

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

270



FROM: Human Resources Department

SUBMITTAL DATE:
July 8, 2013

SUBJECT: Parity recommendation for Dietetic Technician classification and amend Ordinance No. 440 pursuant to Resolution No. 440-8928 submitted herewith.

RECOMMENDED MOTION: That the Board of Supervisors approve the recommendation and amend Ordinance No. 440 pursuant to Resolution No. 440-8928 submitted herewith.

BACKGROUND: The following recommendations are the result of a parity study request from Riverside County Regional Medical Center (RCRMC) regarding parity adjustments for Dietetic Technician classification.

Departmental Concurrence

Barbara A. Olivier

Barbara A. Olivier
Asst. County Executive Officer/Human Resources Director

FINANCIAL DATA	Current F.Y. Total Cost:	\$28,490	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	Yes
	Annual Net County Cost:	\$ 0	For Fiscal Year:	2013/14

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

C.E.O. RECOMMENDATION:

APPROVE

BY: *Alex Gann*
Alex Gann

County Executive Office Signature

- Policy
- Policy
- Consent
- Consent

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Stone, seconded by Supervisor Benoit and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-8928 is adopted as recommended.

Ayes: Jeffries, Tavaglione, Stone, Benoit and Ashley

Nays: None

Absent: None

Date: July 16, 2013

By: HR, RCRMC, EO, Auditor

Kecia Harper-Ihem
Clerk of the Board

By: *Kecia Harper-Ihem*
Deputy

Prev. Agn. Ref.:

District: ALL

Agenda Number:

3-36

Dep't Recomm.:
Per Exec. Ofc.:

BACKGROUND continued:

PARITY INCREASE RECOMMENDATION

Dietetic Technician:

The Dietetic Technician classification requires an Associate's degree in Nutrition and Dietetics and a Dietetic Technician Registration issued by the Commission on Dietetic Registration, the credentialing agency for the Academy of Nutrition and Dietetics. The classification is utilized at RCRMC to supervise the tray line preparation and ensure accuracy of diet and proper portioning for inpatients; oversee the delivery of food trays to patients; chart nutritional screening in patients' charts; and educate patients on proper diet and nutrition upon admission and discharge from the hospital. In addition, Dietetic Technicians assist the Dietitians in assessing patients' nutritional needs as well as developing and delivering special menus and diets for patients.

The department needs more Dietetic Technicians to assist with the medical nutrition therapy for patients and to be more compliant with Joint Commission, Federal and State regulatory standards. For the past eleven months, the Centers for Medicare and Medicaid (CMS) has been conducting onsite health and safety surveys of RCRMC's Food and Nutrition Services. The CMS surveyors observed that a few deficiencies with inpatient food services resulted from inadequate staffing coverage, including Dietetic Technicians, at the Moreno Valley and Arlington campuses. This staffing concern became more serious when a vendor providing supplemental food services to the patients at RCRMC's Arlington campus abruptly ended its contract. Consequently, the department has to replace the contracted staff with County employees. To cope with the Dietetic Technician staffing shortage at the Arlington campus, and to comply with CMS' recommendations, the department has assigned two incumbent Dietitian II's to perform the duties of a lower Dietetic Technician classification.

Currently, three of the six Dietetic Technicians at RCRMC are filled. For over two years, we have encountered recruitment and retention difficulties with the Dietetic Technician position mainly because of the low supply of qualified candidates and the County's non-competitive pay rates. The County's current salary for the Dietetic Technician ranges from \$12.27 to \$19.25 per hour. The majority of experienced candidates declined RCRMC's job offers because they are paid between \$22.00 and \$24.00 per hour by other employers. Furthermore, six Dietetic Technicians hired within the last two years, resigned after several months as they accepted job offers with more pay.

To strengthen the department's ability to retain its incumbent Dietetic Technicians as well as recruit experienced candidates, it is recommended to grant a parity adjustment of approximately 22.2% to the Dietetic Technician classification. This will bring the County's Dietetic Technician classification closer to what the market currently pays. The proposed parity adjustment is based upon an external market survey (Attachment A) recently conducted utilizing four California county hospitals that employ Dietetic Technicians. The resulting market data indicated that the pay range for this classification is approximately 22.2% below the Dietetic Technician salaries in other California counties.

Parity Adjustment: It is recommended that the Dietetic Technician classification be granted an approximate 22.2% parity adjustment from salary plan/grade DTS 106/L18 (\$25,012 - \$39,261) to SEU 253/L14 (\$34,028 - \$47,976). This action will be a significant boost to Dietetic Technician retention and recruitment efforts. There are currently three incumbents. The current fiscal year cost is \$28,490.00 and the total annual cost of this request, including benefits, is \$32,206.00 for those three incumbents. With the proposed parity adjustment, the department will be able to retain its incumbent Dietetic Technicians and would no longer utilize Dietitians to perform the duties of a Dietetic Technician classification.

External Market Survey Data

DIETETIC TECHNICIAN

Riv Co Class Code: 57755

Jurisdiction	Title	Base Salary
Kern County	<i>Dietetic Technician</i>	\$43,243
San Bernardino County	<i>Dietetic Technician</i>	\$41,662
Santa Clara County	<i>Dietetic Technician</i>	\$52,830
Ventura County	<i>Registered Dietetic Technician</i>	\$54,220

County Survey Mean: \$47,989
 County Survey Median: \$48,037

Riverside County

\$39,261

Dollar difference from mean: -\$8,728

Percentage difference from mean: -22.2%

Dollar difference from median: -\$8,776

Percentage difference from median: -22.4%

Notes:

Run Date:

Date Prepared/Revised: 05/28/13

By: Betts Poole

1 RESOLUTION NO. 440-8928

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on July 16, 2013, that pursuant to Section 8(c) of Ordinance No. 440, the
5 Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and
6 Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of
7 approval, as follows:

8 <u>Job</u>	<u>Class Title</u>	<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>		<u>Plan/Grade</u>	<u>Plan/Grade</u>
57755	Dietetic Technician	DTS 106/L18	SEU 253/L14

10
11
12ROLL CALL:

13 Ayes: Jeffries, Tavaglione, Stone, Benoit and Ashley
14 Nays: None
Absent: None

15 The foregoing is certified to be a true copy of a resolution duly
16 adopted by said Board of Supervisors on the date therein set forth.

17 KECIA HARPER-IHEM, Clerk of said Board

18 By _____
19 Deputy