

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

609



FROM: Human Resources Department

SUBMITTAL DATE:
January 21, 2016

SUBJECT: Classification and Compensation recommendations to establish three new classifications; and amend Salary Ordinance No. 440 pursuant to Resolution No. 440-9026. [District- All] [Total Cost - \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendations to create the new Pharmacy Resident - First Year-E, Resident Physician & Surgeon - Sixth and Seventh Year-E classifications.
2. Amend Salary Ordinance No. 440 pursuant to Resolution No. 440-9026.
3. Grant authority to the Assistant County Executive Officer/Human Resources Director to adjust the salary rates of the Resident Physicians according to University of California (UC) Resident Physician rates. UC Resident Physicians rotate through and work alongside with RUHS Resident Physicians.

BACKGROUND:

Summary

The following recommendations are the result of a classification request from the Riverside University Health System – Medical Center (RUHS-MC) for the department’s new residency training programs.

Michael T. Stock
Asst. County Executive Officer/
Human Resources Director

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ 0	\$ 0	\$ 0	\$ 0	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0	

SOURCE OF FUNDS:	Budget Adjustment: No
	For Fiscal Year: 2015/16

C.E.O. RECOMMENDATION:

APPROVE

BY:
Lari Sioson

County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

- A-30
- 4/5 Vote
- Positions Added
- Change Order

Prev. Agn. Ref.:

District:

Agenda Number:

3-14

Zareh Saraffian, Asst. CEO, Health System Concurrence

BACKGROUND:

Summary (continued)

Recently, RUHS-MC became a sponsoring institution for two new residency-training programs in pharmacy and neurological surgery. The new residency-training programs necessitate the need to develop new classifications for the department.

Pharmacy Residency Program

The Association of Health System Pharmacists encourages teaching hospitals, such as RUHS-MC, to sponsor pharmacy residencies because of the potential value added to the organization. By sponsoring a pharmacy residency program, RUHS-MC will have more clinically competent pharmacists to provide quality, safe and cost effective medication interventions to patients. Further, RUHS-MC would financially benefit from this sponsorship because Medicare reimburses teaching hospitals for pharmacy post graduate residency. RUHS-MC's new pharmacy residency is a 12-month program in general acute care that will provide advanced training in managing medication-use systems, reviewing drug formulary services for financial impact, and in leading healthcare professionals towards achievement of optimal medication therapy outcomes for critically ill patients. Participants to the pharmacy residency program will be individuals who have successfully completed a Doctorate of Pharmacy degree from an accredited school of pharmacy. The new residency program, commencing on July 1, 2016, would require the establishment of a new Pharmacy Resident - First Year-E classification.

A nationwide recruitment process is now ongoing for the Pharmacy residency program. If the request for the new Pharmacy Resident - First Year-E classification is approved, then offers to selected candidates will be made in early March of 2016. Establishing this new classification and corresponding salary range now would ensure that the department recruits the best candidates, as well as allocate for positions in its Fiscal Year 2016/2017 budget.

Neurological Surgery Residency Program

RUHS-MC's new neurological surgery residency is a seven-year training program that provides comprehensive training in the prevention, medical diagnosis, critical care, and management of disorders affecting the nervous system. In the past, RUHS-MC has been a participating training site for Arrowhead Regional Medical Center's (ARMC) neurological surgery residency program. Now, RUHS-MC has become a sponsoring institution for this residency training program. Effective July 1, 2016, sponsorship of the neurological surgery residency program will be transferred from ARMC to RUHS-MC, necessitating the establishment of new classifications.

Currently, RUHS-MC's four residency training programs (Anesthesia, Family Medicine, General Surgery, and Orthopedic Surgery) run between three to five years. Hence, the County's current resident physician classification series include Resident Physician & Surgeon - First Year-E through Resident Physician & Surgeon - Fifth Year-E. The new RUHS-MC neurological surgery residency program, accredited by the Accreditation Council for Graduate Medical Education, requires seven years of medical training.

The neurological surgery residents will transfer to RUHS-MC effective July 1, 2016. It is necessary to establish the Resident Physician & Surgeon - Sixth Year-E and Resident Physician & Surgeon - Seventh Year-E classifications now in order for the department to allocate for these in its Fiscal Year 2016/2017 budget.

