

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

308



FROM: Human Resources Dept.      SUBMITTAL DATE: March 25, 2003

SUBJECT: Parity and classification study recommendations for various job classifications as outlined in Resolution No. 440-8473.

RECOMMENDED MOTION: That the Board approve the recommendations contained in Resolution No. 440-8473.

BACKGROUND: The following recommendations are the result of an exception study request from the Riverside County Regional Medical Center (RCRMC) to review two management positions with modified responsibilities or reporting relationship.

Ronald W. Komers  
Asst. County Executive Officer/  
Human Resources Director

FINANCIAL DATA:

CURRENT YEAR COST:	\$7,570 savings	ANNUAL COST:	\$32,803 savings
NET COUNTY COST:	\$0	IN CURRENT YEAR BUDGET:	YES
BUDGET ADJUSTMENT:	NO	FOR FY:	2002 - 2003
SOURCE OF FUNDS:	Departmental Budget		

C.E.O. RECOMMENDATION:

**APPROVE**

COUNTY EXECUTIVE OFFICER SIGNATURE

Policy  
 Consent  
 Policy

Department Recommendation:  
Per Executive Office:

Prev. Agn. Ref.

Dist. ALL

AGENDA NO.

3.20

**Hospital Budget/Reimbursement Officer:** It is recommended that this vacant classification be reduced in salary plan/grade from MCO 610 L12 (\$69,037 – 92,365) to salary plan/grade MCO 589 L12 (\$65,488 – 87,604). The salary was appropriate when supporting the entire Health Services Agency, however, the scope of this class will be limited to responsibility for RCRMC business only. For internal equity, the recommended salary grade for this classification is to be the same as for Hospital Fiscal Officer.

**Provider Relations Supervisor:** It is recommended to add this new classification to the Class & Salary Listing at salary plan/grade SEU 295 L10 295 (\$34,020 – 43,143). This new supervisory classification will pay \$28,042 less annually than the Provider Relations Manager class it replaces. The future incumbent in this class will act as a liaison with contracted health plans and contracted physicians. In addition, the incumbent will do management studies and supervise a support staff of six. The recommended salary range is the same as that for Staff Analyst I, which has the most comparable level of duties and responsibilities. Similarities between the classes are the monitoring of contracts, performing management studies, and directing a support staff. The reason for recommending a specialized class is the need to have a medical background and full supervisory responsibility for this assignment.

#### **IMPLEMENTATION:**

By implementing these recommendations, there will be an annual cost reduction for RCRMC of \$32,803. If approved, these recommendations will be operative at the beginning of the pay period following their adoption.

1 RESOLUTION NO. 440-8473

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3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in  
4 regular session assembled on April 8, 2003, that pursuant to Section 8.C. of  
5 Ordinance No. 440, the Assistant County Executive Officer/Director of Human Resources is authorized to  
6 amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period  
7 following the date of approval, as follows:

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<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
9 74211	Hospital Budget Reimbursement Officer	MCO 610	MCO 589

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15 BE IT FURTHER RESOLVED that pursuant to Section 4.C. of Ordinance No. 440, the Assistant  
16 County Executive Officer/Director of Human Resources is authorized to amend the Class and Salary  
17 Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

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<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
19 74174	+	Provider Relations Supervisor	SEU 295

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