

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



**ITEM: 3.12
(ID # 18986)**

**MEETING DATE:
Tuesday, May 17, 2022**

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Classification & Compensation Recommendation to adjust the salaries pertaining to various Riverside University Health System (RUHS) classifications and amend Ordinance No. 440 pursuant to Resolution No. 440-9259 submitted herewith, All Districts. [Total Cost \$24,634,231, 100% Department Funds]


RECOMMENDED MOTION: That the Board of Supervisors:


1. Approve the recommendation to adjust the salaries of the various RUHS classifications; and,
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9259.

ACTION:


Brenda Dieberichs, Assistant CEO / Human Resources Director 5/5/2022


Jennifer Cruikshank, Chief Executive Officer - Health System 5/5/2022


Matthew Chang, Director 5/5/2022


Kim Saruwatari, Director of Public Health 5/5/2022


Bruce Barton, EMD Director 5/5/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9259 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: May 17, 2022
xc: H.R., RUHS

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	\$ 3,444,920	\$21,189,310	\$24,634,231	\$21,189,310
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$0
SOURCE OF FUNDS: 100% Department Funds			Budget Adjustment:	No
			For Fiscal Year:	22/23

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System (RUHS) has experienced significant challenges over the past three years with recruitment and retention throughout their facilities, due primarily to residual effects from the pandemic and state min wage increases. The pandemic has stretched the staff and resources of our health care facilities well beyond their limits, resulting in weekly resignations from the existing staff, as well as an increased number of declines from job applicants. Those declining offers cite low pay as the reason for their inability to accept an offer, and most of the resignations state similar reasons for their departure. Normally we would expect turnover within eight to twelve percent, but current turnover rates for many classifications have exceeded this expectation; the Registered Nurse series alone has shown a 21.2% turnover rate in 2021, almost doubling what they experienced in 2019 with a 10.8% turnover rate. The current environment has forced RUHS to rely heavily on registry/traveler agencies to maintain a staffing level that allows them to continue to provide critical services to our community. The reliance on registry has become untenable as traveler/registry rates have sharply increased over the last twelve months. The prices imposed by these traveler/registry agencies have increased the cost of a single incumbent substantially, in some cases, more than double. This has both a high direct cost, and a corrosive effect on the morale of our dedicated regular staff who are not earning these exorbitant traveler rates. Due to the transient nature of their employment through a third-party administrator, traveler/registry staff do not have the same level of accountability to our organization.

The Human Resources Classification and Compensation Unit received a request from RUHS to review the salary ranges of the various classes identified below as immediate and high priority roles experiencing significant challenges with recruitment and attrition. The market study found that most of the identified classifications were well below market and would require significant adjustments to be considered competitive. The following adjustments are recommended to ensure our pay is competitive in the local market for the high-priority classes identified by RUHS:

Salary Adjustments:

Clinical Lab Scientist I: It is recommended to adjust the salary plan/grade DTS 537 (\$60,406 - \$89,483) to salary plan/grade SEU 474 (\$76,019 - \$112,615). This will be an increase of approximately 25.8% at the Min and 25.9% at the Max. There is currently 1 incumbent in this classification.

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Clinical Lab Scientist II: It is recommended to adjust the salary plan/grade DTS 623 (\$67,528 - \$100,000) to salary plan/grade SEU 508 (\$84,982 - \$125,847). This will be an increase of approximately 25.8% at the Min and 25.8% at the Max. There are currently 18 incumbents in this classification.

Clinical Lab Scientist - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$98,040) to salary plan/grade SEPD 112 (\$125,847). This will be an increase of approximately 28.37%. There are currently 3 incumbents in this classification.

Senior Clinical Lab Scientist: It is recommended to adjust the salary plan/grade DTS 665 (\$72,741 - \$107,707) to salary plan/grade SEU 530 (\$91,542 - \$135,550). This will be an increase of approximately 25.8% at the Min and 25.9% at the Max. There are currently 4 incumbents in this classification.

Clinical Lab Scientist: Quality Control: It is recommended to adjust the salary plan/grade DTS 675 (\$80,034 - \$118,567) to salary plan/grade SEU 530 (\$91,542 - \$135,550). This will be an increase of approximately 14.4% at the Min and 14.3% at the Max. There are currently 3 incumbents in this classification.

Licensed Vocational Nurse I: It is recommended to adjust the salary plan/grade ESEU 249 (\$43,453 - \$58,336) to salary plan/grade ESEU 355 (\$52,224 - \$74,681). This will be an increase of approximately 20.2% at the Min and 28% at the Max. There are currently 4 incumbents in this classification.