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
FORM 11: Classification and Compensation recommendations to establish three new
classifications; and amend Salary Ordinance No. 440 pursuant to Resolution No. 440-9026
[District- All] [Total Cost - \$0]**

DATE: January 21, 2016

PAGE: 3 of 3

CREATION OF NEW CLASSIFICATIONS

Pharmacy Resident - First Year-E: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade EXE 159/L1 (\$46,896.50). The proposed salary range is based on available market data in Southern California (Attachment A). The Pharmacy Resident - First Year-E classification will obtain advanced and supervised clinical pharmacy experience, provide professional pharmacy services, and assist in precepting intern pharmacists. This request is only to add the classification and therefore, there is no financial impact. The Pharmacy Resident - First Year-E class specification is attached (Attachment B).

Resident Physician & Surgeon - Sixth Year-E: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade PHY 115/L1 (\$65,915). The proposed salary rate is based on available market data in California and aligns with University of California's salary rate for equivalent classifications (Attachment C). Moreover, the recommended pay rate will make RUHS-MC's residency program more competitive locally and nationwide. The Resident Physician & Surgeon - Sixth Year-E classification will obtain advanced and supervised professional experience in a medical specialty, provide day-to-day professional medical services, and assist attending physicians in teaching and supervising resident physicians at lower classification levels. This request is only to add the classification and therefore, there is no financial impact. The Resident Physician & Surgeon - Sixth Year-E class specification is attached (Attachment D).

Resident Physician & Surgeon-Seventh Year-E: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade PHY 118/L1 (\$69,384). The proposed salary range is based on available market data in California and aligns with University of California's salary rate for equivalent classifications (Attachment C). Further, the recommended pay rate will make RUHS-MC's residency program more competitive locally and nationwide. The Resident Physician & Surgeon - Seventh Year-E classification will obtain advanced professional experience in a medical specialty and provide day-to-day professional medical services. Moreover, this classification will function as Chief Resident and gain leadership experience by assisting attending physicians, managing resident training, and coordinating patient care. This request is only to add the classification and therefore, there is no financial impact. The Resident Physician & Surgeon - Seventh Year-E class specification is attached (Attachment E).

Impact on Residents and Businesses

Approval of the proposed classifications would expand the specialized medical services to the residents, improve the quality and safety of patient care, and enhance the delivery of a safer and more cost effective medication therapy.

SUPPLEMENTAL:

Additional Fiscal Information

None

ATTACHMENTS:

- A. Salary Survey - Pharmacy Resident - First Year**
- B. Pharmacy Resident - First Year-E Class Specification**
- C. Salary Survey - Resident Physician & Surgeon, Sixth and Seventh Years**
- D. Resident Physician & Surgeon - Sixth Year-E Class Specification**
- E. Resident Physician & Surgeon - Seventh Year-E Class Specification**
- F. Resolution 440-9026**

RESOLUTION NO. 440-9026

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on February 9, 2016, that pursuant to Section 3(a)(iv) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
76323	+	Pharmacy Resident - First Year-E	EXE 159/L1
73859	+	Resident Physician & Surgeon - Sixth Year-E	PHY 115/L1
73860	+	Resident Physician & Surgeon - Seventh Year-E	PHY 118/L1

Salary Survey: Pharmacy Resident – First Year

Institution	Residency Type	Annual Salary
Citrus Valley	PGY 1	\$ 40,000.00
Huntington Memorial	PGY 1	\$ 41,000.00
Sharp	PGY 1	\$ 42,500.00
CHOC	PGY 1	\$ 43,000.00
Long Beach Memorial	PGY 1	\$ 43,600.00
UCI MC	PGY 1	\$ 44,000.00
Hoag Memorial	PGY 1	\$ 44,000.00
LLUMC	PGY 1	\$ 45,000.00
UCLA MC	PGY 1	\$ 45,000.00
CHA Hollywood Presbyterian	PGY 1	\$ 45,000.00
Naval MC / UCSD	PGY 1	\$ 45,000.00
VA Loma Linda	PGY 1	\$ 45,778.00
VA Los Angeles	PGY 1	\$ 45,778.00
VA Long Beach	PGY 1	\$ 45,778.00
Scripps Mercy	PGY 1	\$ 45,968.00
Scripps Memorial	PGY 1	\$ 46,000.00
Cedar-Sinai MC	PGY 1	\$ 46,000.00
Fountain Valley	PGY 1	\$ 46,000.00
UCSD MC	PGY 1	\$ 46,000.00
Western U HS	PGY 1	\$ 46,000.00
KP Riverside	PGY 1	\$ 48,630.00
KP Fontana	PGY 1	\$ 48,630.00
KP West LA	PGY 1	\$ 50,000.00
CHLA	PGY 1	\$ 50,000.00
Eisenhower MC	PGY 1	\$ 50,000.00
City of Hope	PGY 1	\$ 50,440.00
DRMC	PGY 1	\$ 52,000.00
Glendale Adventist	PGY 1	\$ 52,000.00
USC	PGY 1	\$ 55,000.00
White Memorial	PGY 1	\$ 56,000.00



