

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



ITEM: 3.19
(ID # 29690)

MEETING DATE:
Tuesday, January 27, 2026

FROM : HUMAN RESOURCES AND RUHS - BEHAVIORAL HEALTH

SUBJECT: HUMAN RESOURCES AND RUHS - BEHAVIORAL HEALTH: Classification and Compensation recommendation to adjust the salaries of the Deputy Public Guardian, Senior Deputy Public Guardian, and Supervising Deputy Public Guardian, and amend Salary Ordinance No. 440 Pursuant to Resolution No. 440-9523 submitted herewith. All Districts. Current Year Cost - \$1,392, Ongoing Cost - \$3,493.

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Deputy Public Guardian, Senior Deputy Public Guardian, and Supervising Deputy Public Guardian job classes; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9523.

ACTION: Policy

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

1/8/2026

Deborah Johnson
Deborah Johnson, Assistant Director of Behavioral Health

1/13/2026


Matthew Chang
Matthew Chang, Director

1/13/2026

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Spiegel 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 27, 2026
xc: HR, RUHS-BH

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 1,392	\$ 3,493	\$ 4,885	\$ 3,493
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 University Health System - Behavioral Health (RUHS-BH) is Riverside County's designated behavioral health and substance use services authority, providing a full continuum of prevention, treatment, and recovery services. The department delivers programs for children, adults, and older adults through outpatient clinics, crisis services, residential treatment, and specialized community-based programs. RUHS-BH emphasizes a person-centered, recovery-oriented model and prioritizes culturally responsive care for the County's diverse population. Serving tens of thousands of residents each year, the department plays a critical role in supporting community wellness and meeting state and local behavioral-health mandates.

The Human Resources Classification and Compensation Division (Class & Comp) received a request from RUHS-BH to examine the *Deputy Public Guardian* job classification series (*Deputy Public Guardian/Senior Deputy Public Guardian/Supervising Deputy Public Guardian*) and determine if the series is compensated competitively.

A review of the surrounding five-county market found that the *Deputy Public Guardian* classification series falls below market at the minimum rate of the salary range, indicating that the County's entry rates for these classes are not competitive. At the maximum rate of the salary range, the *Deputy Public Guardian (Attachment 2)* and *Senior Deputy Public Guardian (Attachment 3)* are within an acceptable range of the established market mean, with less than a three-percent variance, while the *Supervising Deputy Public Guardian* falls below market at the maximum rate (**Attachment 4**).

Class & Comp recommends setting the *Deputy Public Guardian* minimum salary at the established market mean to better align the classification's entry rate with external market conditions. To maintain separation between levels, Class & Comp also recommends setting the *Senior Deputy Public Guardian* minimum salary 5.5% above the *Deputy* level and retaining the existing maximum salaries of both classifications. For the *Supervising Deputy Public Guardian*, Class & Comp recommends increasing both the minimum and maximum salaries to position the class more competitively within the external market. These adjustments preserve the series progression and align the salary structure with prevailing market conditions (see *Figure 1*).

Figure 1:

Job Classification	Current Sal - Min	Current Sal - Max	Proposed Sal - Min	Proposed Sal - Max
Supv. Deputy Public Guardian	\$73,440	\$98,784	\$82,964	\$110,000
(% diff)	15.37%	5.50%	15.67%	17.48%
Senior Deputy Public Guardian	\$63,655	\$93,634	\$71,725	\$93,634
(% diff)	6.76%	5.50%	5.50%	5.50%

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Deputy Public Guardian	\$59,627	\$88,751	\$67,986	\$88,751
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Salary Adjustments

Supervising Deputy Public Guardian: It is recommended to adjust the salary plan/grade from SEUS 575 (\$73,440 - \$98,784) to salary plan grade SEUS 680 (\$82,964 - \$110,000). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

Senior Deputy Public Guardian: It is recommended to adjust the salary plan/grade from LIU 707 (\$63,655 - \$93,634) to salary plan/grade LIU 838 (\$71,725 - \$93,634). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

Deputy Public Guardian: It is recommended to adjust the salary plan/grade from LIU 638 (\$59,627 - \$88,751) to salary plan/grade LIU 790 (\$67,986 - \$88,751). The cost to grant these adjustments is approximately \$1,392 for the remainder of fiscal year 25/26 and \$3,493 for fiscal year 26/27.

Impact on Residents and Businesses

While the recommended salary increases to the *Deputy Public Guardian* series will not directly impact residents and businesses, the increases will incentivize applicants to choose Riverside County as a place of employment and encourage current employees to seek internal promotional opportunities. Strong recruitment and retention in this series will contribute to providing excellent services to the community.

Additional Fiscal Information

With the implementation of the proposed salary adjustments, cost will be incurred to bring incumbents below the new minimum up to the new minimum. All employee anniversary dates are to be preserved.