Licensed Vocational Nurse I - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$51,208) to salary plan/grade SEPD 112 (\$74,681). This will be an increase of approximately 45.84%. There are currently 32 incumbents in this classification.

Licensed Vocational Nurse II: It is recommended to adjust the salary plan/grade SEU 198 (\$45,843 - \$61,544) to salary plan/grade SEU 295 (\$55,264 - \$79,026). This will be an increase of approximately 20.6% at the Min and 28.4% at the Max. There are currently 158 incumbents in this classification.

Licensed Vocational Nurse II - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$54,256) to salary plan/grade SEPD 112 (\$79,026). This will be an increase of approximately 45.69%. There are currently 39 incumbents in this classification.

Licensed Vocational Nurse III: It is recommended to adjust the salary plan/grade SEU 220 (\$48,364 - \$64,929) to salary plan/grade SEU 329 (\$58,480 - \$83,626). This will be an increase of approximately 20.9% at the Min and 28.8% at the Max. There are currently 49 incumbents in this classification.

Licensed Vocational Nurse III - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$57,179) to salary plan/grade SEPD 112 (\$83,626). This will be an increase of

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approximately 46.25%. There are currently 3 incumbents in this classification.

Radiologic Technologist I: It is recommended to adjust the salary plan/grade SEU 255 (\$51,266 - \$75,871) to salary plan/grade SEU 356 (\$60,940 - \$90,182). This will be an increase of approximately 18.9% at the Min and 18.9% at the Max. There are currently 0 incumbents in this classification.

Radiologic Technologist I - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$60,902) to salary plan/grade SEPD 112 (\$90,182). This will be an increase of approximately 48.08%. There is currently 1 incumbent in this classification.

Radiologic Technologist II: It is recommended to adjust the salary plan/grade SEU 302 (\$55,771 - \$82,601) to salary plan/grade SEU 410 (\$66,817 - \$98,959). This will be an increase of approximately 19.8% at the Min and 19.8% at the Max. There are currently 17 incumbents in this classification.

Radiologic Technologist II - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$80,981) to salary plan/grade SEPD 112 (\$98,959). This will be an increase of approximately 22.2%. There are currently 10 incumbents in this classification.

Senior Radiologic Technologist: It is recommended to adjust the salary plan/grade SEU 363 (\$61,308 - \$90,752) to salary plan/grade SEU 461 (\$73,450 - \$108,725). This will be an increase of approximately 19.8% at the Min and 19.8% at the Max. There is currently 1 incumbent in this classification.

Respiratory Care Practitioner II, Registered: It is recommended to adjust the salary plan/grade DTS 442 (\$52,369 - \$77,509) to salary plan/grade SEU 352 (\$60,437 - \$89,448). This will be an increase of approximately 15.4% at the Min and 15.4% at the Max. There are currently 30 incumbents in this classification.

Respiratory Care Practitioner II, Registered - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$75,989) to salary plan/grade SEPD 112 (\$89,448). This will be an increase of approximately 17.72%. There are currently 24 incumbents in this classification.

Supervising Respiratory Care Practitioner: It is recommended to adjust the salary plan/grade DTS 601 (\$64,674 - \$101,008) to salary plan/grade SEU 466 (\$74,637 - \$116,567). This will be an increase of approximately 15.4% at the Min and 15.4% at the Max. There are currently 6 incumbents in this classification.

Registered Nurse I - MC/CHC: It is recommended to adjust the salary plan/grade ESEN 121 (\$76,186 - \$86,493) to salary plan/grade ESEN 126 (\$77,785 - \$106,276). This will be an increase of approximately 2.1% at the Min and 22.9% at the Max. There are currently 129 incumbents in this classification.

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Registered Nurse II - MC/CHC: It is recommended to adjust the salary plan/grade SEN 285 (\$81,651 - \$100,340) to salary plan/grade SEN 310 (\$83,797 - \$126,533). This will be an increase of approximately 2.6% at the Min and 26.1% at the Max. There are currently 115 incumbents in this classification.

Registered Nurse III - MC/CHC: It is recommended to adjust the salary plan/grade SEN 339 (\$87,717 - \$113,702) to salary plan/grade SEN 355 (\$90,022 - \$143,384). This will be an increase of approximately 2.6% at the Min and 26.1% at the Max. There are currently 771 incumbents in this classification.

Assistant Nurse Manager - MC/CHC: It is recommended to adjust the salary plan/grade SEN 258 (\$79,461 - \$134,436) to salary plan/grade SEN 400 (\$94,973 - \$169,530). This will be an increase of approximately 2.6% at the Min and 26.1% at the Max. There are currently 32 incumbents in this classification.

