

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



ITEM: 3.30  
(ID # 30740)

**MEETING DATE:**  
Tuesday, June 23, 2026

**FROM :** HUMAN RESOURCES

**SUBJECT:** HUMAN RESOURCES: Classification and Compensation recommendation to adjust the salary ranges of various Temporary Assignment Program and Exempt Unit job classifications, salary plan/grade update for Per Diem classifications currently on a single-rated salary grade; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9534, All Districts. [Current Year Cost – \$0, Ongoing Cost - \$0 – 100% Department Budgets]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the recommendation to adjust the salary ranges of the Temporary Assignment Program job classifications;
2. Approve the recommendation to adjust the salary ranges of various Exempt Unit classifications;
3. Approve the recommendation to update the salary plan/grades of Per Diem classifications currently on a single-rated salary grade and;
4. Amend Ordinance No. 440 pursuant to Resolution No. 440-9534.

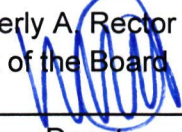
**ACTION:Policy**

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Perez, seconded by Supervisor Gutierrez 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: June 23, 2026  
xc: HR

Kimberly A. Rector  
Clerk of the Board  
By:   
Deputy

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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$0	\$0	\$0	\$0
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% Department Budget</b>			<b>Budget Adjustment:</b>	<b>No</b>
			<b>For Fiscal Year:</b>	<b>25/26</b>

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The County of Riverside Human Resources (HR) Department serves as a strategic partner to County departments by providing centralized workforce services and organizational support. Through its various divisions, HR oversees recruitment, classification and compensation, employee relations, labor relations, benefits administration, training, and policy oversight. HR's role is to support the County in maintaining a qualified workforce, ensuring fair employment practices, and maintaining compliance with federal, state and local laws and regulations, while enabling effective public service delivery.

**Temporary Job Classifications**

The Temporary Assignment Program (TAP) supports Countywide workforce staffing by providing temporary assignments across County departments. TAP operates under a classification structure that differs from our neighboring counties. TAP classifications are designed as broad shell classifications, intended to house a wide array of TAP assignments, based on regular job classifications. Consequently, the salary range for each TAP classification shell is broad, in order to capture all possible position assignments.

**Exempt Job Classifications**

In this context, "Exempt" does not refer to FLSA-exempt job classifications. A few job classifications pertaining to education-related programs, such as Professional Student Intern and Vet Apprentice, are both unrepresented by unions and are also exempt from receiving benefits under Management Resolution No. 2025-272 for Exempt Management, Management, Confidential, and other Unrepresented Employees (Management Resolution). Therefore, these job classifications are covered under Salary Ordinance No. 440-1770 and labeled "Exempt". Consequently, these classifications do not receive the Cost of Living Adjustments (COLAs) given to the unions and classifications covered under the Management Resolution. Periodically, the salaries need to be reviewed and adjusted to keep pace with related regular job classifications. The last review of these salaries occurred in 2023.

**Per Diem Classifications**

The Service Employees International Union, Local 721 (SEIU) Per Diem Memorandum of Understanding (MOU) states, "...the base hourly rate of pay for classifications covered by this MOU shall be aligned with the base hourly rate of pay provided to employees in comparable classifications in the full-time General SEIU MOU at the maximum rate of the salary range. During the term of this agreement, the base hourly rate of pay for classifications covered by this MOU shall remain aligned with the base hourly rate of pay at the maximum rate of the salary range for the comparable classifications in the full-time General SEIU Unit, including any market

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adjustments made to comparable classifications in the full-time General SEIU Unit.”

The Classification and Compensation Division conducted a comprehensive internal review of Temporary, Exempt and Per Diem classifications across County departments. Based on this analysis, it is recommended to adjust the TAP and Exempt classification salary ranges, so they appropriately encompass the broad range of possible Temporary and Per Diem assignments. The highest compensated Temporary and Per Diem positions identified through this review were used as the benchmark for the proposed maximum salary range, ensuring the TAP and Per Diem salary ranges continue to support departmental operational needs, and maintain compliance with the SEIU Per Diem MOU.

The recommended actions adjust only the maximum rate of the salary range for the TAP and select Exempt Unit classifications as noted below. The maximum rate for the TAP classifications will increase from \$154.36 per hour (\$321,067/year) to \$216.87 per hour (\$451,096/year), and for SEIU TAP Per Diem classifications from \$150.00 per hour (\$312,000/year) to \$176.93 per hour (\$368,004/year). The maximum salary for the Exempt classifications - Apprentice, Vet Apprentice, and Temporary Assistant - Professional Student Intern is recommended to be adjusted 4% to align with the recent COLA adjustment already applied to regular classifications. Lastly, it is recommended to administratively move the identified Per Diem classifications to a common, broad salary plan/grade to streamline administration. All proposed changes affect salary ranges only and do not modify any current employee pay rates, resulting in no costs.

