

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



ITEM: 3.30  
(ID # 18757)

**MEETING DATE:**  
Tuesday, April 26, 2022

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES & RUHS-MC: Establish the classification of Optometrist and amend Ordinance No. 440 pursuant to Resolution No. 440-9253 submitted herewith, All Districts. [\$393,127, CHC Enterprise Funds; 52% State, 48% Federal]

**RECOMMENDED MOTION:** That the Board of Supervisors:  
1. Approve the creation of the Optometrist classification; and,  
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9253.

**ACTION:Policy**

  
Brenda Dieckrichs, Assistant CEO / Human Resources Director 4/11/2022

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel seconded by Supervisor Jeffries and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9253 is adopted as recommended.

Ayes: Jeffries, Spiegel, Perez, and Hewitt  
Nays: None  
Absent: Washington  
Date: April 26, 2022  
xc: HR, RUHS-MC

Kecia R. Harper  
Clerk of the Board

By:   
Deputy

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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost:</b>
<b>COST</b>	\$78,625	\$314,502	\$393,127	\$314,502
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> CHC Enterprise Funds; 52% State/ 48% Federal			<b>Budget Adjustment:</b> No	
			<b>For Fiscal Year:</b> FY 21/22	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The mission of the RUHS-MC is to improve the health and well-being of patients and communities through their dedication to exceptional and compassionate care, education, and research. An integral part of providing this level of care to the community is the 14 CHC's located throughout Riverside County. The CHC's offer a variety of services including family planning, cancer screening and pharmaceuticals. Additionally located within the CHC's are the Eye Clinics, which currently provide a variety of services through the use of contracted providers classified as Ophthalmologists. Recently, the RUHS-MC has begun to evaluate the growth of the Eye Clinic to determine if additional staffing is necessary.

During the next five years it is estimated that there will be a significant increase in the number of required eye exams and surgeries in the US, while there won't be as many Ophthalmologist professionals graduating and entering the workforce. By 2025, it is estimated that there will be roughly 20 million more routine and medical eye exams in the US than were needed in 2020. During this same period, it is expected that the number of cataract surgical procedures will increase 39% from 3.6 million to 5 million, while it is only estimated that there will be roughly a 2.1% increase in full-time Ophthalmologists. These figures do not include the increased volume of surgeries that will be required for the aging US population.

In anticipation of this influx, the department has identified the need to create an Optometrist classification. The addition of this class will allow the Optometrist to have primary responsibility for conducting routine eye exams and other less complex eye services, freeing up the Ophthalmologists to focus on the more complex surgical procedures. Additionally, having Optometry in the CHCs will increase convenience for patients allowing them one-stop access to care, while also serving as a salary savings by staffing lower-level full-time employees as opposed to the higher paid contracted staff.

**Classification Addition:**

**Optometrist:** It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU 533 (\$92,634 - \$118,234). This request is also to add (2) positions to recruit and fill.

**Impact on Residents and Businesses:**

There is no impact to businesses. Creation of this class will allow the RUHS-MC to continue to provide exceptional care to the residents and community.

**Additional Fiscal Information:** The cost to add both positions is approximately \$78,625 for FY 21/22, which includes salary and benefits. The cost for the next FY 22/23 will be approximately \$314,502 and includes benefits. The Department has indicated that the cost of the positions will be funded through the CHC Enterprise Funds; 52% State and 48% Federal. This will not require a budget adjustment.