Nurse Practitioner I: It is recommended to adjust the salary plan/grade ESEN 132 (\$79,979 - \$112,339) to salary plan/grade ESEN 172 (\$113,933 - \$166,342). This will be an increase of approximately 42.45% at the Min and 48.07% at the Max. There is currently 1 incumbent in this classification.

Nurse Practitioner I - MC/CHC: It is recommended to adjust the salary plan/grade SEN 149 (\$86,586 - \$121,567) to salary plan/grade SEN 172 (\$113,933 - \$166,342). This will be an increase of approximately 31.58% at the Min and 36.83% at the Max. There are currently no incumbents in this classification.

Nurse Practitioner I - Desert: It is recommended to adjust the salary plan/grade ESEN 181 (\$119,278 - \$142,961) to salary plan/grade ESEN 173 (\$113,933 - \$184,640). This will be a decrease of approximately 4.48% at the Min and an increase of 29.15% at the Max. There are currently no incumbents in this classification.

Nurse Practitioner I - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$110,136) to salary plan/grade SEPD 112 (\$166,342). This will be an increase of approximately 51.03%. There are currently 2 incumbents in this classification.

Nurse Practitioner II: It is recommended to adjust the salary plan/grade SEN 375 (\$91,807 - \$128,973) to salary plan/grade SEN 539 (\$131,023 - \$191,294). This will be an increase of approximately 42.72% at the Min and 48.32% at the Max. There are currently 3 incumbents in this classification.

Nurse Practitioner II - MC/CHC: It is recommended to adjust the salary plan/grade SEN 434 (\$99,345 - \$139,567) to salary plan/grade SEN 539 (\$131,023 - \$191,294). This will be an increase of approximately 31.89% at the Min and 37.06% at the Max. There are currently no incumbents in this classification.

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Nurse Practitioner II - Desert: It is recommended to adjust the salary plan/grade SEN 509 (\$123,089 - \$143,475) to salary plan/grade SEN 540 (\$131,023 - \$212,336). This will be an increase of approximately 6.45% at the Min and 48.00% at the Max. There are currently no incumbents in this classification.

Nurse Practitioner II - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$126,444) to salary plan/grade SEPD 112 (\$191,294). This will be an increase of approximately 51.29%. There are currently 2 incumbents in this classification.

Nurse Practitioner III: It is recommended to adjust the salary plan/grade SEN 416 (\$96,805 - \$136,001) to salary plan/grade SEN 581 (\$138,229 - \$201,815). This will be an increase of approximately 42.79% at the Min and 48.39% at the Max. There are currently 7 incumbents in this classification.

Nurse Practitioner III - MC/CHC: It is recommended to adjust the salary plan/grade SEN 470 (\$104,753 - \$147,172) to salary plan/grade SEN 581 (\$138,229 - \$201,815). This will be an increase of approximately 31.96% at the Min and 37.13% at the Max. There are currently 11 incumbents in this classification.

Nurse Practitioner III - Desert: It is recommended to adjust the salary plan/grade SEN 506 (\$123,048 - \$151,297) to salary plan/grade SEN 582 (\$138,229 - \$224,015). This will be an increase of approximately 31.96% at the Min and 37.13% at the Max. There are currently 5 incumbents in this classification.

Nurse Practitioner III - Specialty Care - T1(D): It is recommended to adjust the salary plan/grade SEN 497 (\$116,010 - \$161,780) to salary plan/grade SEN 580 (\$138,228 - \$221,855). This will be an increase of approximately 31.96% at the Min and 37.13% at the Max. There are currently 5 incumbents in this classification.

Nurse Practitioner III - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$133,333) to salary plan/grade SEPD 112 (\$201,815). This will be an increase of approximately 51.37%. There are currently 3 incumbents in this classification.

Physician Assistant I: It is recommended to adjust the salary plan/grade ESEU 426 (\$79,751 - \$106,231) to salary plan/grade ESEU 535 (\$113,933 - \$166,342). This will be an increase of approximately 42.86% at the Min and 56.59% at the Max. There are currently 5 incumbents in this classification.

Physician Assistant I - Desert: It is recommended to adjust the salary plan/grade EDTS 614 (\$75,645 - \$118,162) to salary plan/grade ESEU 536 (\$113,933 - \$185,039). This will be an increase of approximately 50.62% at the Min and 56.6% at the Max. There are currently no incumbents in this classification.

