

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



ITEM: 3.22
(ID # 15014)

MEETING DATE:
Tuesday, April 27, 2021


FROM: HUMAN RESOURCES AND RUHS Medical Center:


SUBJECT: HUMAN RESOURCES & RUHS-MEDICAL CENTER: Classification & Compensation Recommendation to adjust the salary range of the Supervising Clinical Pharmacist classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9191 submitted herewith, All Districts. [Cost-\$0] [Source of Funds – Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Supervising Clinical Pharmacist classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9191.

ACTION: Policy

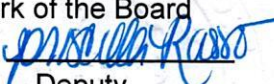

Brenda Diederichs, Assistant CEO / Human Resources Director 4/14/2021


Jennifer Cruikshank, Chief Executive Officer – Health System 4/15/2021

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Washington and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9191 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez, and Hewitt
Nays: None
Absent: None
Date: April 27, 2021
xc: HR, RUHS-MC

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: Department Budget | | | Budget Adjustment: No | |
| | | | For Fiscal Year: 20/21 | |

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The RUHS Medical Center's mission is to provide quality health services to residents of Riverside County. The Medical Center's Pharmacy Department helps to ensure this mission by providing a variety of pharmaceutical services. This includes providing medications, prescription assistance, automatic refill options for maintenance medications, acute care clinical services including therapeutic monitoring, and ensuring customers acquire medications at the lowest price possible. Currently, there are six pharmacies located throughout the County.

The Classification and Compensation Unit conducted a compaction review between the Supervising Clinical Pharmacist and the Clinical Pharmacist III. This review was needed due to the Pharmacy Department's recent study that resulted in the expansion of the Clinical Pharmacist classification series. The SEIU Memorandum of Understanding (MOU) defines salary compaction as a supervisory classification's maximum base salary is less than five and one-half percent (5.5%) above the maximum base salary available to the highest-paid subordinate classification.

The results of the review showed that there is compaction between the Supervising Clinical Pharmacist and the subordinate Clinical Pharmacist III as there is only a 1.6% spread between the classifications at the maximum rate. Per the SEIU Summary Agreement, Article 28, Section 2, supervisory classifications that require salary adjustments due to compaction will be adjusted so that the deficiency of less than 5.5% in the maximum base salary of the supervisory classification is corrected. Based on the internal review, it is recommended that the salary of the Supervising Clinical Pharmacist classification be adjusted by 3.89% so that the compaction issue is corrected. Additionally, the minimum of the salary should be adjusted as well in order to ensure a consistent and adequate spread between the highest subordinate classification.

Salary Adjustments:

Supervising Clinical Pharmacist: It is recommended to adjust the salary plan/grade from DTS 715 (\$112,394 - \$181,685) to salary plan/grade SEU 570 (\$126,397 - \$188,753). There are currently no incumbents in this classification.

Impact on Residents and Businesses

Approval of the adjustment will have no direct impact to residents and businesses.

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Additional Fiscal Information

Adjustment of the Supervising Clinical Pharmacist classification will have no upfront costs as the department does not have filled or budgeted positions. However, the future potential costs for adding and recruiting for the position will result in an approximate annual cost of \$188,753 when budgeting at the maximum of the salary range, plus an additional \$84,939 in employee benefits. This totals out to approximately \$273,692. The department plans on filling new positions in the future as the Pharmacy Department continues to expand.

Attachments:

Attachment A - Compaction Review

Attachment B - Resolution No. 440-9191


Douglas Cordonez Jr.


Anthony J.

4/19/2021

RESOLUTION NO. 440-9191

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on April 27, 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:

| Job Code | Class Title | From Salary Plan/Grade | To Salary Plan/Grade |
|----------|---------------------------------|------------------------|----------------------|
| 73617 | Supervising Clinical Pharmacist | DTS 715 | SEU 570 |

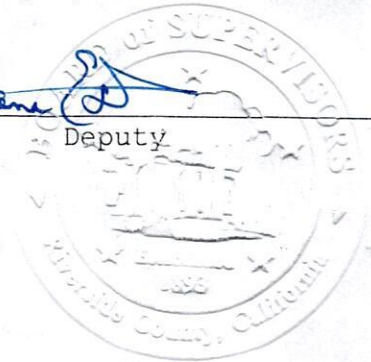
ROLL CALL:

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

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



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440 Resolutions\KC

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Compaction Review

| Job Code | Classification | Min Sal. | Max Sal. | % Diff Min | % Diff Max |
|-----------------|-------------------------|-----------------|-----------------|-------------------|-------------------|
| 73617 | Supervising Pharmacist | \$112,394 | \$181,685 | -6.20% | 1.60% |
| 73608 | Clinical Pharmacist III | \$119,819 | \$178,824 | - | - |