

# Riverside County Environmental Health -Recruitment and Retention-

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District Environmental Services Division

# Problems

- **Department Vacancy Rate (1999-2005)**
  - 23% for Environmental Health Specialist Positions
- **Permitted Facilities**
  - 18% Increase from 2000-2006
- **County Growth**
  - Riverside County became the 3<sup>rd</sup> fastest growing county in the U.S.



# Project Goals

- Recruitment
  - Approach
    - Outreach
- Retention
  - Incentives



# Recruitment

- **External Efforts**
  - **College Career Fairs**
    - Giveaways
    - Candidate screening
    - New Approach to candidates

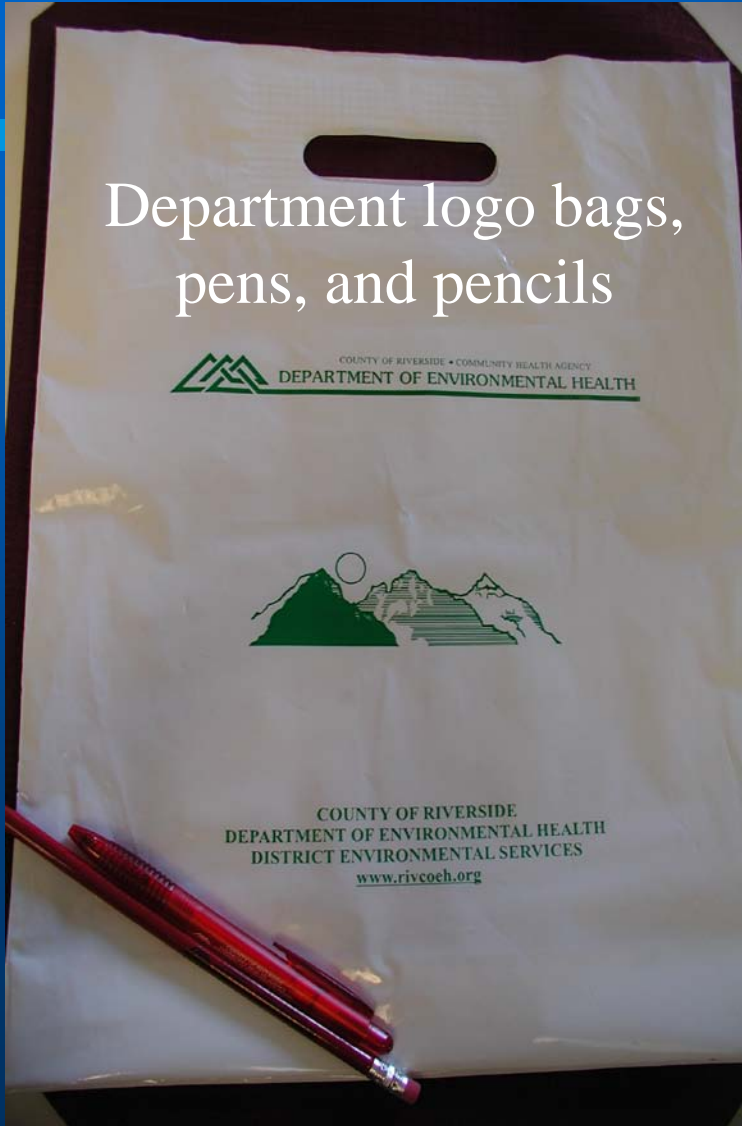


# College Career Fairs

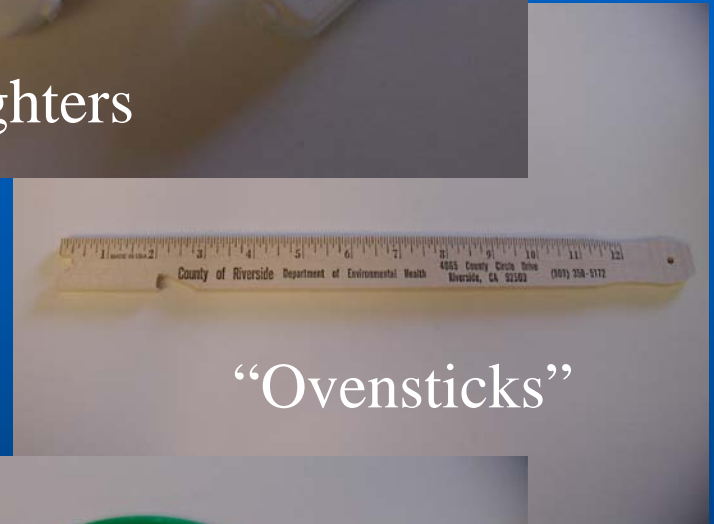


# Giveaways

Department logo bags,  
pens, and pencils



Highlighters



“Ovensticks”



Frisbees

# Recruitment

- **Online Job Postings**
  - Colleges, Universities
  - Monster.com
  - Hotjobs.com
- **Media Coverage**
  - Movie Advertisement
  - Newspapers
  - New Website Design

# New Department Website

Riverside County Community Health Agency Home | Frequently Asked Questions | Contact Us

 Department of Environmental Health

- » Home
- » Programs and Services
- » Forms and Guidelines
- » Public Information
- » Office Locations
- » Contact Us
- » Careers
- » File a Complaint
- » FAQ's
- » Links

**Search The Website**

Please enter your search term

  
Find



Home » Environmental Health Careers

**Environmental Health Careers**

## CAREER INFORMATION

The Department of Environmental Health offers rewarding career opportunities for those individuals interested in the pursuit of protecting the public's health. The Department is always looking for individuals in one of our three primary classes of employee:

- [Environmental Health Specialist](#)
- [Environmental Health Technician](#)
- [Hazardous Materials Management Specialist](#)