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**Salary Range Adjustments for TAP Classifications:**

***Temporary Assistant:*** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

***Temporary Assistant - Per Diem:*** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

***Temporary Assistant - Per Diem-SEIU:*** It is recommended to adjust the salary plan/grade SEPD 112 (\$35,152 - \$312,000/year) to salary plan/grade SEPD 112 (\$35,152 - \$368,004/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

***Temporary Assistant - Retired Annuitant:*** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

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**Temporary Assistant - Retired Annuitant-Exempt:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant - Retired Annuitant-Exempt - Per Diem:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant - Retired Annuitant-Exempt - Per Diem-SEIU:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade SEPD 112 (\$35,152 - \$368,004/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant - Retired Annuitant-Exempt - SR:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant - Retired Annuitant - Per Diem:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant - Retired Annuitant - Per Diem-SEIU:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade SEPD 112 (\$35,152 - \$368,004/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant - Retired Annuitant - SR:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant - SR:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant - Title V:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

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**Temporary Assistant Exempt:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant Exempt - Per Diem:** It is recommended to adjust the salary plan/grade EXE 114 (\$35,152 - \$416,000/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant Exempt - Per Diem-SEIU:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade SEPD 112 (\$35,152 - \$368,004/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Temporary Assistant Exempt - SR:** It is recommended to adjust the salary plan/grade EXE 112 (\$35,152 - \$321,067/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Transition of Per Diem Single-Rate Classifications to an Updated TAP Salary Plan/Grade:**

These classifications will be transitioned to a salary plan and grade structure used for other Per Diem classifications. This change aligns these classifications with the County's current compensation framework while maintaining consistency across Temporary and Per Diem salary structures within the TAP program. This does not change the rate of pay assigned to each Per Diem classification through their respective MOU.

**Ambulatory Primary Care Physician - Per Diem:** It is recommended to adjust the single-rated salary plan/grade SEPD 114 (\$329,727/year) to salary plan/grade SEPD 112 (\$35,152 - \$368,004/year). There will be no change to the Per Diem rate of pay of \$329,727 for this classification transitioning to the new broad banded salary range.

**Ambulatory Primary Care Physician Leader - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 115 (\$360,406/year) to salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$360,406 for this classification transitioning to the new broad banded salary range.

**Chief of Psychiatry - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 334 (\$451,096/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$451,096 for this classification transitioning to the new broad banded salary range.

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**Emergency Department Technician - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 180 (\$68,650/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$68,650 for this classification transitioning to the new broad banded salary range.

**OB/GYN - Per Diem:** It is recommended to adjust the single-rated salary plan/grade SEPD 115 (\$368,004/year) to salary plan/grade SEPD 112 (\$35,152 - \$368,004/year). There will be no change to the Per Diem rate of pay of \$368,004 for this classification transitioning to the new broad banded salary range.

**Patient Safety Attendant - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 156 (\$45,954/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$45,954 for this classification transitioning to the new broad banded salary range.

**Psychiatrist III - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 111 (\$321,202/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$321,202 for this classification transitioning to the new broad banded salary range.

**Psychiatrist I - Detention - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 287 (\$312,746/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$312,746 for this classification transitioning to the new broad banded salary range.

**Psychiatrist II - Detention - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 295 (\$329,912/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$329,912 for this classification transitioning to the new broad banded salary range.

**Psychiatrist III - Detention - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 310 (\$348,015/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$348,015 for this classification transitioning to the new broad banded salary range.

**Registered Veterinary Technician - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 203 (\$83,025/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$83,025 for this classification transitioning to the new broad banded salary range.

**Veterinary Assistant - Per Diem:** It is recommended to adjust the single-rated salary plan/grade EXE 188 (\$71,160/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$71,160 for this classification transitioning to the new broad banded salary range.

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***Veterinary Surgeon - Per Diem:*** It is recommended to adjust the single-rated salary plan/grade EXE 275 (\$432,640/year) to the broad banded salary plan/grade EXE 112 (\$35,152 - \$451,096/year). There will be no change to the Per Diem rate of pay of \$432,640 for this classification transitioning to the new broad banded salary range.

**Salary Range Adjustments for Exempt Classifications:**

To maintain consistency within the County's overall salary structure, the maximum salary rates for these classifications will be adjusted and associated grade numbers updated.