PHARMACY RESIDENT - FIRST YEAR-E

Class Code: 73623

COUNTY OF RIVERSIDE

Established Date: Feb 4, 2016

Revision Date: Feb 4, 2016

SALARY RANGE

\$22.55 Hourly
 \$3,908.04 Monthly
 \$46,896.50 Annually

CLASS CONCEPT:

Under general supervision, obtains advanced supervised professional experience in pharmacy practice; provides day-to-day professional clinical pharmacy services; assists in the preparation and distribution of medications; assists in precepting pharmacy interns and reviewing drug formularies for safety and cost effectiveness; and performs other related duties as required.

The Pharmacy Resident - First Year-E serves as an advanced pharmacist practitioner engaged in providing pharmaceutical care through the regular monitoring of patient-specific therapies. Incumbents collaborate with other healthcare team members while participating in quality-assurance activities in addition to serving as a resource for other healthcare practitioners. Pharmacy Residents are expected to work independently, but in accordance with, and under the supervision of, Preceptors and the Residency Program Director.

REPRESENTATION UNIT: Exempt Unit

EXAMPLES OF ESSENTIAL DUTIES:

(Depending on the area of assignment, duties may include, but are not limited to, the following):

- Provide clinical pharmacy services to medical and nursing staff.
- Responsible for preparation and distribution of medication in-patient care areas; maintain adequate medication supplies; oversee deliveries of medications to nursing units.
- Verify medication orders for therapeutic appropriateness; verify unit dose medications for appropriate drug, dose, quantity, and packaging integrity; check and/or compound IV medications.
- Provide drug information and counselling to patients and healthcare professionals for medication therapy optimization; recommend medication therapy interventions.
- Perform pharmacokinetic monitoring and dose adjustment (i.e., renal dose and anticoagulation medication dose adjustments).
- Participate in drug formulary reviews for safety and cost effectiveness considerations.
- Participate in precepting pharmacy students and interns.
- Monitor adverse drug reactions and report adverse medication incidents.

- Participate in pharmacy committee meetings.
- Communicate with patients and staff, verbally and otherwise, in a manner that exhibits effective professional judgment and listening skills appropriate for the professional setting.

RECRUITING GUIDELINES:

Education: Graduation from a School of Pharmacy accredited by the American Council of Pharmaceutical Education with a Doctor of Pharmacy degree (Pharm. D.).

Knowledge of: Federal, Board of Pharmacy, Joint Commission and DHS laws, regulations, and guidelines pertaining to patient care, and dispensing of legend and non-legend pharmaceuticals and poisons; good customer (physicians, nurses, and patient) service; professional standards and practices.

Ability to: Provide quality pharmaceutical care; communicate clearly and effectively; work cooperatively with other staff and healthcare providers; organize and manage routine and new responsibilities; retrieve and process patient and medication information; properly supervise and direct the work of supportive pharmacy personnel

OTHER REQUIREMENTS:

License/Certificate: Possession of a current valid Intern Pharmacist license in the State of California.

Possession of a current valid Registered Pharmacist license in the State of California by October 1 within the first year of pharmacy residency.

Basic Life Support (BLS) certification from a provider certified by the American Heart Association.

Advanced Cardiac Life Support certification from a provider certified by the American Heart Association.

Possession of a valid California Driver's License may be required.

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.

Salary Survey - Resident Physician & Surgeon Sixth & Seventh Years

Annual Salaries

Job Title	Arrowhead Reg Med Ctr	Los Angeles County+USC	Loma Linda Univ Med Ctr	Univ of California System	<i>Average Annual Salary</i>	Proposed Annual Salary
Resident Physician - Sixth Year	\$64,392.00	\$69,612.00	\$62,933.00	\$65,915.00	\$65,713.00	\$65,915.00
Resident Physician - Seventh Year	\$69,312.00	\$73,764.00	\$72,471.00	\$69,384.00	\$71,232.75	\$69,384.00



COUNTY OF RIVERSIDE
 Established Date: Feb 4, 2016
 Revision Date: Feb 4, 2016

RESIDENT PHYSICIAN & SURGEON - SIXTH YEAR-E

Class Code: 73859

SALARY RANGE

\$31.69 Hourly
 \$5,492.92 Monthly
 \$65,915.00 Annually

CLASS CONCEPT:

Under general supervision, obtains advanced supervised professional experience in a medical specialty; provides day-to-day professional medical services; assists in planning, organizing, and coordinating a variety of specialized research and/or quality or patient safety projects to evaluate existing services and design future programs; and performs other related duties as required.