**Environmental Health Specialist**

This class of employee is responsible for a variety of inspection and investigation related activities in our District Environmental Services Division and Environmental Resource Management Division. Candidates must be college graduates and either possess a current and valid registration as a Registered Environmental Health Specialist or have received, or are in the process of receiving a letter from the [California Department of Health Services](#) pre-certifying them for employment as an Environmental Health Specialist Trainee. [Click here to get more information in the Environmental Health Specialist Career Guide.](#)

**Watch the Department's Movie Ad!**

The county currently accepts continuous applications for the following positions:

- [Environmental Health Specialist I](#)
- [Environmental Health Specialist II](#)
- [Environmental Health Specialist III](#)

To apply for this position submit your resume with the words "Registered Environmental Health Specialist" in the body to the County of Riverside Human Resources at the following link: [HR Resume Submittal](#) and send another copy to [Jean-Marie Strey, Supervising EHS](#).

Other positions within this class include:

- [Environmental Health Specialist IV](#)

# Recruitment – Movie Ad



# Retention

- **Salary Adjustment**
  - Survey led to a Department-wide 20% increase over 3 ½ years
  - “Hard to Recruit” designation for desert positions
    - 11% increase in salary over non-desert EHS positions



# Retention

- **REHS Reimbursements**
  - REHS Registration fee
  - Transcript review fee
  - REHS State exam fee
  - Biannual REHS license fee



# Retention

- **Perks**

- 15 new county vehicles purchased

- Total of 51 Division vehicles as of 2006



# Retention

Before county  
vehicles...



# Retention

...and after!!



# Retention

- **Perks**

- Number of staff computers tripled**

- **73 total computers allocated in 2006, up from 26 in 2000**



# Retention

- Perks

- The future?

- Field Inspection System
    - Laptop computers
    - Mobile printers



# Department Intern Program



# Results

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- **Increase in interview candidates**
  - **57 candidates in latest interviews, versus previous average of 20**
  - **8 vacancies filled during the last hiring round**



**Riverside County Environmental Health**  
**[www.rivcoeh.org](http://www.rivcoeh.org)**