The total cost to bring incumbents below the new minimum up to the new minimum salary is \$1,392 for the remainder of fiscal year 25/26 and \$3,493 for fiscal year 26/27. These costs include both salaries and benefits. The department has confirmed that no budget adjustment is needed.

Attachments

1. Resolution No. 440-9523
2. Deputy Public Guardian Market Data
3. Senior Deputy Public Guardian Market Data
4. Supervising Deputy Public Guardian Market Data


Cesar Bernal, PRINCIPAL MGMT ANALYST 1/21/2026

External Market Survey Data

Classification Name: Deputy Public Guardian

Riv Co Class Code: 37525

Market Research					Survey Data					
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hrly	Outlier	HASC Annual	HASC 50%
Los Angeles County	Deputy Public Guardian	1496	\$67,884	\$91,488	34.77%	\$79,686.00	\$38.31			
Orange County	Deputy Public Guardian II	372	\$71,510	\$96,346	34.73%	\$83,928.00	\$40.35			
San Bernardino County	Deputy Public Guardian	4191	\$70,845	\$97,344	0.00%	\$84,094.40	\$40.43			
San Diego County	Aging Program Specialist II	5204	\$76,398	\$93,933	22.95%	\$85,165.60	\$40.95			
Ventura County	Deputy Public Guardian-Conservator	548	\$53,293	\$74,545	0.00%	\$0.00	\$0.00			
County Mean:			\$67,986	\$90,731	33.46%					
County Median:			\$70,845	\$93,933	32.59%					
Riverside County	Deputy Public Guardian	37525	\$59,627	\$88,751	48.84%					
Dollar difference from Mean:			-\$8,359	-\$1,980						
Percentage difference from mean:			-12.30%	-2.18%						
Dollar difference from median:			-\$11,218	-\$5,182						
Percentage difference from median:			-15.83%	-5.52%						

Notes: Los Angeles:
 Orange:
 San Bernardino:
 San Diego:
 Ventura:

Run Date: 10/20/2025

Date Prepared/Revised: 10/20/2025 By: DP

External Market Survey Data

Classification Name: Senior Deputy Public Guardian

Riv Co Class Code: 37524

Market Research					Survey Data					
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hrly	Outlier	HASC Annual	HASC 50%
Los Angeles County	Senior Deputy Public Guardian	1497	\$71,676	\$96,588	34.76%	\$84,132.00	\$40.45			
Orange County	Senior Deputy Public Guardian	373	\$75,421	\$101,691	34.83%	\$88,556.00	\$42.58			
San Bernardino County	Senior Deputy Public Guardian	4190	\$74,381	\$102,253	0.00%	\$88,316.80	\$42.46			
San Diego County	No Comparable Class	n/a				\$0.00	\$0.00			
Ventura County	Senior Deputy Public Guardian-Conservator	2029	\$60,237	\$84,276	0.00%	\$0.00	\$0.00			
County Mean:			\$70,429	\$96,202	36.60%					
County Median:			\$73,028	\$99,140	35.75%					
Riverside County	Senior Deputy Public Guardian	37524	\$63,655	\$93,634	47.10%					
Dollar difference from Mean:			-\$6,773	-\$2,568						
Percentage difference from mean:			-9.62%	-2.67%						
Dollar difference from median:			-\$9,373	-\$5,505						
Percentage difference from median:			-12.83%	-5.55%						

Notes: Los Angeles:
 Orange:
 San Bernardino:
 San Diego:
 Ventura:

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External Market Survey Data

Classification Name: *Supv Deputy Public Guardian*

Riv Co Class Code: 37526

Market Research					Survey Data					
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hrly	Outlier	HASC Annual	HASC 50%
Los Angeles County	Supervising Deputy Public Guardian	1499	\$84,547	\$113,936	34.76%	\$99,241.20	\$47.71			
Orange County	Supervising Deputy Public Guardian	374	\$81,786	\$110,240	34.79%	\$96,012.80	\$46.16			
San Bernardino County	Supervising Deputy Public Guardian	4192	\$77,979	\$107,474	0.00%	\$92,726.40	\$44.58			
San Diego County	Aging Program Specialist III	5205	\$86,549	\$106,392	22.93%	\$96,470.40	\$46.38			
Ventura County	Supervising Deputy Public Guardian-Conservator	2311	\$83,959	\$111,957	0.00%	\$0.00	\$0.00			
	County Mean:		\$82,964	\$110,000	32.59%					
	County Median:		\$83,959	\$110,240	31.30%					
Riverside County	Supervising Deputy Public Guardian	37526	\$73,440	\$98,784	34.51%					
	Dollar difference from Mean:		-\$9,524	-\$11,215						
	Percentage difference from mean:		-11.48%	-10.20%						
	Dollar difference from median:		-\$10,520	-\$11,456						
	Percentage difference from median:		-12.53%	-10.39%						

Notes: Los Angeles:
 Orange:
 San Bernardino:
 San Diego:
 Ventura:

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