

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



**ITEM: 3.28
(ID # 19124)**

MEETING DATE:
Tuesday, July 26, 2022

FROM : HUMAN RESOURCES AND RUHS-PUBLIC HEALTH :

SUBJECT: HUMAN RESOURCES & RUHS - PUBLIC HEALTH: Classification & Compensation Recommendation to create a new Public Health Economist classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9264 submitted herewith, All Districts. [Total Cost \$322,298, with an ongoing cost of \$161,149, 100% Grant Funded]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the creation of the Public Health Economist classification; and,
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9264.

ACTION:Policy

Kim Saruwatari
Kim Saruwatari, Director of Public Health

6/17/2022

Michael Bowers
Michael Bowers, Assistant HR Director

7/5/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9264 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: July 26, 2022
xc: HR, RUHS-Public Health

Kecia R. Harper
Clerk of the Board
By: *[Signature]*
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	\$ 161,149.00	\$ 161,149.00	\$ 322,298.00	\$ 161,149.00
NET COUNTY COST	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
SOURCE OF FUNDS: 100% Grant Funded			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The mission of the Riverside University Health System - Public Health Department (RUHS-PH) is to promote and protect the health of all County residents and visitors in service of the well-being of the community. RUHS-PH offers a wide range of services and programs, with 700 staff consisting of doctors, nurses, health educations, nutritionists, communicable diseases and community program specialists, managers, and fiscal and support staff.

The RUHS-PH Epidemiology and Program Evaluation/Vital Records Division plays an integral part in ensuring the mission of the Department. The Division is responsible for providing comprehensive health data, including birth, death, communicable disease, maternal and child health, chronic disease, and injury, for use in program planning, evaluation, and public health assessment. The division consists of specialized professional staff and supervisors supported by administrative and clerical staff.

RUHS-PH requested that Human Resources review and determine the feasibility of creating a Public Health Economist classification. RUHS-PH is looking to streamline operations through cost reduction efforts while maintaining its high standard of service delivery to County residents. RUHS-PH considers this new position integral to its growth and operations and will rely upon the incumbent's data collection and analytical expertise to drive change within the department. The Public Health Economist classification will analyze economic data and propose programmatic changes to increase the Department's operation efficiency.

Both an external market review of comparable classifications, as well as an internal review of County classifications was conducted to ensure class and salary alignment within RUHS-PH. The external market review of the five surrounding counties yielded no comparable classes. The search for comparables was expanded to include all counties and other municipalities within California. Four comparables were located and used along with the comparable from Inland Empire Health Plan provided by RUHS-PH to establish a salary based on the market mean (**Attachment I**).

The proposed salary of the Public Health Economist (\$88,347 - \$111,137) is slightly higher than the salaries of the two similar, non-specialized internal classifications (please see Figure 1 below).

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

Figure 1:

Job Classification	Min. Salary	Max. Salary
Public Health Economist (PHE)	\$88,347.00	\$111,137.00
(%) Difference from PHE	27.17%	5.96%
Supervising Research Specialist	\$69,473.00	\$104,887.00
(%) Difference from PHE	8.38%	6.00%
Senior Epidemiologist	\$81,515.00	\$104,842.00

Given the unique and highly specialized nature of the proposed classification, and that the new class is not part of a series that provides an opportunity for growth, it was determined that the higher compensation of the proposed class is appropriate and necessary to attract and ultimately retain incumbents into this single-level class.

Human Resources recommends establishing a Public Health Economist class with a salary that will adequately compensate such a unique and highly specialized position and that will also attract the most qualified applicants.

Classification Addition:

Public Health Economist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU 632 (\$88,347 - \$111,137). The new class specification is attached (**Attachment II**).

Impact on Residents and Businesses

There is no impact on Residents or Businesses. It is anticipated that the proposed Public Health Economist classification will improve the Department's delivery of services to County residents at a reduced cost.

Additional Fiscal Information

The cost for FY 22/23 will be approximately \$161,149 and includes benefits. The Department has indicated the cost associated with adding and filling this position is included in their existing budget and will not require a budget adjustment.

ATTACHMENTS:

- I. Public Health Market Data
- II. Public Health Economist Class Specification
- III. Resolution No. 440-9264


Jacqueline Ruiz, Sr. Management Analyst

6/28/2022


Meghan Hahn, Senior Management Analyst

7/14/2022

RESOLUTION NO. 440-9264

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on July 26, 2022, that pursuant to Section 3(a)(iv) of Ordinance No. 440, the Director of Human Resources 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>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
77494	+	Public Health Economist	SEU 632

ROLL CALL:

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

/kc
06/07/2022
440 Resolutions\KC

JUL 26 2022 3.28



PUBLIC HEALTH ECONOMIST

Class Code: 77494

COUNTY OF RIVERSIDE
Established Date: Jun 30, 2022
Revision Date: Jun 30, 2022

SALARY RANGE

\$42.47 - \$53.43 Hourly
\$7,361.47 - \$9,261.20 Monthly
\$88,337.60 - \$111,134.40 Annually

CLASS CONCEPT:

Under general direction, develops, designs, coordinates and implements a program to evaluate Riverside University Health System – Public Health's programs; designs and develops reports and analyzes data to measure clinical outcomes and program performance for members of the community to create viable, real-world improvements and solutions in a public health care environment; and performs other related duties as required.