***Apprentice:*** It is recommended to adjust the salary plan/grade EXE 150 (\$35,152 - \$62,400/year) to salary plan/grade EXE 150 (\$35,152 - \$64,896/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

***Vet Apprentice:*** It is recommended to adjust the salary plan/grade EXE 150 (\$35,152 - \$62,400/year) to salary plan/grade EXE 150 (\$35,152 - \$64,896/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

***Temporary Assistant - Professional Student Intern:*** It is recommended to adjust the salary plan/grade EXE 141 (\$35,152 - \$47,480/year) to salary plan/grade EXE 141 (\$35,152 - \$49,379/year). There is no change in employee rate of pay assigned to this job classification transitioning to the new broad banded salary range.

**Impact on Residents and Businesses**

This request does not have a direct impact on residents or businesses. However, extending the maximum salary ranges will provide departments with greater flexibility to fill critical Temporary and Per Diem assignments as operational needs arise. Ensuring these positions can be filled in a timely manner supports continuity of County operations, helps maintain the efficient delivery of programs and services to residents and businesses, and ensures alignment with the County's established classification and compensation policies.

**Additional Fiscal Information**

There are no upfront costs associated with this request. These proposed adjustments extend only the maximum salary rate of the classifications and do not modify the current pay rates of any Temporary or Per Diem employees. As a result, no employees will be impacted by the salary range adjustments.

**ATTACHMENTS**

1. Resolution No. 440-9534

RESOLUTION NO. 440-9534

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on June 23, 2026, 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>
57799	Ambulatory Primary Care Physician - Per Diem	SEPD 114	SEPD 112
57798	Ambulatory Primary Care Physician Leader - Per Diem	EXE 115	EXE 112
13954	Apprentice	EXE 150 (\$35,152-\$62,400)	EXE 150 (\$35,152-\$64,896)
73907	Chief of Psychiatry - Per Diem	EXE 334	EXE 112
57779	Emergency Department Technician - Per Diem	EXE 180	EXE 112
57800	OB/GYN - Per Diem	SEPD 115	SEPD 112
72902	Patient Safety Attendant - Per Diem	EXE 156	EXE 112
73830	Psychiatrist III - Per Diem	EXE 111	EXE 112
73852	Psychiatrist I-Detention - Per Diem	EXE 287	EXE 112
73853	Psychiatrist II-Detention - Per Diem	EXE 295	EXE 112
73854	Psychiatrist III-Detention - Per Diem	EXE 310	EXE 112
73498	Registered Veterinary Technician - Per Diem	EXE 203	EXE 112
13871	Temporary Assistant	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13883	Temporary Assistant Exempt	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13884	Temporary Assistant Exempt - Per Diem	EXE 114	EXE 112
13958	Temporary Assistant Exempt - Per Diem-SEIU	EXE 112	SEPD 112

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
13959	Temporary Assistant Exempt - SR	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13886	Temporary Assistant - Per Diem	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13900	Temporary Assistant - Per Diem-SEIU	SEPD 112 (\$35,152-\$312,000)	SEPD 112 (\$35,152-\$368,004)
13896	Temporary Assistant - Professional Student Intern	EXE 141 (\$35,152-\$47,480)	EXE 141 (\$35,152-\$49,379)
13906	Temporary Assistant-Retired Annuitant	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13912	Temporary Assistant-Retired Annuitant-Exempt	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13953	Temporary Assistant-Retired Annuitant-Exempt - Per Diem	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13956	Temporary Assistant-Retired Annuitant-Exempt - Per Diem-SEIU	EXE 112 (\$35,152-\$321,067)	SEPD 112 (\$35,152-\$368,004)
13957	Temporary Assistant-Retired Annuitant-Exempt - SR	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13908	Temporary Assistant-Retired Annuitant - Per Diem	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13909	Temporary Assistant-Retired Annuitant - Per Diem-SEIU	EXE 112	SEPD 112
13910	Temporary Assistant-Retired Annuitant - SR	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13899	Temporary Assistant - SR	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13905	Temporary Assistant - Title V	EXE 112 (\$35,152-\$321,067)	EXE 112 (\$35,152-\$451,096)
13955	Vet Apprentice	EXE 150 (\$35,152-\$62,400)	EXE 150 (\$35,152-\$64,896)
73497	Veterinary Assistant - Per Diem	EXE 188	EXE 112
73525	Veterinary Surgeon - Per Diem	EXE 275	EXE 112

2  
3 RESOLUTION NO. 440-9534

4  
5 ADOPTED by Riverside County Board of Supervisors on June 23, 2026.

6  
7 ROLL CALL:

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

10 Nays: None

11 Absent: None

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