/12/2025

External Market Survey Data

Classification Name: Correctional Chief Deputy

Riv Co Class Code:

| Market Research | | | | | | | |
|------------------------------------|---------------------------|----------|------------|------------|--------|-----------|---------|
| Jurisdiction | Title | Job Code | Min Salary | Max Salary | Spread | Midpoint | Outlier |
| Los Angeles County | Commander | 2723 | \$185,659 | \$250,200 | 34.76% | \$217,929 | |
| Orange County | Commander | 141ML | \$255,091 | \$266,822 | 4.60% | \$260,957 | |
| San Bernardino County | Sheriff's Deputy Chief | 19460 | \$160,493 | \$274,186 | 70.84% | \$217,339 | |
| San Diego County | Sheriff's Commander | 5778 | \$161,308 | \$227,299 | 40.91% | \$194,303 | |
| Ventura County | Commander | 43 | \$170,751 | \$239,075 | 40.01% | \$204,913 | |
| County Mean: | | | \$186,660 | \$251,516 | 34.75% | \$219,088 | |
| County Median: | | | \$170,751 | \$250,200 | 46.53% | \$210,476 | |
| Riverside County | Correctional Chief Deputy | 52218 | \$161,560 | \$230,613 | 42.74% | \$196,087 | |
| Dollar difference from Mean: | | | -\$25,100 | -\$20,903 | | | |
| Percentage difference from mean: | | | -13.45% | -8.31% | | | |
| Dollar difference from median: | | | -\$9,191 | -\$19,587 | | | |
| Percentage difference from median: | | | -5.38% | -7.83% | | | |

Notes:

Run Date:

Date Prepared/Revised: 11/12/2025

External Market Survey Data

Classification Name: Assistant Sheriff

Riv Co Class Code: 37605

Market Research

| Jurisdiction | Title | Job Code | Min Salary | Max Salary | Spread | Midpoint | Outlier |
|-----------------------|--|----------|------------|------------|--------|-----------|---------|
| Los Angeles County | Assistant Sheriff (UC) | 9969 | | \$326,839 | | #VALUE! | |
| Orange County | Assistant Sheriff | 6146EB | \$177,549 | \$336,752 | 89.67% | \$257,151 | |
| San Bernardino County | Assistant Sheriff | 1532 | \$180,523 | \$307,757 | 70.48% | \$244,140 | |
| San Diego County | Assistant Sheriff | 265 | \$250,453 | \$319,093 | 27.41% | \$284,773 | |
| Ventura County | Assistant Sheriff | 328 | \$192,975 | \$270,192 | 40.01% | \$231,584 | |

| | | | | | | |
|----------------|--|-----------|-----------|--------|-----------|--|
| County Mean: | | \$200,375 | \$312,127 | 55.77% | \$256,251 | |
| County Median: | | \$186,749 | \$319,093 | 70.87% | \$252,921 | |

| | | | | | | | |
|-------------------------|-------------------|-------|-----------|-----------|--------|-----------|--|
| Riverside County | Assistant Sheriff | 37605 | \$163,099 | \$221,326 | 35.70% | \$260,203 | |
|-------------------------|-------------------|-------|-----------|-----------|--------|-----------|--|

Dollar difference from Mean: **(\$37,276)** **(\$90,801)**
 Percentage difference from mean: -18.60% -29.09%

Dollar difference from median: **(\$23,650)** **(\$97,767)**
 Percentage difference from median: -12.66% -30.64%

Notes:

Run Date:

Date Prepared/Revised: 11/12/2025