

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

9/10



FROM: Human Resources Department

SUBMITTAL DATE:
February 29, 2016

SUBJECT: Classification and Compensation recommendations to adjust the salary ranges of four Management classifications and one SEIU represented classification, and amend Ordinance No. 440 pursuant to Resolution No. 440-9031 [District - All] [Ongoing Total Cost - \$90,556].

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve salary parity adjustments for the Assistant Pharmacy Director, Pharmacy Director, Diagnostic Imaging Manager, and Surgical Technician classifications.
2. Amend Ordinance 440 pursuant to Resolution No. 440-9031 submitted herewith.

BACKGROUND:

Summary

These recommendations will provide Riverside University Health System (RUHS) solutions for recruitment and retention issues. The proposed alignment of salary ranges for select classifications to current market levels will make RUHS more competitive with local talent, so it can continue to attract a skilled and competent workforce to deliver quality health care to residents of Riverside County.

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	\$ 15,179	\$ 90,556	\$	\$ 90,556	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0	

SOURCE OF FUNDS: Riverside University Health System
Enterprise Funds 40050

Budget Adjustment: No

For Fiscal Year: 2015/16

C.E.O. RECOMMENDATION:

APPROVE

BY:
Lani Sioson

County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

Zareh Sarrafian
Asst. County Executive Officer
Health Systems

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

Prev. Agn. Ref.:

District: All

Agenda Number:

3-15

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
FORM 11: Classification and Compensation recommendations to adjust the salary ranges of four
Management classifications and one SEIU represented classification, and amend Ordinance No.
440 pursuant to Resolution No. 440-9031 [District - All] [Ongoing Total Cost - \$90,556].**

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BACKGROUND:

Summary (continued)

At the request of the RUHS-Medical Center (MC), the Human Resources (HR) Department conducted a parity study for the Assistant Pharmacy Director, Pharmacy Director, Director of Diagnostic Imaging Services, and Surgical Technician classifications.

The proposed salary ranges would significantly improve the recruitment and retention of a competent workforce for RUHS. After approval, RUHS will place the incumbents on the new salary range at the step nearest the incumbent's current pay. Implementing the new salary ranges in this manner will result in estimated salaries and benefits costs of \$15,179 for the remainder of FY 15/16. Consistent with the Memoranda of Understanding, incumbents will be eligible to receive two step increases (approximately 5.5%) next fiscal year, which will cost an additional \$90,556. These costs will be covered by RUHS-MC budget.

Based on the findings of the parity study, including external market surveys, internal reviews, and wage compression analysis, the HR Department hereby submits the following recommendations.

PARITY WAGE ADJUSTMENT

Assistant Pharmacy Director: It is recommended to grant this classification an approximate 7.8% parity wage adjustment from salary plan/grade MRP 839/L19 (\$112,928 - \$182,292) to salary plan/grade MRP 881/L10 (\$154,594 - \$196,479). The Assistant Pharmacy Director supervises Senior Clinical Pharmacists and assists the Pharmacy Director in managing the pharmacy services at the RUHS-Medical Center, Care Clinics and Correctional Health Services. An external survey of California public hospitals shows that the average maximum annual salaries of Assistant Director of Pharmacy Services is \$196,479 (Attachment A). The proposed wage adjustment will place the salary of the Assistant Pharmacy Director class approximately 9.87% above its subordinate Senior Clinical Pharmacist class with annual salary up to \$178,824. Approval of this request would resolve the existing wage compression between the supervising Assistant Pharmacy Director class and its subordinate Senior Clinical Pharmacist class.

Pharmacy Director: It is recommended to grant this classification an approximate 7% parity wage adjustment from salary plan/grade MRP 856/L19 (\$126,846 - \$204,822) to salary plan/grade MRP 882/L12 (\$163,475 - \$219,160). The Pharmacy Director has overall management and compliance oversight for the pharmacy services at the RUHS-Medical Center, Care Clinics, Correctional Health Services and Mental Health Services. An external market survey of California public and private hospitals and health systems revealed that the maximum average annual salaries of Director of Pharmacy Services class is \$212,218 (Attachment A). The proposed salary range for the Pharmacy Director class is higher than available market data but prevents potential wage compression with its subordinate Assistant Pharmacy Director class. Further, the proposed salary range for the Pharmacy Director addresses the growing scope of this classification's management and regulatory compliance responsibility with the new Pharmacy Residency program, as well as with the recent integration of the County's health system, that includes the Medical Center, Care Clinics, Public Health, and Behavioral Health Departments.

