

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

211



**FROM:** Human Resources Dept.

**SUBMITTAL DATE:**  
December 21, 2005

**SUBJECT:** Salary range adjustments for Chief of Medical Staff, Hospital Administrator and County Executive Officer, and designating the Chief of Psychiatry classification to "At-Will", as outlined in Ordinance 440, pursuant to Resolution No. 440-8634, submitted herewith.

**RECOMMENDED MOTION:** That the Board of Supervisors amend Ordinance No. 440 pursuant to Resolution 440-8634.

**BACKGROUND:** The following recommendations are the results of parity studies conducted for the Mental Health Department, the Riverside County Regional Medical Center (RCRMC) and the County Executive Office.

Departmental Concurrence

  
 \_\_\_\_\_  
 Ronald W. Komers  
 Asst. County Executive Officer/Human Resources

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 51,180	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 11,260	Budget Adjustment:	No
	Annual Net County Cost:	\$ 22,519	For Fiscal Year:	2005/06

<b>SOURCE OF FUNDS:</b> Departmental Budgets	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

**C.E.O. RECOMMENDATION:** **APPROVE**

**County Executive Office Signature** \_\_\_\_\_  


- Consent
- Policy
- Consent
- Policy

Dept's Recomm.:  
Per Exec. Ofc.:

COUNTY OF RIVERSIDE  
 BOARD OF SUPERVISORS  
 EXECUTIVE OFFICE  
 RECEIVED  
 DECEMBER 21 2005

**Prev. Agn. Ref.:** \_\_\_\_\_ **District:** \_\_\_\_\_ **Agenda Number:** \_\_\_\_\_

**3 . 25**

Healthcare related occupations continue to face serious challenges caused by diminishing resources of qualified and talented healthcare administrators and professional clinical staff. Quality of patient care will always be a driving force for hospitals; however, they will continue to face increasing competition for talented administrative and other healthcare professionals. We recently completed a comprehensive review and analysis of our healthcare executive salaries in light of these circumstances: According to the Hospital Association of Southern California (HASC) 2005 Salary Survey, our salaries for Hospital Administrator and Chief of Medical Staff classes fall in the 10<sup>th</sup> to 25<sup>th</sup> percentile of salaries paid in Southern California, per class. To ameliorate this situation and afford competitive compensation to qualified incumbents, we make the following recommendations.

#### Chief of Medical Staff

This position provides leadership to the medical staff, integrating the activities of all RCRMC medical departments, and also provides key liaison between the Hospital Administrator and governing regulatory Boards. The Chief of Medical Staff also coordinates the medical services and medical training programs at RCRMC. RCRMC recently completed an exhaustive, nationwide recruitment for this position. Based upon the recommendation of our contracted consultant, our own analysis of our recruiting efforts and the salary requirements of the selected candidate, our current salary range for this classification requires significant parity adjustment.

It is recommended that this classification be removed from the Difficult to Recruit salary plan/grade DTM 188 L17 (\$163,754 - \$202,672) and be assigned to salary plan/grade MCO 750 L13 (\$181,546 – \$250,000). This new salary range is at the 50<sup>th</sup> percentile of Southern California Chief of Medical Staff positions. This recommendation is also based on internal organizational relationships. Since this is a key management position at RCRMC, it is also recommended that it be designated “At-Will” and serve at the pleasure of the RCRMC Hospital Administrator. RCRMC and Human Resources support this recommendation.

#### Hospital Administrator

The Hospital Administrator is responsible for the overall operation of RCRMC. The current salary plan for this class is salary plan/grade XMA 202 L23 (\$128,902 - \$231,557). We recommend a 10% parity adjustment to salary plan/grade XMA 206 L23 (\$141,723 - \$254,713), which places the salary range at the midpoint (50<sup>th</sup> percentile) of Southern California base salary structures. This recommendation is also based on internal relationships. Since the proposed salary plan is part of the Executive Performance Recognition Plan, the incumbent would not be advanced beyond his current salary unless given an outstanding performance evaluation by the County Executive Officer. RCRMC and Human Resources support this recommendation.

#### County Executive Officer

In light of the above parity adjustments, the Chief Executive Officer salary was also reviewed and found to be within the range of Southern California county top executives classes. In contrast to other counties, however, ours is an Executive Officer, whereas Los Angeles, San Bernardino, and San Diego counties have “Chief Administrative Officers”. Further, the compensation (including bonus potential) for two local city managers, with much less responsibility, is equivalent to or exceeds our CEO’s compensation. Consistent with County policy and the current employment contract with the incumbent, we recommend the current salary plan/grade of MC1 271 L1 (\$243,455) be adjusted approximately 10% to salary plan/grade MC1 274 L12 (\$200,396 - \$268,723); approximately 5.5% above his highest paid subordinate, the Hospital Administrator.

Chief of Psychiatry

To accomplish the Department of Mental Health's critical goal of ensuring responsive and effective operations, it is recommended that the Chief of Psychiatry classification be designated "At-Will", serving at the pleasure of the Medical Director of Mental Health. This key position is responsible for managing all psychiatrists at the Mental Health Emergency Treatment Services/Inpatient Treatment Facility. However, based on the results of a current parity study, it is recommended that this classification remain on salary plan/grade MCO 714 L12 (\$158,235 - \$171,393).

Since this request is only to designate the position "At-Will", there is no cost impact at this time. The Department of Mental Health and Human Resources support this recommendation. The classification specification is attached.

**IMPLEMENTATION:**

The total annual cost to implement these recommendations will be \$102,360 (\$45,653 General Funds). Mental Health, RCRMC, and the Executive Office will absorb these costs in their current budget, and indicate they have sufficient funds for implementation.

1 RESOLUTION NO. 440-8634

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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 January 10, 2006, that pursuant to Section 4.C.(2) of  
5 Ordinance No. 440, is authorized to add the following classification(s) to Appendix II, operative on the  
6 date of approval:

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<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>
8 73982	+	Chief of Psychiatry

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