The Resident Physician & Surgeon - Sixth Year-E is a graduate of an approved medical school who participates in an accredited program of post-graduate medical training and experience of a predetermined number of years in a particular medical specialty. Incumbents in this series assume greater responsibility and perform the more complex duties of the specialized field as they gain more experience. Incumbents in these positions may rotate through various departmental programs or specialize in a particular service

Residents for whom this is the final year of training may be assigned the additional responsibilities of a Chief Resident which may include, but are not limited to, increased responsibility for the teaching and supervision of medical and physician assistant students and more junior resident physicians, coordination of the program's educational calendar, and creation of work schedules for the other residents on the clinical service.

Promotion to the next level in the series, or completion of the training program, is dependent upon the incumbent having successfully met all competency milestones of their particular post-graduate medical education training program.

REPRESENTATION UNIT: Exempt Unit

EXAMPLES OF ESSENTIAL DUTIES:

(Depending on the area of assignment, duties may include, but are not limited to, the following)

- Perform a complete history and physical examination including pelvic exam.
- Perform electrocardiograms, venipunctures, dressing changes, IM and SC injections, intravenous catheters, suture removals, and other procedures not requiring specific consent of the patient.
- Use sterile techniques and universal precautions.
- Perform cardiopulmonary resuscitations.
- Write orders for therapeutic agents on the RUHS Formulary for patients; write orders, including diagnostic procedures or consultations requested by members of the Medical Staff.

- Wear protective clothing and respiratory equipment for care of patients with communicable diseases and/or immuno-compromised patients.
- Move throughout the clinical and RUHS sites to address routine and emergent patient care needs.
- Assist in surgical operations and perform outpatient procedures, with the administration of general anesthesia, regional anesthesia, conscious sedation, and pain management procedures.
- Communicate with patients and staff, verbally and otherwise, in a manner that exhibits good professional judgment and good listening skills and is appropriate for the professional setting.
- Demonstrate timely, consistent, and reliable follow-up on patient care issues (i.e., laboratory results, patient telephone calls, and other requests).
- Input and retrieve computer data through a keyboard and read a computer screen; read charts and monitors; perform documentation procedures (i.e., dictation, progress notes, and discharge summaries) in a timely manner.
- Provide health education to patients and obtain consents for procedures in which the Resident will participate.
- Manage multiple patient care duties simultaneously.
- Make judgments and decisions regarding complicated, undifferentiated disease presentations in a timely manner, in emergency, ambulatory, and hospital settings.
- Demonstrate organizational skills required to care for four to ten (4-10) or more outpatient cases per half day (depending upon year level of training).
- Must be able to take calls for the rotational services that require inpatient admission and patient care shifts of up to sixteen (16) hours.
- Present well-organized case presentations to other physicians or supervisors and function as a dependable member of the healthcare delivery team.
- Participate in, and satisfactorily complete, all required rotations, including longitudinal rotations and clinic rotations.
- Perform additional Program and specialty-specific patient care activities as required for completion of the Program for Residents at the applicable post-graduate medical education level. If required, said additional Program and specialty-specific patient care activities are described in the Program Training Manual.

RECRUITING GUIDELINES:

Education: Graduation from a Liaison Committee on Medical Education (LCME) or Commission on Osteopathic College Accreditation (COCA) approved school of medicine with a degree of either a Doctor of Medicine or Doctor of Osteopathic Medicine. (Graduates of foreign medical schools must meet additional standards as required by the State of California including, but not limited to, a current, valid Post-Doctoral Training Authorization Letter issued by the State of California Medical Board.)

Experience: Satisfactory completion of five years of postgraduate medical education training at a postgraduate medical education (residency) training program accredited by either the Accreditation Council for Graduate Medical Education (ACGME) or the American Osteopathic Association (AOA).

OTHER REQUIREMENTS:

License/Certificate: Possession of a valid and unrestricted license to practice medicine in the State of

California may be required.

Basic Life Support (BLS) certification, from a provider certified by the American Heart Association is required.

Advanced Cardiac Life Support certification, from a provider certified by the American Heart Association, is required.

Pediatric Advanced Life Support (PALS) certification, from a provider certified by the American Heart Association, may be required for certain medical specialties.

Possession of a valid California Driver's License may be required.

