

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



ITEM: 3.12
(ID # 14595)

MEETING DATE:
Tuesday, March 30, 2021

FROM : HUMAN RESOURCES AND RUHS-MC :

SUBJECT: HUMAN RESOURCES and RUHS-MEDICAL CENTER: Classification and Compensation recommendation to adjust the salary of Anesthesiology Technician and Lead Anesthesiology Technician classifications; and amend Ordinance No. 440 pursuant to Resolution No. 440-9187 submitted herewith, All Districts [\$44,073] [100% Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Anesthesiology Technician and Lead Anesthesiology Technician classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9187.

ACTION: Policy


Brenda Diederichs, Assistant CEO/ Human Resources Director 3/22/2021


Jennifer Cruikshank, Chief Executive Officer - Health System 3/24/2021

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Hewitt, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended, and that Resolution 440-9187 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez, and Hewitt
Nays: None
Absent: None
Date: March 23, 2021
xc: HR, RUHS-MC

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

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$10,433	\$33,640	\$44,073	\$33,640
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Funds			Budget Adjustment: No	
			For Fiscal Year: 20/21	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside University Health System-Medical Center's (RUHS-MC) mission is to improve patients' and communities' health and well-being through exceptional and compassionate care, education, and research. RUHS-MC Surgical Operations currently has 318 acute medical surgical beds performing approximately 9300 surgical procedures each year. RUHS-MC provides services in all major fields of general surgery and the surgical subspecialties, including thoracic surgery, vascular surgery, surgical ICU and subspecialty services in urology, plastic surgery, otolaryngology, neurosurgery, orthopedic surgery, gynecological surgery and ophthalmology surgery. RUHS-MC is a level 2 trauma center and most of the patient population is indigent.

The RUHS-MC Surgical Operations Division requested a market survey on the Anesthesiology Technician and Lead Anesthesiology Technician classifications in order to evaluate the salaries. The division is currently experiencing recruitment issues that are attributed to the classifications' salaries.

A market survey of the Anesthesiology Technician classification places the County of Riverside approximately 36.55% below the market median at the minimum rate and 32.02% below the median at the maximum rate. The market survey included Los Angeles, Orange, San Bernardino, San Diego, and Ventura County. Los Angeles employs Surgical Technicians to fulfill the role provided by Riverside's Anesthesiology Technicians. San Bernardino County's Arrowhead Regional Medical Center contracts with a third-party vendor for anesthesiology services. As only Los Angeles County had a comparable classification, salary data was used from the Hospital Association of Southern California (HASC) 2019 compensation survey and incorporated into the market analysis. Based on the market data, it is recommended that the salary range of Riverside County's Anesthesiology Technician classification be adjusted according to the median at both the minimum and maximum of the range. This will ensure that Riverside County's classification is at the appropriate market levels.

No market data was located within the surround counties or within the HASC 2019 survey data for the Lead Anesthesiology Technician. Because the Anesthesiology Technician is part of a classification series, it is recommended to set the new salary of the Lead Anesthesiology Technician at 10% above the proposed salary of the journey-level classification at the minimum and maximum of the salary range. This will ensure that there is alignment from one

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

classification level to the next and properly incentivize career progression.

Salary Adjustment:

Anesthesiology Technician: It is recommended to adjust this classification salary plan/grade from LIU 108 (\$29,120 - \$40,879) to salary plan/grade LIU 445 (\$43,264 - \$60,133). There are currently four (4) employees in this classification. It is further recommended that the four incumbents be brought up to the new minimum of the salary range.

Lead Anesthesiology Technician: It is recommended to adjust this classification salary plan/grade from LIU 122 (\$29,120 - \$43,745) to salary plan/grade LIU 530 (\$47,590 - \$66,146). There is currently one (1) employee in this classification. It is further recommended that the current incumbent be brought up to the new minimum of the salary range.

Impact on Residents and Businesses

Approval of the proposed salary increases will have no direct impact to residents and businesses.

Additional Fiscal Information

Increasing the salary range of the two classifications will result in an immediate increased cost to the department of approximately \$10,433 for the remainder of the 20/21 fiscal year. This cost reflects the increase in base salary plus benefits for the five current incumbents to bring them up to the new minimum salaries. The total annual cost to the department for fiscal year 21/22 is projected to be \$33,640.

If the department wishes to add new positions at the Anesthesiology Technician level, the future potential cost for adding each position will result in an approximate annual cost of \$60,133 in base salary plus an additional \$27,060 in benefits. Adding a position at the Lead Anesthesiology Technician level will cost the department an approximate annual cost of \$66,146 in base salary plus an additional \$29,766 in benefits. This is an increase in cost of approximately \$27,918 per position at the journey-level and approximately \$32,481 at the lead level.

The Department has stated the additional cost for the increases will be absorbed into the Department's current budget and does not require a budget adjustment. The Department has also indicated that there will be no Net County Cost incurred with these salary adjustments.

Attachments:

Attachment A - Anesthesiology Technician Market Survey
Attachment B - Resolution No. 440-9187

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


Douglas Ordóñez Jr. 3/24/2021

External Market Survey Data

Anesthesiology Technician

Riv Co Class Code: 57782

Jurisdiction	Title	Job Code	Union	Min Salary	Max Salary	Spread
Los Angeles County	Surgical Technician	5111	MOU	\$45,240	\$59,280	31.03%
Orange County	No comparable classification					
San Bernardino County	No comparable classification					
San Diego County	No comparable classification					
Ventura County	No comparable classification					
HASC LA Harbor	Anesthesia Technician	1418		\$43,264	\$60,133	38.99%
HASC Inland Empire	Anesthesia Technician	1418		\$40,539	\$56,950	40.48%
HASC Orange County	Anesthesia Technician	1418		\$41,434	\$64,251	55.07%
HASC San Diego	Anesthesia Technician	1418		\$49,733	\$72,675	46.13%
County Mean: \$62,658 42.27%						
County Median: \$60,133 38.99%						
Riverside County	Anesthesiology Technician	57782	MOU	\$27,409	\$40,879	49.14%
Dollar difference from Mean: -\$21,779						
Percentage difference from mean: -37.77%						
Dollar difference from median: -\$15,855						
Percentage difference from median: -36.65%						

Notes: Los Angeles: Per HR Department, LA County uses the Surgical Technician classification to perform the Anesthesiology Technician role.

Orange County: Does not utilize this classification.

San Bernardino: Per HR Department, the job duties performed by an Anesthesiology Technician classification are contracted out through 3rd party vendors.

San Diego: Does not utilize this classification.

Ventura: Does not utilize this classification.

Run Date: 11/12/2020

Date Prepared/Revised: 11/23/2020

By: DP

RESOLUTION NO. 440-9187

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on March 30, 2021, that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
57782	Anesthesiology Technician	LIU 108	LIU 445
57783	Lead Anesthesiology Technician	LIU 122	LIU 530

ROLL CALL:

Ayes: Spiegel, Jeffries, Washington, Perez and Hewitt
Nays: None
Absent: None
Abstained:

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.

Kecia R. Harper, Clerk of said Board

By 
Deputy