Physician Assistant I - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112

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(\$104,148) to salary plan/grade SEPD 112 (\$166,342). This will be an increase of approximately 59.72%. There is currently 1 incumbent in this classification.

Physician Assistant II: It is recommended to adjust the salary plan/grade SEU 531 (\$91,539 - \$121,943) to salary plan/grade SEU 567 (\$131,023 - \$191,294). This will be an increase of approximately 43.13% at the Min and 56.87% at the Max. There are currently 4 incumbents in this classification.

Physician Assistant II - Desert: It is recommended to adjust the salary plan/grade DTS 679 (\$82,294 - \$135,650) to salary plan/grade SEU 568 (\$131,023 - \$212,795). This will be an increase of approximately 59.21% at the Min and 56.87% at the Max. There are currently no incumbents in this classification.

Physician Assistant II - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$119,554) to salary plan/grade SEPD 112 (\$191,294). This will be an increase of approximately 60%. There are currently no incumbents in this classification.

Physician Assistant III: It is recommended to adjust the salary plan/grade SEU 538 (\$96,520 - \$128,580) to salary plan/grade SEU 574 (\$138,229 - \$201,815). This will be an increase of approximately 43.21% at the Min and 56.96% at the Max. There is currently 1 incumbent in this classification.

Physician Assistant III - Desert: It is recommended to adjust the salary plan/grade DTS 704 (\$86,824 - \$143,038) to salary plan/grade SEU 575 (\$138,229 - \$224,499). This will be an increase of approximately 59.21% at the Min and 56.95% at the Max. There are currently no incumbents in this classification.

Physician Assistant III - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$126,059) to salary plan/grade SEPD 112 (\$201,815). This will be an increase of approximately 60.1%. There is currently 1 incumbent in this classification.

Additional Fiscal Information

To Immediately bolster retention and preserve internal equity, RUHS requested that all incumbents be given a pay rate increase equal to the increase to the minimum salary of their classification. If this increase would bring the incumbent above the maximum salary, they would only be brought up to the maximum salary. The requested pay rate increase maintains internal equity between junior and senior staff and will also help prevent newly hired applicants from coming in at rates inequitable with more experienced staff. It is also requested that all incumbent anniversary dates be retained upon receiving the pay rate increase.

The total cost to adjust incumbent pay rates with the salary range increase is \$2,099,049 for the remainder of the fiscal year 21/22 and \$18,191,760 for fiscal year 22/23. This includes the cost of the benefits rollup.

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Total Cost by Department	
Department	Cost
Medical Center/CHC/CHS	\$16,920,201
Behavioral Health	\$959,690
Public Health	\$273,817
Emergency Management Dept	\$38,050

Per Diem classifications are being adjusted from their current rates to the new maximum rate of the salary range. The total cost to adjust incumbent pay rates with the salary range increase is \$345,871 for the remainder of the fiscal year 21/22 and \$2,997,550 for fiscal year 22/23.

Per Diem cost by department	
Department	Cost
Medical Center/CHC/CHS	\$2,678,720
Behavioral Health	\$144,227
Public Health	\$174,607

Attachments:

- Attachment A – Total Costing
- Attachment B – Per Diem Costing by Dept
- Attachment C – Market Survey Summary
- Attachment D – Resolution No. 440-9259


Meghan Hahn, Senior Management Analyst 5/6/2022

Cost is based on 2080 hours, no diff's or OT included

	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
CLS I	\$83,179.20	\$104,639.43	\$21,460.23	\$151,727.38	\$220,904.41	\$68,277.23
CLS II	\$1,776,632.55	\$2,235,003.74	\$458,371.20	\$3,240,755.43	\$4,699,095.37	\$1,458,339.94
Sr CLS	\$320,871.37	\$887,189.45	\$566,318.07	\$561,424.70	\$814,065.81	\$252,641.11
Quality Control	\$350,374.78	\$400,691.18	\$50,316.40	\$508,043.43	\$581,002.21	\$72,958.78
Total	\$2,531,057.90	\$3,227,523.80	\$596,465.90	\$4,463,950.73	\$6,314,167.80	\$1,850,217.07

RN RTM %	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
RN I - MC/CHC	\$10,003,974.49	\$10,224,061.93	\$220,087.44	\$14,505,763.01	\$14,824,889.80	\$319,126.79
RN II - MC/CHC	\$10,418,505.25	\$10,689,386.39	\$270,881.14	\$15,106,833.61	\$15,499,610.26	\$392,776.65
RN III - MC/CHC	\$80,664,838.79	\$83,570,741.63	\$2,905,902.84	\$116,961,116.25	\$121,177,575.37	\$4,216,459.12
ANM	\$4,078,232.95	\$4,874,304.02	\$796,071.07	\$5,413,437.77	\$7,087,740.81	\$1,674,303.05
Total	\$105,163,551.48	\$109,358,493.96	\$4,194,942.49	\$152,487,149.64	\$158,569,816.25	\$6,082,666.61

