

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



ITEM: 3.16
(ID # 12345)

MEETING DATE:
Tuesday, April 21, 2020

FROM : HUMAN RESOURCES AND RUHS - PUBLIC HEALTH :

SUBJECT: HUMAN RESOURCES: Approve the salary adjustment for the Director of Nursing Services - Public Health classification; approve the At-Will designation for the Director of Nursing Services - Public Health classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9149 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 Nursing Services - Public Health classification.
2. Approve designating the Director of Nursing Services - Public Health classification At-Will.
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9149.

ACTION: Policy

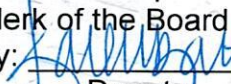

Brenda Diederichs, Assistant CEO / Human Resources Director


Michael Osur 4/14/2020

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Washington and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and Resolution No. 440-9149 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: April 21, 2020
xc: HR

Kecia R. Harper
Clerk of the Board
By: 
Deputy

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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: Departmental			Budget Adjustment:	No
			For Fiscal Year:	19/20

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System - Public Health Nursing's mission is to prevent disease and promote optimum wellness in the population of Riverside County using evidenced based knowledge from nursing, social and public health science, to achieve positive measurable outcomes. Public Health Nursing strives to achieve this mission through the unique expertise and leadership of the Public Health Nurses. Public Health Nurses help individuals and families prevent illness and maintain and achieve good health through a variety of programs that help improve the health and development of County residents. Anyone may request Public Health Nursing services, and there is no charge for these services.

The Director of Nursing Services- Public Health classification is allocated solely to RUHS-PH and is responsible for the coordination of nursing-related activities provided by the County through the Department of Public Health. This is a single incumbent classification that reports directly to the Deputy Director for Public Health. The classification is defined by its responsibility for planning, organizing, and directing designated Public Health Nursing activities for the Department of Public Health. Public Health Nursing programs and services include home visits with pregnant and parenting moms and their babies, high-risk infants and children, and other family members, including adults and seniors. The scope of duties of the Director of Nursing Services- Public Health extends to include collaboration with other departments, such as the Department of Public Social Services, for follow-up with at-risk infants and children of child abuse and neglect, as well as with children placed in foster care homes.

The Human Resources Classification and Compensation Division received a request from the Department of Public Health to review the salary for the Director of Nursing Services - Public Health classification, as there were concerns regarding salary competitiveness. In addition, it was requested that this classification be designated At-Will due to the high level of responsibility and oversight within the department. The salary review for this classification included Los Angeles County, San Bernardino County, San Diego County, Ventura County, and Orange County, as well as similar classifications within the Riverside University Health System. The results of the market survey illustrate that this classification is approximately 11% below the market average at the maximum of the salary range. In order to ensure the County continues to provide excellent care to the community through the Department of Public Health, it is crucial to attract and retain highly qualified candidates to fill the role of Director of Nursing Services- Public Health.

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RECOMMENDATION:

Director of Nursing Services - Public Health: It is recommended to grant a salary adjustment of approximately 9% to the classification of Director of Nursing Services - Public Health and amend the salary plan/grade from MRP 421 (\$83,963 - \$135,394) to MRP 512 (\$91,803 - \$148,127). This adjustment will also grant parity with the Director of Nursing Services utilized by the RUHS-Medical Center. It is also recommended to designate this classification At-Will.

There is no immediate cost of this adjustment as there are no current incumbents in the classification, however, there is an assumed cost of approximately \$12,700/year plus benefits once filled and incumbents reach the higher rate.

Impact on Residents and Businesses

This recommendation will assist the Department of Public Health in recruiting and retaining highly qualified individuals to fill the role of Director of Nursing Services - Public Health. This classification is crucial in overseeing the services provided to the community by Public Health Nurses.

ATTACHMENTS:

**Director of Nursing Services- Public Health Market Survey
Resolution No. 440-9149**

External Market Survey Data

Director of Nursing Services- Public Health

Riv Co Class Code: 73970

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	<u>Nurse Manager</u>	5286	\$126,036	\$183,611	45.68%
Orange County	<u>Administrative Manager II</u>	8012	\$81,245	\$144,394	77.73%
San Bernardino County	<u>Deputy Chief of Community Health Services</u>	16401	\$97,157	\$132,309	36.18%
San Diego County	<u>Public Health Nurse Manager</u>	4571	\$93,080	\$113,152	21.56%
Ventura County	<u>Director Public Health Nursing</u>	82	\$109,310	\$153,034	40.00%
	County Mean:		\$101,365	\$145,300	43.34%
	County Median:		\$97,157	\$144,394	48.62%
Riverside County	<u>Director of Nursing Services- Public Health</u>	73970	\$83,963	\$135,394	61.25%
	Dollar difference from Mean:		-\$17,402	-\$9,905	
	Percentage difference from mean:		-17.17%	-6.82%	
	Dollar difference from median:		-\$13,193	-\$8,999	
	Percentage difference from median:		-13.58%	-6.23%	

Notes: **Los Angeles County:** Nurse Manager class administers an assigned nursing program, including public health.
Orange County: Administrative Manager II class is assigned to a variety of areas in OC, including public health.

Run Date: 2/5/2020

Date Prepared/Revised: 2/5/2020

By: Class&Comp