

## Compensation and Benefits DPSS Movie Narration

*Riverside County DPSS Children's Services is not your typical public agency. Like most public agencies, we provide job stability along with great employee benefits, including a competitive salary and benefits package that includes a pay differential, along with a hiring and retention bonus plan with incentives up to \$10,000 over a five year period. But that's just the beginning of the advantages you'll find at the Riverside County DPSS Children's Services.*

One of the things that attracted me to Riverside County Child Protective Services was that the pay was very competitive with what I had researched in other areas.

I found salaries to be very competitive amongst counties; some counties push a higher dollar amount up front, but that eventually does even out, it does weigh out as you step up the pay scale.

The benefits package is wonderful: medical, dental, there's a vision option. There's a deferred compensation plan where we can put away for our own retirement; there's also the retirement package, which after five years, they pick up 100%. You can earn what we call "comp time" and that's if you work extra, you mark it down as "comp time" and on another day you can take that time off. There's vacation time, there's sick time, special holiday pay.

I actually took a cut in pay to come here, but now I make more money than I would have made if I had stayed with my previous employer, and I think that's because the opportunities for advancement are so great. Here you have a chance to increase your salary a lot faster than some place that maybe they'll start you off at a high base salary, but then you won't get a raise.

*In Children's Services, we believe that professionals should work in a place where they're treated like professionals; that's how we treat each of our employees. We give them the support and respect their work deserves. At Riverside County DPSS Children's Services, that respect is not only demonstrated by your professional peers, but also by supervisors and managers throughout the agency.*

The supervisors are supportive, more and more supportive all the time; they understand that the supervisor's role really is to equip the workers to do the job.

What we try to do is really encourage staff to use supervision, to use other staff members, to staff cases and really share the responsibility that they have for children and families.

*We take pride in recruiting and hiring quality people. Professional social workers appreciate the positive work environment that characterizes Riverside County DPSS Children's Services. That's just one of the great advantages of working with us.*

Your input in the agency is very important, and it is listened to by administrators and supervisors.

I think having done the job in this county, and been a social worker and been a supervisor, and now being a manager, for staff that's very important because when I talk to them they know that I understand what it's like to do the job.

In Riverside County each unit is kind of a family feel.

Every worker is more than willing to help you. When you have to make critical decisions, you don't feel like you're making them on your own. You have the support of coworkers; you have the support of supervisors, of regional managers. They open the doors, you can come down, you can talk to them.

*We not only hire promising people, but we work hard to help them grow and develop professionally. We offer a rich learning environment with our first-rate in-house training, as well as assisting our employees in furthering their education. With the numerous colleges and universities in the region, it's easy for you to continue your education.*

Our staff development program here at Riverside County DPSS offers a variety of classes and retrainings [sic]. Should you need to go back and brush up on some of your skills they also promote and encourage people who are seeking a master's degree to pursue that, and they have entered into joint ventures with like Loma Linda University, Cal State San Bernardino. We have several people here on the line that actually attend those schools while working.

Our agency has a 20/20 program, a return to work program where you are off-time twenty hours while you're attending school is also paid leave. And, also, here in the state of California we have a CalSWEC Title IV-E grant which pays people to go back to school in order to get their master level professional degree.

This agency allows you grow and to develop such that you can move around a get different experiences and really grow as a professional.

*A positive work environment and unparalleled educational opportunities are just two of the great advantages of working at the Riverside County DPSS Children's Services. Advantages like this go a long way towards job satisfaction. That's what you'll find at the Riverside County DPSS Children's Services.*