	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
LVN I	\$175,892.29	\$298,722.58	\$122,830.30	\$255,048.82	\$433,147.75	\$178,108.93
LVN II	\$8,989,472.90	\$10,836,809.58	\$1,847,336.68	\$13,034,735.70	\$15,713,373.89	\$2,678,638.19
LVN III	\$3,070,001.57	\$3,712,245.89	\$642,244.33	\$4,451,502.27	\$5,302,756.55	\$851,254.28
Total	\$12,225,366.75	\$14,847,778.06	\$2,622,411.30	\$17,741,281.79	\$21,529,278.18	\$3,787,996.39

	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
Rad Tech II	\$1,241,899.80	\$1,487,795.96	\$245,896.16	\$1,800,754.71	\$2,157,304.15	\$356,549.43
Sr Rad Tech	\$90,629.43	\$108,574.06	\$17,944.63	\$131,412.67	\$157,432.38	\$26,019.71
Total	\$1,332,529.23	\$1,596,370.02	\$263,845.79	\$1,932,167.38	\$2,314,736.52	\$382,569.14

	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
Rad Specialist II	\$4,193,453.90	\$5,718,193.74	\$1,524,739.84	\$6,080,508.16	\$8,291,380.92	\$2,210,872.77
Total	\$4,193,453.90	\$5,718,193.74	\$1,524,739.84	\$6,080,508.16	\$8,291,380.92	\$2,210,872.77

	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
Reso Car Pract II	\$2,154,236.94	\$2,485,989.42	\$331,752.49	\$3,123,643.56	\$3,604,684.66	\$481,041.11
Supp Resp Car Prat	\$581,142.07	\$670,637.95	\$89,495.88	\$842,656.00	\$972,425.02	\$129,769.02
Total	\$2,154,236.94	\$2,485,989.42	\$331,752.49	\$3,966,299.55	\$4,577,109.69	\$610,810.13

	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
NP I	\$112,338.72	\$160,026.51	\$47,687.79	\$162,891.14	\$282,038.43	\$119,147.29
NP II	\$1,130,417.15	\$1,534,048.13	\$403,630.97	\$1,639,104.87	\$2,224,369.78	\$585,264.91
NP III	\$3,295,479.85	\$4,305,484.43	\$1,010,004.58	\$4,778,445.78	\$6,242,952.42	\$1,464,506.64
Total	\$4,538,235.72	\$5,999,559.06	\$1,461,323.34	\$6,580,441.79	\$8,699,360.63	\$2,118,918.84

	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
NP III Spec	\$161,779.90	\$192,760.76	\$30,980.85	\$234,580.86	\$279,503.10	\$44,922.23

	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
PA II	\$596,085.00	\$853,176.45	\$257,091.45	\$864,328.24	\$1,237,105.86	\$372,782.61
PA III	\$1,168,946.75	\$1,671,018.69	\$502,071.94	\$1,694,972.79	\$2,422,977.10	\$728,004.32
Total	\$1,765,031.74	\$2,524,195.15	\$759,163.40	\$2,559,299.03	\$3,660,082.96	\$1,100,786.93

Per Diem						
	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual	Annual Increase W/Ben
ALL	\$8,018,086.38	\$11,015,637.38	\$2,997,550.80	N/A	N/A	N/A

Total Annual Cost		
Current Annual Cost	Proposed Annual Cost	Difference
\$142,093,929.94	\$156,866,501.14	\$14,772,571.20
\$5,465,128.07	\$6,033,326.97	\$568,198.89

Total Annual Cost with Benefits		
Current Annual Cost	Proposed Annual Cost	Difference
\$204,061,762.32	\$225,251,073.23	\$21,189,310.91

without Per Diem		
Current Annual Cost	Proposed Annual Cost	Difference
\$196,043,675.94	\$214,235,436.05	\$18,191,760.11

Per Diem		
Current Annual Cost	Proposed Annual Cost	Difference
\$8,018,086.38	\$11,015,637.38	\$2,997,550.80