The Public Health Economist is a journey level classification and reports to an appropriate supervisory or manager level position. Incumbents serve as research experts demonstrating a highly specialized/technical research skill set conducting complex research and evaluation activities and applying analytic tools such as running statistical models utilizing quantitative approaches and monitoring data collection efforts. Incumbents interpret and analyze public health data from various sources, conduct on-going analyses and produce outputs and findings to support programmatic operations and performance improvement.

REPRESENTATION UNIT: SEIU - Professional

EXAMPLES OF ESSENTIAL DUTIES:

(Depending on the area of assignment, duties may include, but are not limited to, the following)

- Collect public health economic data from a variety of public and private sources on both a routine and ad hoc basis for comparative analysis; develop statistical methods and analyze collected data in a systematic fashion.
- Design and use computer models to depict the effects of changes in the variables associated with the delivery and effectiveness of public health services; conduct program utilization predicting activities using variables such as health outcomes and quality of life; conduct cost benefit analysis and cost effectiveness to measure the economic impact of interventions.
- Translate statistical utilization and data into projections of financial impact such as the cost of services and the cost per individual; analysis may inform budgetary projections.
- Perform and oversee statistical modeling methodologies to meet study objectives; drive interpretation and presentation of research results in a visual and impactful customer-friendly fashion

- Develop econometric objectives, strategies and study methods on public health programs and initiatives; design and execute studies that leverage the use of existing information and resources; and utilize existing research and programs on health economic topics to support programmatic improvements.
- Communicate economic assessment results to appropriate internal/external audiences; develop and execute health economic methods to study how the department can improve quality and reduce costs across a board range of programs; and perform economic analysis and build econometric models for plan programs that incorporate participants quality of life.
- Develop and implement quality of life measures and indicators throughout department programs; suggest new approaches for programs and initiatives that incorporate participant social needs and social determinants of health; and contribute to strategic planning discussions and process to enhance the effectiveness of implementation of RUHS – Public Health strategies.
- Distribute academic literature, presentations, and reports on research findings to update the department about new issues, solutions, and other topics; and collaborate with internal and external partners to create studies that support the department's mission and bring value to citizens of Riverside County.

RECRUITING GUIDELINES:

Education: Graduation from an accredited college or university with a master's degree in health economics, health policy, economics, or closely related field. A doctoral degree (PhD) is highly desired but not required.

Experience: Three years of professional experience in health economics and/or outcomes research using quantitative methodologies and statistical skills (e.g., multi-variable regression analysis, factor analysis, cluster analysis, survival analysis, causal inference, quasi experimental inference). (A PhD in health economics or closely related field from an accredited college or university may substitute for one year of the required experience.)

Knowledge of: Program evaluation methods; public health terminology; basic statistics; quality/operational/financial improvement concepts; principles and practices of public health organization and administration; public health information systems and data bases; computer modeling and analysis techniques; actuarial analysis; and graphic presentation.

Ability to: Gather and analyze data; explain technical information to non-technical persons; prepare clear and concise reports and narratives; establish and maintain effective work relationships; direct the work of others; evaluate study topics and prepare study criteria in connection with department policies; deal effectively with an inter-disciplinary group of public health providers; and analyze, extract and compile data.

OTHER REQUIREMENTS:

License: Possession of a valid California Driver's License may be required.

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.

FINAL MARKET FOR PUBLIC HEALTH ECONOMIST

Organization	Job Title	Job Code	Min Salary	Max Salary	Spread
Contra Costa County	Health Plan Medical Economics Analyst	VCSG	\$77,184	\$93,817	21.55%
San Francisco County	Health Care Analyst	2119	\$91,260	\$110,942	21.57%
Santa Clara County	Research and Evaluation Specialist	P7D	\$97,856	\$118,986	21.59%
IEHP	Public Health Economist		\$97,843	\$124,758	27.51%
CA.GOV	Economist - Research Data Specialist II/III		\$77,592	\$107,184	38.14%
Market Mean			\$88,347	\$111,137	25.80%
Market Median			\$91,260	\$110,942	21.57%

Riverside County	Public Health Economist	\$88,347.00	\$111,137.00	25.80%
Percentage difference from mean:		0.00%	0.00%	
Percentage difference from median:		-3.19%	0.18%	