Director of Diagnostic Imaging Services: It is recommended to grant this classification an approximate 13% parity adjustment from salary plan/grade MRP 548/L19 (\$78,753 - \$126,928) to salary plan/grade MRP 781/L14 (\$101,820 - \$143,848). The proposed wage adjustment is based on available external market data (Attachment A). The role of the Diagnostic Imaging Services class has significantly expanded with the integration of the health system. In recent years, this classification has been responsible for the management and regulatory compliance oversight of the diagnostic imaging services at the RUHS Medical Center, Federally Qualified Health Centers, and at the Correctional Health Services.

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Surgical Technician: It is recommended to adjust the salary range of this classification from salary plan/grade SEU 152/L20 (\$30,822 - \$50,935) to salary plan/grade SEU 240/L14 (\$36,068 - \$50,935). The proposed salary range, based on the latest external market survey data, shows that the starting salary for this classification is 17% below market. To resolve this, it is recommended that the first six steps at the bottom of the current salary range be eliminated. Raising the starting base pay rate of the Surgical Technician classification closer to market level would boost recruitment efforts. It has become difficult to recruit Surgical Technicians due to the improved economic outlook for non-elective surgeries. With the proposed salary range adjustment for this classification, the current pay of the 22 incumbents will be placed at the nearest salary step of the new salary plan and grade. Approximate salary increases for these incumbents range from approximately \$0.45 to \$2.50 an hour. Four incumbents are receiving the maximum salary for this classification and will not be eligible for the pay adjustment.

Assistant Medical Program Director II: It is recommended to adjust the salary range of this classification from salary plan/grade MRP 879 L/18 (\$147,971 - \$232,681) to salary plan/grade MRP 886 L/10 (\$183,051 - \$232,681). The existing pay range for the Assistant Medical Program Director (AMPD) II automatically starts at salary step 9, \$183,051 in order to facilitate recruitment. The first eight steps of the AMPD II salary range is utilized because candidates do not accept a starting annual salary below \$183,000. Hence, it is proposed to adjust the lower end of the current salary accordingly for the AMPD II. There are no current incumbents.

Impact on Residents and Businesses

Approval of the recommendations enables RUHS to recruit and retain a competent workforce to deliver quality health care to the residents of Riverside County.

SUPPLEMENTAL:

Additional Fiscal Information

Estimated salaries and benefits cost is \$15,179 for the remainder of FY 15/16. In FY 16/17, the estimated salaries and benefits cost is an additional \$90,556. These costs will be covered by RUHS-MC's current and annual budgets.

ATTACHMENTS:

A. Market Survey

B. Resolution 440-9031

MARKET SURVEY

Class Title	County of Riverside		California Counties Average		Univ of California System		Hospital Ass'n of Southern California		Average Salary	
	Min Ann	Max Ann	Min Ann	Max Ann	Min Ann	Max Ann	Min Ann	Max Ann	Min Ann	Max Ann
Director of Diagnostic Imaging Services	78,753	126,927	103,378	134,846			100,420	152,850	101,599	143,848
Asst Pharmacy Director	112,928	182,292	156,272	196,479					156,272	196,479
Pharmacy Director	126,846	204,822	146,913	202,955	171,870	224,398	138,830	209,300	152,538	212,218
Surgical Technician	30,822	50,935					36,150	52,000	36,150	52,000

RESOLUTION NO. 440-9031

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on _____, 2016, that pursuant to Section 8(c) 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>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
73861	Assistant Medical Program Director II	MRP 879/L18	MRP 886/L10
73614	Assistant Pharmacy Director	MRP 839/L19	MRP 881/L10
98797	Director of Diagnostic Imaging Services	MRP 548/L19	MRP 781/L14
73615	Pharmacy Director	MRP 856/L19	MRP 882/L12
57758	Surgical Technician	SEU 152/L20	SEU 240/L14