Behavioral Health						
	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual Cost W/Ben	Annual Increase W/Ben
PA III	\$128,580	\$184,139	\$55,559	\$186,441	\$267,002	\$80,561
NP I	\$112,339	\$160,027	\$47,688	\$162,891	\$232,038	\$69,147
NP II	\$239,359	\$341,613	\$102,254	\$187,011	\$495,339	\$308,328
NP III	\$255,397	\$324,156	\$68,759	\$170,326	\$470,026	\$299,700
LVN II	\$1,348,949	\$1,626,158	\$277,209	\$1,955,977	\$2,357,930	\$401,953
Total	\$2,084,624	\$2,636,093	\$551,469	\$2,862,645	\$3,822,335	\$959,690

Public Health						
	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual Cost W/Ben	Annual Increase W/Ben
NP II	\$128,973	\$184,070	\$55,097	\$187,011	\$266,902	\$79,891
LVN II	\$584,718	\$704,877	\$120,160	\$847,841	\$1,022,072	\$174,231
LVN III	\$64,929	\$78,512	\$13,583	\$94,147	\$113,843	\$19,696
Total	\$778,620	\$967,460	\$188,840	\$1,128,999	\$1,402,817	\$273,818

Emergency Management Department						
	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual Cost W/Ben	Annual Increase W/Ben
ANM	\$134,436	\$160,678	\$26,242	\$194,932	\$232,983	\$38,051
Total	\$134,436	\$160,678	\$26,242	\$194,932	\$232,983	\$38,051

Facilities Management						
	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual Cost W/Ben	Annual Increase W/Ben
Housekeeper	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$0	\$0	\$0	\$0	\$0	\$0

Human Resources						
	Current Annual cost	Proposed annual cost	Annual Increase	Current Annual Cost W/Ben	Proposed Annual Cost W/Ben	Annual Increase W/Ben
PA II CE	\$121,943	\$174,537	\$52,594	\$176,817	\$253,079	\$76,261
Total	\$121,943	\$174,537	\$52,594	\$176,817	\$253,079	\$76,261

Per Diem cost by department	
Department	Cost
RUHS	\$2,678,720.88
BH	\$144,227.72
PH	\$174,607.40

Total Cost by Department	
Department	Cost
RUHS	\$16,920,201.28
BH	\$959,690.08
PH	\$273,817.98
EMD	\$38,050.77

Total Annual Cost with Benefits			
Current Annual Cost	Proposed Annual Cost	Difference	
\$204,061,762.32	\$225,251,073.23	\$21,189,310.91	
\$7,848,529.32	\$8,663,502.82	\$814,973.50	\$2,444,920.49

without Per Diem			
\$196,043,675.94	\$214,235,436.05	\$18,191,760.11	
		\$699,683.08	\$2,099,049.24
Per Diem			
\$8,018,086.38	\$11,015,637.18	\$2,997,550.80	
		\$115,290.42	\$345,871.25

NP/PA PD cost breakdown			
PH	\$324,419.68	\$499,027.08	\$174,607.40
BH	\$259,402.00	\$403,629.72	\$144,227.72
RUHS	\$519,549.26	\$786,217.14	\$266,667.88
current cost proposed cost difference			
	\$1,103,370.94	\$1,688,873.94	\$585,503.00

