

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



**ITEM: 3.20
(ID # 19375)**

**MEETING DATE:
Tuesday, July 12, 2022**

FROM : HUMAN RESOURCES AND Behavioral Health :

SUBJECT: HUMAN RESOURCES: Classification & Compensation Recommendation to adjust the salaries of the Clinical Therapist I, Clinical Therapist II, Senior Clinical Therapist, Senior Clinical Psychologist, and the Behavioral Health Services Supervisor and amend Ordinance No. 440 pursuant to Resolution No. 440-9267 submitted herewith, All Districts. (\$2,042,583, 40% Federal, 60% State)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Clinical Therapist I, Clinical Therapist II, Senior Clinical Therapist, Senior Clinical Psychologist, and the Behavioral Health Services Supervisor Classifications; and,
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9267

ACTION:Policy

Matthew Chang
Matthew Chang, Director

6/14/2022

Michael Bowers
Michael Bowers, Assistant HR Director

6/28/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Hewitt and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9267 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington and Hewitt
Nays: None
Absent: Perez
Date: July 12, 2022
xc: HR, Behavioral Health

Kecia R. Harper
Clerk of the Board
By: *[Signature]*
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$75,651	\$1,966,932	\$2,042,583	\$1,966,932
NET COUNTY COST	\$ 0	\$0	\$0	\$0
SOURCE OF FUNDS: 40% Federal/60% State			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside University Health System (RUHS) comprises of RUHS Medical Center, RUHS Public Health, RUHS Behavioral Health (BH), and RUHS Community Health Centers. One of the largest class series within the BH Department is the Clinical Therapist (CT) class series. The CT performs a full range of therapeutic assignments related to the field of mental or behavioral health services and psychiatric social work as applicable by professional licensing law to meet the needs of consumers or families with mental or emotional disorders. Due to the direct influence the CT classification has on BH's ability to support our community, the recent recruitment and retention issues have placed a strain on the existing staff to properly fulfill the needs of our community.

The Human Resources Classification and Compensation Unit received a request from Behavioral Health to review the salary range of the CT class series. Ongoing turnover due to external opportunities indicated that there was a possibility the roles were under market. Since the Medical Center also employs CTs, we incorporated Hospital Association of Southern California (HASC) survey market data into a blended survey. The results upon review showed that the Clinical Therapist II is below market average by 13.86% at the minimum and below market average by 8.20% at the maximum. This supports the need to adjust the salary of the classifications.

Salary Adjustments:

Clinical Therapist I: It is recommended to adjust the salary plan/grade ESEU 354 (\$52,174 - \$78,775) to salary plan/grade ESEU 285 (\$58,455 - \$82,341). There are currently 157 incumbents in this classification.

Clinical Therapist I - Blythe: It is recommended to adjust the salary plan/grade DTS 434 (\$52,174 - \$87,597) to salary plan/grade ESEU 296 (\$58,455 - \$91,398). There are currently 3 incumbents in this classification.

Clinical Therapist I - Detention: It is recommended to adjust the salary plan/grade EDTS 415 (\$52,174 - \$85,317) to salary plan/grade ESEU 292 (\$58,455 - \$88,928). There are currently 33 incumbents in this classification.

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Clinical Therapist II: It is recommended to adjust the salary plan/grade SEU 322 (\$58,002 - \$87,576) to salary plan/grade SEU 370 (\$67,334 - \$93,525). There are currently 123 incumbents in this classification.

Clinical Therapist II - Blythe: It is recommended to adjust the salary plan/grade DTS 515 (\$58,002 - \$97,391) to salary plan/grade SEU 375 (\$67,334 - \$104,008). There is currently 1 incumbent in this classification.

Clinical Therapist II - Detention: It is recommended to adjust the salary plan/grade DTS 514 (\$58,002 - \$94,853) to salary plan/grade SEU 373 (\$67,334 - \$101,297). There are currently 19 incumbents in this classification.

Senior Clinical Therapist: It is recommended to adjust the salary plan/grade SEU 359 (\$61,154 - \$92,397) to salary plan/grade SEU 417 (\$71,041 - \$98,674). There are currently 31 incumbents in this classification.

