

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



ITEM: 3.33

(ID # 13121)

MEETING DATE:

Tuesday, August 04, 2020

FROM: HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Recommendation for salary adjustment of the Director, Clinical Laboratory; and amend Ordinance No. 440 pursuant to Resolution No. 440-9156 submitted herewith, All Districts. [Cost - \$31,365 Current Year, \$31,635 Ongoing] [Source of Funds - Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustment for the Director, Clinical Laboratory; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9156 submitted herewith.

ACTION: Policy



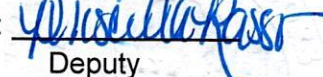
Brenda Diederichs, Assistant CEO / Human Resources Director 7/26/2020

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Spiegel and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: August 4, 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	\$ 31,635	\$ 31,635	\$ 31,635	\$ 31,635
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Departmental Budget			Budget Adjustment:	No
			For Fiscal Year:	20/21

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System (RUHS) includes the 439-bed Medical Center in Moreno Valley, 10 Community Health Centers (CHC), several primary and specialty clinics throughout Riverside County and the departments of Behavioral and Public Health. RUHS has been the foundation of health care, community wellness and medical education in Riverside County for more than 100 years and employs about 6,000 team members.

The Classification & Compensation Unit received a Classification Study Request to conduct market review on the Director, Clinical Laboratory assigned to RUHS. Historically, this position has strictly served as the manager over the RUHS-MC clinical laboratory operations however, the Department is now undergoing organizational changes, expanding the role of the Director to manage all laboratory operations including; CHC's, Correctional Health, the Medical Center and all professional and academic partnerships.

Market research was conducted on the five surrounding jurisdictions of: Los Angeles, Orange, San Bernardino, San Diego and Ventura Counties. Additionally, data collected from the Hospital Association of Southern California (HASC), Inland Empire Region, was also included in this study. The market results yielded that with the expansion of duties, the Director, Clinical Laboratory is below market by -25.52% and -14.50% at the minimum and maximum ends of the salary range, respectively. Based on the studies findings, it is recommended that the Director, Clinical Laboratory receive a salary adjustment in order to bring the salary up to the current market average.

Salary Adjustment:

Director, Clinical Laboratory: It is recommended to adjust the salary plan/grade from MRP 345 (\$77,147-\$124,358) to salary plan/grade MRP 615 (\$103,581-\$145,448).

Additional Fiscal Information

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Currently there is one existing position at this classification within the County. The annual increase in salary cost for this position is \$21,090 at the top of the range, plus an additional \$10,545 for related benefits and employer costs, for a total annual cost increase of \$31,635.

There is currently one incumbent in this classification who was temporarily promoted while the Department works to recruit and fill with a permanent candidate, which they intend to do immediately. The Department estimates upon final candidate placement they could incur an annual cost of approximately \$193,761, which includes the adjusted annual salary, benefits, and employer costs.

The Department has stated the additional cost for the increase will be absorbed through the Department's budget and does not require a budget adjustment.

Impact on Residents and Businesses

There is no impact on Residents or Businesses.

ATTACHMENTS

- A.** Resolution No. 440-9156
- B.** Director, Clinical Laboratory Market Data

1 RESOLUTION NO. 440-9156

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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 August 4, 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 Salary
6 Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

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Job		From Salary	To Salary
Code	Class Title	Plan/Grade	Plan/Grade
98714	Director, Clinical Laboratory	MRP 345	MRP 615

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12 ROLL CALL:

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

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

18 Kecia R. Harper, Clerk of said Board

19 By

Y. Diisilla Rasso
Deputy

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External Market Survey Data

Director, Clinical Laboratory

Riv Co Class Code: 98714

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	Clinical Lab Scientist Administrative Coordinator	4909	\$104,006	\$136,411	31.16%
Orange County	No comparable class				
San Bernardino County	ARMC Laboratory Manager	12018	\$90,043	\$124,093	37.81%
San Diego County	No comparable class				
Ventura County	Director Laboratory Services	1029	\$114,456	\$160,238	40.00%
HASC	Head of Laboratory*		\$105,820	\$161,050	52.19%
	County Mean:		\$103,581	\$145,448	40.42%
	County Median:		\$104,006	\$136,411	31.16%
Riverside County	Director, Clinical Laboratory	98714	\$77,147	\$124,358	61.20%
	Dollar difference from Mean:		-\$26,434	-\$21,090	
	Percentage difference from mean:		-25.52%	-14.50%	
	Dollar difference from median:		-\$26,859	-\$12,053	
	Percentage difference from median:		-25.82%	-8.84%	

Notes: HASC 2019 Inland Empire data is based on 24 facilities that participated in the survey.

Run Date:

Date Prepared/Revised: 6/29/2020

By: Cmyers