Market Survey Summary

Job Code	Class Title	Current Min	Current Max	Min % difference from Market mean:	Max % difference from Market mean	Proposed Min Inc	Proposed Max Inc	New Min	New Max
98715	Clinical Lab Scientist I	\$60,405.90	\$89,482.85	-20.54%	-20.54%	25.8%	25.9%	\$76,019.13	\$112,614.78
98712	Clinical Lab Scientist II	\$67,528.24	\$100,000.58	-20.54%	-20.54%	25.8%	25.8%	\$84,981.78	\$125,847.02
98713	Senior Clinical Lab Scientist	\$72,740.93	\$107,707.18	-20.54%	-20.54%	25.8%	25.9%	\$91,542.37	\$135,549.83
98715	Clinical Lab Scientist - Quality Control	\$80,034.03	\$118,567.49	-12.57%	-12.53%	14.4%	14.3%	\$91,542.00	\$135,550.00
57747	Licensed Vocational Nurse I	\$43,453.07	\$58,336.10	-16.80%	-21.89%	20.2%	28.0%	\$52,224.29	\$74,680.65
57748	Licensed Vocational Nurse II	\$45,842.99	\$61,544.08	-17.05%	-22.12%	20.6%	28.4%	\$55,263.80	\$79,026.41
57749	Licensed Vocational Nurse III	\$48,363.95	\$64,929.07	-17.30%	-22.36%	20.9%	28.8%	\$58,479.67	\$83,625.93
98723	Radiologic Technologist I	\$51,262.64	\$75,870.91	-15.88%	-15.87%	18.9%	18.9%	\$60,939.92	\$90,181.66
98724	Radiologic Technologist II	\$55,771.25	\$82,600.75	-16.53%	-16.53%	19.8%	19.8%	\$66,816.51	\$98,959.49
98725	Senior Radiologic Technologist	\$61,308.21	\$90,752.27	-16.53%	-16.53%	19.8%	19.8%	\$73,450.06	\$108,725.40
98757	Respiratory Care Practitioner II, Registered	\$52,369.41	\$77,508.50	-13.35%	-13.35%	15.4%	15.4%	\$60,436.59	\$89,448.21
98754	supervising resp car prat	\$64,674.27	\$101,007.50	-13.35%	-13.35%	15.4%	15.4%	\$74,636.96	\$116,567.11
74039	Registered Nurse I - MC/CHC	\$76,185.62	\$86,492.64	-2.06%	-18.61%	2.1%	22.9%	\$77,785.25	\$106,275.74
74043	Registered Nurse II - MC/CHC	\$81,651.02	\$100,339.62	-2.56%	-20.70%	2.6%	26.1%	\$83,796.65	\$126,532.95
74047	Registered Nurse III - MC/CHC	\$87,717.14	\$113,702.37	-2.56%	-20.70%	2.6%	26.1%	\$90,022.16	\$143,383.97
74026	Assistant Nurse Manager - MC/CHC	\$79,460.78	\$134,436.22	-16.33%	-20.70%	19.5%	26.1%	\$94,973.38	\$169,530.33
73980	Nurse Practitioner I	\$79,979.12	\$112,338.72	-29.80%	-32.47%	42.5%	48.1%	\$113,933.12	\$166,342.36
74030	Nurse Practitioner I - MC/CHC	\$86,545.06	\$121,567.26	-24.04%	-26.92%	31.6%	36.8%	\$113,933.12	\$166,342.36
73788	Nurse Practitioner I - Desert	\$119,278.02	\$124,960.79	4.69%	-32.32%	-4.5%	47.8%	\$113,933.12	\$184,640.02
73982	Nurse Practitioner II	\$91,807.46	\$128,973.10	-29.93%	-32.58%	42.7%	48.3%	\$131,023.09	\$191,293.71
74031	Nurse Practitioner II - MC/CHC	\$99,344.75	\$139,566.96	-24.18%	-27.04%	31.9%	37.1%	\$131,023.09	\$191,293.71
73789	Nurse Practitioner II - Desert	\$123,088.78	\$143,474.86	-6.06%	-32.43%	6.4%	48.0%	\$131,023.09	\$212,336.02
73984	Nurse Practitioner III	\$96,805.07	\$136,000.59	-29.97%	-32.61%	42.8%	48.4%	\$138,229.36	\$201,814.86
74032	Nurse Practitioner III - MC/CHC	\$104,752.54	\$147,171.65	-24.22%	-27.08%	32.0%	37.1%	\$138,229.36	\$201,814.86
73790	Nurse Practitioner III - Desert	\$123,048.43	\$151,297.12	-10.98%	-32.46%	12.3%	48.1%	\$138,229.36	\$224,014.50
74033	Nurse Practitioner III - Specialty Care - T1(D)	\$116,009.92	\$161,779.90	-16.07%	-27.09%	19.2%	37.2%	\$138,228.30	\$221,885.10
73972	Physician Assistant I	\$79,751.15	\$106,230.59	-30.00%	-36.14%	42.9%	56.6%	\$113,933.12	\$166,342.36
73795	Physician Assistant I - Desert	\$75,645.02	\$118,162.10	-33.61%	-36.14%	50.6%	56.6%	\$113,933.12	\$185,039.24
73978	Physician Assistant II	\$91,539.14	\$121,942.70	-30.14%	-36.25%	43.1%	56.9%	\$131,023.09	\$191,293.71
73796	Physician Assistant II - Desert	\$82,294.37	\$135,649.90	-37.19%	-36.25%	59.2%	56.9%	\$131,023.09	\$212,795.12
73976	Physician Assistant III	\$96,519.70	\$128,580.40	-30.17%	-36.29%	43.2%	57.0%	\$138,229.36	\$201,814.86
73797	Physician Assistant III - Desert	\$86,823.98	\$143,038.06	-37.19%	-36.29%	59.2%	57.0%	\$138,229.36	\$224,498.85