Senior Clinical Therapist - Detention: It is recommended to adjust the salary plan/grade DTS 547 (\$61,154 - \$100,078) to salary plan/grade SEU 420 (\$71,041 - \$106,877). There are currently 3 incumbents in this classification.

Senior Clinical Psychologist: It is recommended to adjust the salary plan/grade SEU 359 (\$61,154 - \$92,397) to salary plan/grade SEU 417 (\$71,041 - \$98,674). There are currently 2 incumbents in this classification.

Behavioral Health Services Supervisor: It is recommended to adjust the salary plan/grade SEUS 491 (\$73,631 - \$102,719) to salary plan/grade SEUS 434 (\$85,536 - \$104,101). There are currently 60 incumbents in this classification.

Behavioral Health Services Supervisor - Blythe: It is recommended to adjust the salary plan/grade SEUS 507 (\$75,645 - \$114,247) to salary plan/grade SEUS 777 (\$87,876 - \$115,784). There is currently 1 incumbent in this classification.

Behavioral Health Services Supervisor - Detention: It is recommended to adjust the salary plan/grade DTS 667 (\$73,631 - \$108,339) to salary plan/grade SEUS 769 (\$85,536 - \$112,056). There are currently 7 incumbents in this classification.

Impact on Residents and Businesses

Approval of this classification will have no direct impact to residents and businesses.

Attachments:

Attachment A- CT II Five County Market Survey Data


Attachment B- CT II HASC Market Survey Data

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STATE OF CALIFORNIA**

Attachment C- CT II Blended Market Survey Data
Attachment D- Resolution No. 440-9267

Meghan Hahn
Meghan Hahn, Senior Management Analyst

6/28/2022



Juan C. Perez, Chief Operating Officer

7/6/2022



2022 JUL 14 PM 4:23

MEMORANDUM

DATE: July 13, 2022
TO: Kecia Harper, Clerk of the Board
FROM: Erik Collier, Human Resources Services Manager
RE: Correction to Resolution No. 440-9267

Attached, please find corrected Resolution No. 440-9267, Agenda Item 3.20 submitted and approved by the Board of Supervisors on July 12, 2022. Under Section 8(c), the "To Salary Plan/Grade" for the classifications listed below should read as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>To Salary Plan/Grade</u>
79717	Behavioral Health Services Supervisor	SEUS 766
79723	Behavioral Health Services Supervisor – Blythe	SEUS 787

The corrections listed above within Resolution No. 440-9267 were due to a clerical error and do not affect the actual salary of the classifications.

Should you have any questions or require additional information, please feel free to contact me.

Erik Collier

Human Resources Services Manager
(951) 955-1117

Attachment:
Revised Resolution No. 440-9267



REVISED

RESOLUTION NO. 440-9267

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on July 12, 2022, that pursuant to Section 8(c) of Ordinance No. 440, the Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
79717	Behavioral Health Services Supervisor	SEUS 491	SEUS 766
79723	Behavioral Health Services Supervisor – Blythe	SEUS 507	SEUS 787
79738	Behavioral Health Services Supervisor – Detention	DTS 667	SEUS 769
79740	Clinical Therapist I	ESEU 354	ESEU 285
79744	Clinical Therapist I – Blythe	DTS 434	ESEU 296
79748	Clinical Therapist I – Detention	EDTS 415	ESEU 292
79742	Clinical Therapist II	SEU 322	SEU 370
79745	Clinical Therapist II – Blythe	DTS 515	SEU 375
79761	Clinical Therapist II – Detention	DTS 514	SEU 373
79746	Senior Clinical Therapist	SEU 359	SEU 417
79747	Senior Clinical Therapist – Detention	DTS 547	SEU 420
79715	Senior Clinical Psychologist	SEU 359	SEU 417

/kc
Revised
07/13/2022

Item 3.20
07/12/2022

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06/13/2022
440 Resolutions\KC

3.20

JUL 12 2022

2
3 RESOLUTION NO. 440-9267

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5 ADOPTED by Riverside County Board of Supervisors on July 12, 2022.