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**ATTACHMENTS**

- A. Resolution No. 440-9253
- B. Optometrist Market Data
- C. Optometrist Class Specification

RESOLUTION NO. 440-9253

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on April 26, 2022, that pursuant to Section 3(a)(iv) 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 on the date of approval, as follows:

Job Code	+/-	Class Title	Salary Plan/Grade
73753	+	Optometrist	SEU 533

BE IT FURTHER RESOLVED that pursuant to Section 4(a)(ii) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to make the following listed change(s), operative on the date of approval, as follows:

Job Code	+/-	Department ID	Class Title
73753	+2	4300606572	Optometrist

ROLL CALL:

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

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 *Zuly Martinez* Deputy

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# External Market Survey Data

## Optometrist (NEW)

Riv Co Class Code: 73753

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	Optometrist	5611	\$92,634	\$118,234	27.64%
Orange County	No comparable class				
San Bernardino County	No comparable class				
San Diego County	No comparable class				
Ventura County	No comparable class				
HASC (LA, OC, IE)	No comparable class				
County Mean: \$92,634 \$118,234 27.64%					
County Median: \$92,634 \$118,234 27.64%					
<b>Riverside County</b>	<b>Optometrist (NEW)</b>				
	Dollar Difference from Mean:		<b>-\$92,634</b>	<b>-\$118,234</b>	
	Percentage difference from mean:		<b>-100.00%</b>	<b>-100.00%</b>	
	Dollar difference from median:		<b>-\$92,634</b>	<b>-\$118,234</b>	
	Percentage difference from median:		<b>-100.00%</b>	<b>-100.00%</b>	

Notes:

Run Date:

Date Prepared/Revised: 3/30/2022 Cmymers



COUNTY OF RIVERSIDE  
Established Date: Apr 28, 2022  
Revision Date: Apr 28, 2022

## **OPTOMETRIST**

Bargaining Unit: SEIU- PROFESSIONAL

Class Code:  
73753

### **SALARY RANGE**

\$44.54 - \$56.84 Hourly  
\$7,719.50 - \$9,852.83 Monthly  
\$92,634.00 - \$118,234.00 Annually

### **CLASS CONCEPT:**

Under direction, examines, diagnoses and corrects to maximum efficiency patients' non-medical visual problems through use of corrective lenses, both spectacle and contact, and other optical aids; and performs other related duties as required.

The Optometrist is a professional level classification and reports to an appropriate management level position. Under the guidance of an Ophthalmologist, incumbents typically work in an eye clinic and have responsibility for examining and diagnosing an independent patient load. Incumbents are responsible for treating patients with a full range of optometric problems and then prescribing correction ranging from simple single vision lenses through prisms, iseikonic and aphakic lenses. Incumbents are required to exercise a knowledge of theory and practice of measuring defects of the eye and correction of such defects by lens, prisms, or eye exercises without use of drugs, medicine or surgery.

### **REPRESENTATION UNIT:**

SEIU- Professional

### **EXAMPLES OF ESSENTIAL DUTIES:**

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

- Perform thorough routine eye inspections on patients in the Eye Clinics using optometric equipment and general diagnostic interpretation; identify the patient's visual alertness, field of vision, and hand-eye coordination.
- Diagnose sight problems, such as nearsightedness and color blindness; prescribe, fit, and adjust eyeglasses, contact lenses, and other vision aids; prescribe corrective lenses and medications.
- Promote eye health by teaching patients about proper eye care techniques; answer questions and provide advice to patients regarding vision and optical issues; recommend appropriate patient follow-up and care options.

- Identify and assess eye defects and diseases such as diabetes and liver failure; diagnose and treat ocular disease
- Maintain accurate medical files for all patients; record all diagnosis and treatment plans including transfers and therapeutic prescriptions.
- Direct staff and assist in the development of the overall clinic practice.

### **RECRUITING GUIDELINES:**

Education: Doctor of optometry (O.D.) degree.

Experience: Two years of professional experience as a licensed Optometrist.

Knowledge of: Principles and practices of general optometry; eye-related disorders and conditions.

Ability to: Evaluate the type and quality of optometric services provided and recommend appropriate action; formulate and recommend policies and procedures; establish and maintain effective working relationships with staff, professionals and patients; express ideas clearly and concisely in oral and written forms; provide outstanding communication and interpersonal skills.

### **OTHER REQUIREMENTS:**

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

Possession of a valid license to practice optometry issued by the California State Board of Optometry

### **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.