REVISEDRESOLUTION NO. 440-9259

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on May 17, 2022, 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>
74026	Assistant Nurse Manager	SEN 258	SEN 400
98710	Clinical Laboratory Scientist I	DTS 537	SEU 474
98712	Clinical Laboratory Scientist II	DTS 623	SEU 508
98715	Clinical Laboratory Scientist – Quality Control	DTS 675	SEU 530
98702	Clinical Laboratory Scientist – Per Diem	SEPD 112 (\$98,040)	SEPD 112 (\$125,847)
57747	Licensed Vocational Nurse I	ESEU 249	ESEU 355
57748	Licensed Vocational Nurse II	SEU 198	SEU 295
57749	Licensed Vocational Nurse III	SEU 220	SEU 329
57757	Licensed Vocational Nurse I – Per Diem	SEPD 112 (\$51,208)	SEPD 112 (\$74,681)
57754	Licensed Vocational Nurse II – Per Diem	SEPD 112 (\$54,256)	SEPD 112 (\$79,026)
<u>57765</u>	Licensed Vocational Nurse III – Per Diem	SEPD 112 (\$57,179)	SEPD 112 (\$83,626)
73980	Nurse Practitioner I	ESEN 132	ESEN 172
73982	Nurse Practitioner II	SEN 375	SEN 539
73984	Nurse Practitioner III	SEN 416	SEN 581
73788	Nurse Practitioner I – Desert	ESEN 181	ESEN 173
73789	Nurse Practitioner II – Desert	SEN 509	SEN 540
73790	Nurse Practitioner III – Desert	SEN 506	SEN 582

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1	Job		From Salary	To Salary
2	<u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
2	74030	Nurse Practitioner I – MC/CHC	ESEN 149	ESEN 172
3	74031	Nurse Practitioner II – MC/CHC	SEN 434	SEN 539
4	74032	Nurse Practitioner III – MC/CHC	SEN 470	SEN 581
5	73987	Nurse Practitioner I – Per Diem	SEPD 112 (\$110,136)	SEPD 112 (\$166,342)
6				
7	73988	Nurse Practitioner II – Per Diem	SEPD 112 (\$126,444)	SEPD 112 (\$191,294)
8				
9	74067	Nurse Practitioner III – Per Diem	SEPD 112 (\$133,333)	SEPD 112 (\$201,815)
10	74033	Nurse Practitioner III – Specialty Care-T1 (D)	SEN 497	SEN 580
11	73972	Physician Assistant I	ESEU 426	ESEU 535
12	73974	Physician Assistant II	SEU 531	SEU 567
13	73976	Physician Assistant III	SEU 538	SEU 574
14	73795	Physician Assistant I – Desert	EDTS 614	ESEU 536
15	73796	Physician Assistant II – Desert	DTS 679	SEU 568
16	73797	Physician Assistant III – Desert	DTS 704	SEU 575
17	73842	Physician Assistant I – Per Diem	SEPD 112 (\$104,148)	SEPD 112 (\$166,342)
18				
19	<u>73973</u>	Physician Assistant II – Per Diem	SEPD 112 (\$119,554)	SEPD 112 (\$191,294)
20	<u>73843</u>	Physician Assistant III – Per Diem	SEPD 112 (\$126,059)	SEPD 112 (\$201,815)
21				
22	98723	Radiologic Technologist I	SEU 255	SEU 356
23	98724	Radiologic Technologist II	SEU 302	SEU 410
24	98719	Radiologic Technologist I – Per Diem	SEPD 112 (\$60,902)	SEPD 112 (\$90,182)
25				
26	98722	Radiologic Technologist II – Per Diem	SEPD 112 (\$80,981)	SEPD 112 (\$98,959)
27	74039	Registered Nurse I – MC/CHC	ESEN 121	ESEN 126
28				

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
74043	Registered Nurse II – MC/CHC	SEN 285	SEN 310
74047	Registered Nurse III – MC/CHC	SEN 339	SEN 355
98757	Respiratory Care Practitioner II, Registered	DTS 442	SEU 352
98759	Respiratory Care Practitioner II, Registered – Per Diem	SEPD 112 (\$75,989)	SEPD 112 (\$89,448)
98713	Senior Clinical Laboratory Scientist	DTS 665	SEU 530
98725	Senior Radiologic Technologist	SEU 363	SEU 461
98754	Supervising Respiratory Care Practitioner	DTS 601	SEU 466

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 *July Martinez*
 Deputy

/kc
 Revised
 05/19/2022

/kc
 Revised
 05/18/2022

Item 3.12
 05/17/2022

/kc
 04/29/2022
 440 Resolutions\KC

3.12