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



RESIDENT PHYSICIAN & SURGEON - SEVENTH YEAR-E

Class Code: 73860

COUNTY OF RIVERSIDE

Established Date: Feb 4, 2016

Revision Date: Feb 4, 2016

SALARY RANGE

\$33.36 Hourly

\$5,782.00 Monthly

\$69,384.00 Annually

CLASS CONCEPT:

Under general supervision, obtains advanced supervised professional experience in a medical specialty; provides day-to-day professional medical services; assists in planning, organizing, and coordinating a variety of specialized research and/or quality or patient safety projects to evaluate existing services and design future programs; and performs other related duties as required.

The Resident Physician & Surgeon - Seventh Year-E is a graduate of an approved medical school who participates in an accredited program of post-graduate medical training and experience of a predetermined number of years in a particular medical specialty. Incumbents in this series assume greater responsibility and perform the more complex duties of the specialized field as they gain more experience. Incumbents in these positions may rotate through various departmental programs or specialize in a particular service.

Residents for whom this is the final year of training may be assigned the additional responsibilities of a Chief Resident which may include, but are not limited to, increased responsibility for the teaching and supervision of medical and physician assistant students and more junior resident physicians, coordination of the program's educational calendar, and creation of work schedules for the other residents on the clinical service.

Promotion to the Physician series, or completion of the training program, is dependent upon the incumbent having successfully met all competency milestones of their particular post-graduate medical education training program.

REPRESENTATION UNIT: Exempt Unit

EXAMPLES OF ESSENTIAL DUTIES:

(Depending on the area of assignment, duties may include, but are not limited to, the following)

- Perform a complete history and physical examination, including pelvic exam.
- Perform electrocardiograms, venipunctures, dressing changes, IM & SC injections, intravenous catheters, suture removals, and other procedures not requiring specific consent of the patient.
- Use sterile techniques and universal precautions.
- Perform cardiopulmonary resuscitations.
- Write orders for therapeutic agents on the RUHS Formulary for patients; write orders, including diagnostic procedures or consultations requested by members of the Medical Staff.

- Wear protective clothing and respiratory equipment for care of patients with communicable diseases and/or immuno-compromised patients.
- Move throughout the clinical and RUHS sites to address routine and emergent patient care needs.
- Assist in surgical operations and perform outpatient procedures, with the administration of general anesthesia, regional anesthesia, conscious sedation, and pain management procedures.
- Communicate with patients and staff, verbally and otherwise, in a manner that exhibits good professional judgment and good listening skills and is appropriate for the professional setting.
- Demonstrate timely, consistent, and reliable follow-up on patient care issues (i.e., laboratory results, patient telephone calls, and other requests).
- Input and retrieve computer data through a keyboard and read a computer screen; read charts and monitors; perform documentation procedures (i.e., dictation, progress notes, and discharge summaries) in a timely manner.
- Provide health education to patients and obtain consents for procedures in which the Resident will participate.
- Manage multiple patient care duties simultaneously.
- Make judgments and decisions regarding complicated, undifferentiated disease presentations in a timely manner, in emergency, ambulatory, and hospital settings.
- Demonstrate organizational skills required to care for four to ten (4-10) or more outpatient cases per half day (depending upon year level of training).
- First year residents must be able to take call for the rotational services that require inpatient admission and patient care shifts of up to sixteen (16) hours.
- Present well-organized case presentations to other physicians or supervisors and function as a dependable member of the healthcare delivery team.
- Participate in, and satisfactorily complete, all required rotations, including longitudinal rotations and clinic rotations.
- Perform additional Program and specialty-specific patient care activities as required for completion of the Program for Residents at the applicable post-graduate medical education level. If required, said additional Program and specialty-specific patient care activities are described in the Program Training Manual.

RECRUITING GUIDELINES:

Education: Graduation from a Liaison Committee on Medical Education (LCME) or Commission on Osteopathic College Accreditation (COCA) approved school of medicine with a degree of either a Doctor of Medicine or Doctor of Osteopathic Medicine. (Graduates of foreign medical schools must meet additional standards as required by the State of California, including, but not limited to, a current, valid Post-Doctoral Training Authorization Letter issued by the State of California Medical Board.)

Experience: Satisfactory completion of six years of postgraduate medical education training at a postgraduate medical education (residency) training program accredited by either the Accreditation Council for Graduate Medical Education (ACGME) or the American Osteopathic Association (AOA).

OTHER REQUIREMENTS:

License/Certificate: Possession of a valid and unrestricted license to practice medicine in the State of

California.

Basic Life Support (BLS) certification, from a provider certified by the American Heart Association is required.

Advanced Cardiac Life Support certification, from a provider certified by the American Heart Association, is required.

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