

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



ITEM: 3.11
(ID # 11660)

MEETING DATE:

Tuesday, January 14, 2020

FROM : HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM :

SUBJECT: HUMAN RESOURCES: Approve the salary adjustment for the Director of Health Information classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9135 submitted herewith, All Districts. [Total Cost - \$0] [Source of Funds - Departmental]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustment for the Director of Health Information classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9135.

ACTION: Policy

Brenda Diederichs
Brenda Diederichs, Assistant CEO / Human Resources Director

1/6/2020

Jennifer Cruikshank
Jennifer Cruikshank, Chief Executive Officer - Health System

1/6/2020

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, seconded by Supervisor Jeffries and duly carried, IT WAS ORDERED that the above matter is approved as recommended and Resolution No. 440-9135 is adopted as recommended.

Ayes: Jeffries, Washington, Perez and Hewitt
Nays: None
Absent: Spiegel
Date: January 14, 2020
xc: HR

Kecia R. Harper
Clerk of the Board
By: *Kecia R. Harper*
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Department Budget			Budget Adjustment:	No
			For Fiscal Year:	19/20

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside University Health System's (RUHS) mission is to provide quality healthcare services to the residents of Riverside County. The Health system consists of Behavioral Health, the Community Health Clinics, the RUHS Medical Center, and Public Health. As part of this complex health system, the County owns and operates more than 50 locations where medical information related to patients is stored and from which it may be released for continuing care, at the request of the patients about whom it is collected. Health information requests can vary from general medical and behavioral health care services to substance abuse treatment information and other services that have enhanced privacy protections like HIV testing.

The Human Resources Classification and Compensation Division received a request from the Riverside University Health System to review the feasibility of expanding the scope of the Director of Health Information classification to include health information oversight for all branches of the Riverside University Health System and its extensions. Additionally, a salary review was requested to ensure that the expanded classification would adequately attract qualified candidates given the significant increase in responsibility. The salary review for this classification included Los Angeles County, San Bernardino County, San Diego County, Ventura County, and Orange County, as well as two central California public hospitals similar in size and scope – the Alameda Health System and Santa Clara County Medical Center. The salary ranges for the central California public hospitals were adjusted for cost of living differences.

In the past, responsibility for management of this information and the release of this information to third parties has been delegated to various individuals within the Medical Center, Community Health Clinics, Behavioral Health and Public Health. This management plan creates the possibility of varying practices at various locations and potential noncompliance with the detailed requirements for managing this information under Federal and State law. Overall the responsibility for release of information has never been assigned to a trained individual with experience in Health Information Management. The requested modifications to the classification and salary adjustment will assist in attracting highly qualified candidates with the skillset and expertise to provide such coordination under the revamped model.

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The Office for Civil Rights of the Department of Health and Human Services (OCR) is the lead agency for enforcement of the federal HIPAA regulations on health information privacy and security. OCR has repeatedly shown that it holds both private and public entities to a high standard for compliance with the requirements of these regulations. For example, in November 2019 OCR announced a \$1.6 million penalty against the Texas Department of Health and Human services for inappropriate disclosures of health information related to that Department and the patients it serves. Similarly, the Sentara hospitals in Virginia and North Carolina were required to pay \$2.175 million this year because they misunderstood – and therefore failed to comply with – their duties to notify patients after accidentally disclosing patient information.

In order to ensure the County continually meets OCR's high standards, it is important to attract and retain highly qualified candidates to fill the role of Director of Health Information over the Riverside University Health System. It is recommended to grant a salary adjustment of approximately 25% to the classification of Director of Health Information and to amend the salary plan/grade from MRP 593 (\$100,862 - \$135,107) to MRP 670 (\$126,077 - \$168,884).

Additional Fiscal Information

There is no immediate financial impact to this request as there are no current incumbents in the classification, however, once filled, the potential cost is approximately \$34,000 annually as this is the difference between the current maximum salary range and the proposed maximum salary range.

ATTACHMENTS:

**Resolution No. 440-9135
Director of Health Information Salary Survey**

1 RESOLUTION NO. 440-9135

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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 14, 2020, that pursuant to Section 8(c) of Ordinance No. 440, the
5 Human Resources Department is authorized to amend the Class and Salary Listing of Ordinance No. 440,
6 operative at the beginning of the pay period following the date of approval, as follows:

7 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
8 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
76399	Director of Health Information	MRP 593	MRP 670

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13 ROLL CALL:

14 Ayes: Jeffries, Washington, Perez and Hewitt
15 Nays: None
16 Absent: Spiegel

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

19 Kecia R. Harper, Clerk of said Board

20 By 

Deputy

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27 /mh
01/02/2020
28 440 Resolutions\MH

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External Market Survey Data

Director of Health Information

Riv Co Class Code: 76399

Jurisdiction	Title	Min Salary	Max Salary	Spread
Los Angeles County	Health Information Management Director	\$135,409	\$177,609	31.16%
Orange County	Health Information Mgmt Dir, Medical Center No Comparable Class	\$159,337	\$208,992	31.16%
San Bernardino County	Health Information Management Director	\$82,264	\$113,339	37.77%
San Diego County	No Comparable Class			
Ventura County	Manager - Medical Records	\$85,107	\$125,119	47.01%
Santa Clara County	Director, Coding Doc & Health Info Mgmt Services	\$170,791	\$208,449	22.05%
Alameda Health System	Dir, Health Information Management	\$120,407	\$200,644	66.64%
	County Mean:	\$125,553	\$172,359	37.28%
	Cost of Living Adjusted Mean	\$121,140	\$166,160	37.16%
Riverside County	Director of Health Information	\$100,862	\$135,107	33.95%
	Dollar Difference from Mean:	-\$24,691	-\$37,252	
	Percentage difference from Mean:	-19.67%	-21.61%	
	Dollar difference from CoL Adj. Mean	-\$20,278	-\$31,053	
	Percentage difference from CoL Adj. Mean	-16.74%	-18.69%	

Notes: LA County, Santa Clara County, and Alameda Health System are all Trauma 1 Hospitals.
 Higher paying LA County classification is reserved for only LAC-USC Med Center. (600+ Beds)
 San Bernardino County and Ventura County classifications do not have oversight over entire Health System. Lower in scope than RUHS future state.
 Cost of Living Adjusted Mean Salary Range is: 121k - 166k (10% reduction to Bay Area salaries)

Run Date: 5/17/2018

Date Prepared/Revised: 12/18/2019

By: