

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



ITEM: 3.25
(ID # 12033)

MEETING DATE:
Tuesday, March 10, 2020

FROM : HUMAN RESOURCES AND Behavioral Health :

SUBJECT: HUMAN RESOURCES: Classification and Compensation recommendation to adjust the salary of the Staff Psychiatrist series, Staff Psychiatrist - Detention series and the Chief of Psychiatry classifications; and amend Ordinance No. 440 pursuant to Resolution No. 440-9144 submitted herewith, All Districts. [Current Year Cost- \$284,241, Ongoing Cost - \$1,254,410] [Source of Funds- Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Staff Psychiatrist series, Staff Psychiatrist - Detention series and the Chief of Psychiatry classifications;
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9144.

ACTION: Policy

Brenda Diederichs, Assistant CEO / Human Resources Director

3/2/2020

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Hewitt and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and Resolution No. 440-9144 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: March 10, 2020
xc: HR

Kecia R. Harper
Clerk of the Board
By:
Deputy

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STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 284,241	\$ 1,254,410	\$ 1,538,651	\$ 1,254,410
NET COUNTY COST	\$	\$	\$	\$
SOURCE OF FUNDS: Department Budget			Budget Adjustment: No	
			For Fiscal Year: 19/20-20/21	

C.E.O. RECOMMENDATION: Approved

BACKGROUND:

Riverside University Health System - Behavioral Health (RUHS-BH) has developed an exceptional reputation for providing services that involve the latest innovations in clinical practices affecting mental health. RUHS-BH has a dedicated professional team of approximately 1,000 employees consisting of Psychiatrists, Clinicians, Peer Specialists, and paraprofessionals who serve over 45,000 consumers annually. The combination of innovative services and professional staff is reflected in their high rate of client satisfaction, which further solidifies their reputation in the community for the services they provide. RUHS-BH is comprised of three major programs: Mental Health Services, Substance Use Services, and the Public Guardian's Office. These programs provide prompt, efficient, professional, and culturally competent services throughout the County. Services are primarily targeted toward individuals on Medi-Cal plus those eligible for other specialized State programs.

The Behavioral Health Department is experiencing recruitment and retention difficulties with their Staff Psychiatrist series. RUHS-BH currently has 115 budgeted Staff Psychiatrist positions, with only 61 filled, or approximately 53%. Locum Tenens, the temporary staffing utilized by the Department, are used to cover gaps caused by the low number of permanent staff. As of February 2020, RUHS-BH employed twenty-one temporary Psychiatrists, costing the Department an estimated eight million dollars per fiscal year. From fiscal year 2017/18 to current, fifteen Staff Psychiatrists were hired into permanent positions, and over the same period, the department has lost thirteen Staff Psychiatrists.

In attempt to improve the recruitment and retention difficulties, RUHS-BH requested the Human Resources Department conduct a classification study of the Staff Psychiatrist series to evaluate market competitiveness with surrounding agencies. Market data of comparable journey level Staff Psychiatrist classifications was collected from the following surrounding counties: Los Angeles County, Orange County, San Bernardino County, and San Diego County. An analysis of the external market data found the County of Riverside 27.56% below the median at the minimum of the salary range and 4.87% below the median at the maximum of the salary range. Compared to the market leader, San Bernardino County, the County of Riverside is 53.67% below at the minimum of the salary range and 22.24% below at the maximum of the salary range.

Due to recent increases to Staff Psychiatrist pay in San Bernardino County, and ongoing salary evaluations in Orange County and San Diego County, it is becoming increasingly more difficult to recruit and retain qualified Staff Psychiatrists. As such, it is recommended to increase the salary range of the Staff Psychiatrist classifications by 20% at the minimum of the ranges and by 10% at the maximum of the ranges. In order to prevent salary compression and alleviate internal equity concerns, it is further recommended to adjust the salary for the classification of

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Chief of Psychiatry by 20% at the minimum and 10% at the maximum.

RECOMMENDATIONS

Staff Psychiatrist I: It is recommended to adjust the salary plan/grade from MCO 787 (\$164,544 - \$252,096) to salary plan/grade MCO 829 (\$197,453 - \$277,306). There are no incumbents in this class.

Staff Psychiatrist II: It is recommended to adjust the salary plan/grade from MCO 816 (\$178,604 - \$259,439) to salary plan/grade MCO 842 (\$214,325 - \$285,383). There are 10 incumbents in this class.

Staff Psychiatrist III: It is recommended to adjust the salary plan/grade from MCO 825 (\$188,670 - \$274,081) to salary plan/grade MCO 851 (\$226,404 - \$301,489). There are 18 incumbents in this class.

Staff Psychiatrist IV: It is recommended to adjust the salary plan/grade from MCO 834 (\$198,439 - \$288,290) to salary plan/grade MCO 860 (\$238,127 - \$317,119). There are 26 incumbents in this class.

Staff Psychiatrist I - Detention: It is recommended to adjust the salary plan/grade from MCO 786 (\$164,544 - \$273,106) to salary plan/grade MCO 830 (\$197,453 - \$300,417). There are no incumbents in this class.

Staff Psychiatrist II - Detention: It is recommended to adjust the salary plan/grade from MCO 815 (\$178,604 - \$281,064) to salary plan/grade MCO 843 (\$214,325 - \$309,170). There are 3 incumbents in this class.

Staff Psychiatrist III - Detention: It is recommended to adjust the salary plan/grade from MCO 824 (\$188,670 - \$296,929) to salary plan/grade MCO 852 (\$226,404 - \$326,622). There is 1 incumbent in this class.

Staff Psychiatrist IV - Detention: It is recommended to adjust the salary plan/grade from MCO 833 (\$198,439 - \$312,327) to salary plan/grade MCO 861 (\$238,127 - \$343,560). There are 3 incumbents in this class.

Chief of Psychiatry: It is recommended to adjust the salary plan/grade from MRP 726 (\$215,136 - \$338,607) to salary plan/grade MRP 743 (\$258,163 - \$372,468). There is 1 incumbent in this class.

Impact on Residents and Businesses

Approval of the recommended salary adjustments will assist RUHS-BH in hiring and retaining qualified Staff Psychiatrists, who provide critical services to the residents of the County of Riverside.

Additional Fiscal Information

The projected costs associated with this Form 11 are due to incumbents advancing through the expanded salary ranges. 55 incumbents have been at the maximum rate of their respective

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classification for over a year and as such are being granted an immediate 4% merit increase and their anniversary date will be reset accordingly. Incumbents who have not been at the top step of the range for over a year will advance through the range as determined by their current anniversary date. There are no incumbents in the bottom salary ranges impacted by these adjustments.

Recommended increases:		
Job Title	Year 1	Year 2
CHIEF OF PSYCHIATRY	5,994.17	36,999.77
STAFF PSYCHIATRIST II	45,927.10	186,304.61
STAFF PSYCHIATRIST II-DETENTION	14,926.58	60,550.09
STAFF PSYCHIATRIST III	82,464.39	341,235.83
STAFF PSYCHIATRIST III-DETENTION	5,256.38	21,322.64
STAFF PSYCHIATRIST IV	118,614.57	529,163.52
STAFF PSYCHIATRIST IV-DETENTION	11,057.92	78,833.52
Grand Total	284,241.10	1,254,409.98

ATTACHMENTS

Resolution No. 440-9144

Staff Psychiatrist External Market Survey

1 RESOLUTION NO. 440-9144

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on March 10, 2020, 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 the beginning of the pay period following approval, as
7 follows:

8

9 <u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
10 73892	Chief of Psychiatry	MRP 726	MRP 743
11 73816	Staff Psychiatrist I	MCO 787	MCO 829
12 73848	Staff Psychiatrist I - Detention	MCO 786	MCO 830
13 73817	Staff Psychiatrist II	MCO 816	MCO 842
14 73849	Staff Psychiatrist II - Detention	MCO 815	MCO 843
15 73818	Staff Psychiatrist III	MCO 825	MCO 851
16 73850	Staff Psychiatrist III - Detention	MCO 824	MCO 852
17 73819	Staff Psychiatrist IV	MCO 834	MCO 860
18 73851	Staff Psychiatrist IV - Detention	MCO 833	MCO 861

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21 ROLL CALL:

22 Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
23 Nays: None
24 Absent: None

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

26 Kecia R. Harper, Clerk of said Board

27 By 
28 Deputy

27 /kc
02/27/2020
28 440 Resolutions\KC

External Market Survey Data

Staff Psychiatrist III

Riv Co Class Code: 73818

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Min Salary Plus Board Cert	Max Salary Plus Board Cert	Spread
Los Angeles County	<u>Mental Health Psychiatrist</u>	4735	\$294,054	\$294,054	0.00%	\$310,227	\$310,227.00	0.00%
Orange County	<u>Psychiatrist</u>	4550	\$221,354	\$256,422	15.84%	\$230,954	\$266,021.98	15.18%
San Bernardino County	<u>Psychiatrist III</u>	19669	\$276,120	\$319,093	15.56%	\$289,926	\$335,047.65	15.56%
San Diego County	<u>Psychiatrist</u>	4196	\$171,850	\$211,266	22.94%	\$189,035	\$232,392.60	22.94%
Ventura County	<i>No Comparable Class</i>							
	County Mean:		\$240,845	\$270,209	12.19%	\$255,035	\$285,922	18.72%
	County Median:		\$248,737	\$275,238	10.65%	\$260,440	\$288,124	15.83%
Riverside County	Staff Psychiatrist III	73818	\$188,670	\$274,081	45.27%	\$188,670	\$274,081	
	Dollar difference from Mean:		-\$52,175	\$3,872		-\$66,365	-\$11,841	
	Percentage difference from mean:		-21.66%	1.43%		-26.02%	-4.14%	
	Dollar difference from median:		-\$60,067	-\$1,157		-\$71,770	-\$14,043	
	Percentage difference from median:		-24.15%	-0.42%		-27.56%	-4.87%	

Notes: Los Angeles: Board Certification 5.5% increase to salary of their current Step. Orange County: Board Certification, \$369.23 biweekly. Board Certification plus Subspecialty Certification related to assignment, \$461.54 biweekly. San Bernardino: 5.00% differential above the employee's base rate of pay. San Diego: Board Certification adds 10% increase. Board Certification plus Subspecialty Certification in area related to assignment 15% increase.

Note: Basic Board Certified rate was used in calculating Max Salary Plus Board Certification not the higher rate for Board Certification plus Subspecialty Certification.

Run Date:

Date Prepared/Revised: 2/13/2020

By: DP