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7 ROLL CALL:

8
9 Ayes: Jeffries, Spiegel, Washington, and Hewitt

10 Nays: None

11 Absent: Perez

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14 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of
15 Supervisors on the date therein set forth.

16
17 KECIA R. HARPER, Clerk of said Board

18
19 By: Brianna Smith

20 Deputy

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22 07.12.22 3.20
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<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
79717	Behavioral Health Services Supervisor	SEUS 491	SEUS 434
79723	Behavioral Health Services Supervisor – Blythe	SEUS 507	SEUS 777
79738	Behavioral Health Services Supervisor – Detention	DTS 667	SEUS 769
79740	Clinical Therapist I	ESEU 354	ESEU 285
79744	Clinical Therapist I – Blythe	DTS 434	ESEU 296
79748	Clinical Therapist I – Detention	EDTS 415	ESEU 292
79742	Clinical Therapist II	SEU 322	SEU 370
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79761	Clinical Therapist II – Detention	DTS 514	SEU 373
79746	Senior Clinical Therapist	SEU 359	SEU 417
79747	Senior Clinical Therapist – Detention	DTS 547	SEU 420
79715	Senior Clinical Psychologist	SEU 359	SEU 417

ROLL CALL:

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

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
06/13/2022
440 Resolutions\KC

External Market Survey Data

Classification Name: **Clinical Therapist II**

Riv Co Class Code: **79742**

Jurisdiction	Title	Job Code	Union	Min Salary	Max Salary	Spread
Los Angeles County	Mental Health Clinician II	9030	P.S.C. Soc Worker	\$77,371	\$88,758	27.64%
Orange County	Behavioral Health Clinician II	7067	HPU	\$64,813	\$7,381	34.62%
San Bernardino County	Clinical Therapist II	13133	PU - SEIU	\$65,811	\$92,810	41.03%
San Diego County	Licensed Mental Health Clinician	5102	PR SEIU - 221	\$77,043	\$94,702	22.92%
Ventura County	Psychiatric Social Worker III	1423	SEIU	\$57,255	\$81,803	42.87%

County Mean	\$68,459	\$91,091	33.06%
County Median	\$65,811	\$92,810	41.03%

Riverside County	Clinical Therapist II	79742	SEIU	\$67,334	\$85,858	27.51%
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Dollar difference from Mean	-\$1,125	-\$5,233
Percentage difference from mean	-1.64%	-5.74%
Dollar difference from median	\$1,523	\$8,952
Percentage difference from median	2.31%	7.49%

Notes

Run Date

Date Prepared/Revised MF

HASC Market Survey Data

Classification Name: Clinical Therapist II

Riv Co Class Code: 79742

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC 50th %
HASC	Marriage/Family therapist		\$65,647	\$97,175	48.03%	\$81,411.20		\$81,411.20

County Mean:	\$65,647	\$97,175	48.03%		
County Median:	\$65,647	\$97,175	48.03%		
Riverside County	Clinical Therapist II	79742	\$58,002	\$85,858	48.03%

Dollar difference from Mean:	-47,645	-11,317
Percentage difference from mean:	-11.65%	-11.65%
Dollar difference from median:	-47,645	-11,317
Percentage difference from median:	-11.65%	-11.65%

Notes:

Run Date:

Date Prepared/Revised: MF

Blended Market Survey Data

Classification Name: Clinical Therapist II Riv Co Class Code: 79742

Market Research

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Weighted Avg
HASC Market Survey Data			\$65,647	\$97,175.18	48.03%	40%
External Market Survey Data			\$68,459	\$91,090.80	33.06%	60%

County Mean:	\$67,334.05	\$93,524.55	38.90%
County Median:			

Riverside County	Clinical Therapist II	79742	\$58,002	\$85,858	48.03%
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Dollar difference from Mean	-\$9,332	-\$7,667
Percentage difference from mean:	-13.86%	-8.20%

Dollar difference from median:		
Percentage difference from median:		

Notes:

Run Date:

Date Prepared/Revised: MF 8.2.21