

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



ITEM: 3.20
(ID # 19651)

MEETING DATE:

Tuesday, August 02, 2022

FROM : HUMAN RESOURCES AND RUHS :

SUBJECT: HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM:
Classification & Compensation Recommendation to adjust the salaries of the Resident Physician class series and amend Ordinance No. 440 pursuant to Resolution No. 440-9281 submitted herewith, All Districts. [Total Cost \$15,687,153, Ongoing Cost \$8,311,679, 100% Department Funds]

RECOMMENDED MOTION: That the Board of Supervisors:
That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Resident Physician & Surgeon - First Year-E, Resident Physician & Surgeon - Second Year-E, Resident Physician & Surgeon - Third Year-E, Resident Physician & Surgeon - Fourth Year-E, Resident Physician & Surgeon - Fifth Year-E, Resident Physician & Surgeon - Sixth Year-E, Resident Physician & Surgeon - Seventh Year-E classifications;
2. Grant Authority to the Human Resources Director to adjust the salary rate for Physician Assistant Fellowship according to future UC rates; and,
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9281.

ACTION:Policy

Michael Bowers
Michael Bowers, Assistant HR Director

7/21/2022

Jennifer Cruikshank
Jennifer Cruikshank, Chief Executive Officer - Health System

7/25/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, seconded by Supervisor Jeffries and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9281 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: August 2, 2022
xc: HR, RUHS

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	\$7,375,474	\$8,311,679	\$15,687,153	\$8,311,679
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:

Historically, the County of Riverside has adjusted the pay of our Resident Physician & Surgeon classifications based on a collaboration with the University of California Riverside (UCR). UCR would release a yearly rate adjustment for their Resident Physicians and share this information with RUHS, who would forward it to Class & Comp. This year, UCR has not released any rate increase for their resident physicians in time for our review of the County of Riverside's Resident Physician & Surgeon classifications. RUHS has voiced concerns that with no increase this year, recruiting and retention issues could arise due to staggering pay rates. This is a crucial part of the education for future Physicians and Surgeons, as well as being a vital option to recruit full time Physicians and Surgeons who complete the program at RUHS.

To address the concerns of RUHS, Class & Comp reviewed the past increase of the Physicians at UCR and collected our own external data (Attachment 1) that supports a 3% increase for all seven levels of the Resident Physician & Surgeon classifications.

Our findings support a 3% increase, which will also maintain the current spread between the levels, thereby avoiding any compaction. It will also strongly align with our internal annual increases, allowing the County of Riverside to maintain it's competitive appeal for resident applications. We fully anticipate UCR to release their increased rates later this year, and we expect these increases to match or exceed our proposed 3%. That is why we would also like to request that the Human Resources Director to be granted the authority, in the case that UCR does increase their Resident Physician & Surgeon rates beyond 3%, to be able to adjust the salary of the County of Riverside's Resident Physician & Surgeon classes listed below, to match that of UCR's increases.

Salary Adjustments:

Resident Physician & Surgeon - First Year-E: It is recommended to adjust the salary plan/grade PHY 102 (\$60,718) to salary plan/grade PHY 102 (\$62,540). There are currently 87 incumbents in this classification.

Resident Physician & Surgeon - Second Year-E: It is recommended to adjust the salary plan/grade PHY 103 (\$62,731) to salary plan/grade PHY 103 (\$64,613). There are currently 41 incumbents in this classification.

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Resident Physician & Surgeon - Third Year-E: It is recommended to adjust the salary plan/grade PHY 106 (\$65,195) to salary plan/grade PHY 106 (\$67,152). There are currently 27 incumbents in this classification.

Resident Physician & Surgeon - Fourth Year-E: It is recommended to adjust the salary plan/grade PHY 109 (\$67,769) to salary plan/grade PHY 109 (\$69,802). There are currently 21 incumbents in this classification.

Resident Physician & Surgeon - Fifth Year-E: It is recommended to adjust the salary plan/grade PHY 112 (\$70,543) to salary plan/grade PHY 112 (\$72,659). There are currently 3 incumbents in this classification.

Resident Physician & Surgeon - Sixth Year-E: It is recommended to adjust the salary plan/grade PHY 115 (\$73,164) to salary plan/grade PHY 115 (\$75,359). There are currently 5 incumbents in this classification.

Resident Physician & Surgeon - Seventh Year-E: It is recommended to adjust the salary plan/grade PHY 118 (\$75,597) to salary plan/grade PHY 118 (\$77,865). There are currently no incumbents in this classification.

Impact on Residents and Businesses

Approval of this recommendation will have no direct impact to residents or businesses.

Other Financial Information

The Department has indicated that these cost increases will be absorbed within existing budgets.

Attachments:

Attachment A - Resident Physician & Surgeon Market Data
Attachment B – Resolution No. 440-7281

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Meghan Hahn
Meghan Hahn, Senior Management Analyst 7/25/2022

External Market Survey Data

Classification Name:

Riv Co Class Code:

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00			
Orange County						\$0.00	\$0.00		
San Bernardino County						\$0.00	\$0.00		
San Diego County						\$0.00	\$0.00		
Ventura County						\$0.00	\$0.00		
External Data	Resident Physician		\$70,400			\$0.00	\$0.00		\$0.00
	County Mean		\$70,400	#DIV/0!	#DIV/0!				
	County Median		\$0	\$0	#DIV/0!				
Riverside County	Resident Physician & Surgeon - Fourth Year-E	73857	\$67,769			33884.45			
						0			
						0			
	Dollar difference from Mean:		-\$2,631						
	Percentage difference from mean:		-3.74%						
	Dollar difference from median:		\$67,769						
	Percentage difference from median:		#DIV/0!						

Notes

Run Date

Date Prepared/Revised MF

6/27/2022

RESOLUTION NO. 440-9281

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on August 2, 2022, that pursuant to Section 8(c) of Ordinance No. 440, the Director of Human Resources 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>
73841	Resident Physician & Surgeon – 1 st Year-E	PHY 102 (\$60,718)	PHY 102 (\$62,540)
73855	Resident Physician & Surgeon – 2nd Year-E	PHY 103 (\$62,731)	PHY 103 (\$64,613)
73856	Resident Physician & Surgeon – 3rd Year-E	PHY 106 (\$65,195)	PHY 106 (\$67,152)
73857	Resident Physician & Surgeon – 4th Year-E	PHY 109 (\$67,769)	PHY 109 (\$69,802)
73858	Resident Physician & Surgeon – 5th Year-E	PHY 112 (\$70,543)	PHY 112 (\$72,659)
73859	Resident Physician & Surgeon – 6th Year-E	PHY 115 (\$73,164)	PHY 115 (\$75,359)
73860	Resident Physician & Surgeon – 7th Year-E	PHY 118 (\$75,597)	PHY 118 (\$77,865)

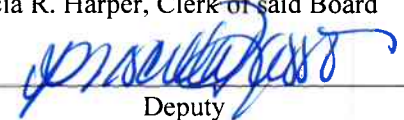
ROLL CALL:

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

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

