

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



ITEM: 3.31
(ID # 19911)

MEETING DATE:
Tuesday, October 18, 2022

FROM : HUMAN RESOURCES AND RUHS-MC :

SUBJECT: HUMAN RESOURCES & RUHS-MC: Classification & Compensation Recommendation to create specialized Radiology classifications and to adjust the salaries of current RUHS classifications; and amend Ordinance No. 440 pursuant to Resolution No. 440-9293 submitted herewith, All Districts. [Total Cost \$1,954,719 with an ongoing cost of \$1,103,128, 100% Department Funded]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to create new, specialized Radiology classifications.
2. Approve the recommendation to adjust the salaries of three current RUHS classifications and,
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9293.

ACTION:Policy

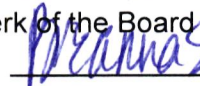

Jennifer Cruikshank, Chief Executive Officer - Health System 9/22/2022


Michael Bowers, Assistant HR Director 9/26/2022

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 440-9293 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: October 18, 2022
xc: RUHS-MC, HR

Kecia R. Harper
Clerk of the Board
By: 
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	\$ 851,591	\$ 1,103,128	\$ 1,954,719	\$ 1,103,128
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

The Riverside University Health System (RUHS) Radiology Department requested a study of the Radiologic Specialist (RS) I/II classifications in response to growing concerns over recruiting efforts and vacant positions remaining unfilled. The Department also expressed concerns over its inability to retain highly specialized RS II staff. Riverside's RS class series incorporates multiple specializations with a broad, single job class. Market data indicated that each discipline outlined in the RS classes is classified separately and valued differently (**Attachment II - VII**). Subsequently, Class and Comp reviewed the RS I/II classifications.

Human Resources recommends establishing six specialized classifications out of the current RS classifications plus their per diem counterparts. It is also recommended to establish a Radiology/Imaging Services Manager (**Attachment VIII**) classification to support the increased burden this expansion will place on the current radiologic management structure.

Classification Additions:

CT Technologist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU9 416 (\$80,847 - \$116,420). Seven incumbents will be reclassified into this new job class.

CT Technologist - PD: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEPD 112 (\$116,420).

Intravenous Radiologic Technologist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU9 423 (\$84,754 - \$126,283). Six incumbents will be reclassified into this new job class.

Intravenous Radiologic Technologist - PD: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEPD 112 (\$126,283).

Mammography Technologist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU9 411 (\$80,012 - \$115,217). Five incumbents will be reclassified into this new job class.

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STATE OF CALIFORNIA**

Mammography Technologist - PD: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEPD 112 (\$115,217).

MRI Technologist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU9 470 (\$98,847 - \$141,351). Six incumbents will be reclassified into this new job class.

MRI Technologist - PD: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEPD 112 (\$141,351).

Nuclear Medicine Technologist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU9 471 (\$98,998 - \$140,577). One incumbent will be reclassified into this new job class.

Nuclear Medicine Technologist - PD: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEPD 112 (\$140,577).

Radiologic/Imaging Services Manager: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade MRP 623 (\$112,940 - \$175,397).

Ultrasound Technologist: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEU9 423 (\$84,754 - \$126,283). Twenty-one incumbents will be reclassified into this new job class.

Ultrasound Technologist - PD: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade SEPD 112 (\$126,283).

The following existing classes will be adjusted to ensure the County's pay is competitive in the local markets (**Attachment IX**), as well as prevent any compaction issues from arising:

Salary Adjustments:

PET/CT Technologist: It is recommended to adjust the salary plan/grade from SEU9 430 (\$93,550 - \$113,476) to salary plan/grade SEU 671 (\$98,847 - \$148,309). There are two incumbents in this classification.

Radiologic Supervisor: It is recommended to adjust the salary plan/grade from SEUS 873 (\$100,231 - \$113,401) to salary plan/grade SEUS 896 (\$108,662 - \$166,252). There are six incumbents in this classification.

Director of Diagnostic Imaging Services: It is recommended to adjust the salary plan/grade from MRP 645 (\$118,633 - \$183,882) to salary plan/grade MRP 644 (\$118,552 - \$185,702).

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STATE OF CALIFORNIA**

There is one incumbent in this classification. This increase is to avoid compaction between this class and the proposed Radiologic/Imaging Services Manager class.

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. Any increase to an incumbent's salary cannot exceed the new max salary of the classification. The requested pay rate increases maintain internal equity between junior and senior staff and help mitigate newly hired applicants from coming in at higher salary rates than more seasoned staff. All incumbents reclassified to a new specialization or receiving salary adjustments will maintain their current anniversary dates.

The total cost to adjust incumbent pay rates with the salary range increases is approximately \$851,951 for the remainder of the fiscal year 22/23 and \$1,103,128 for fiscal year 23/24. These figures include the cost of the benefits.

Per Diem classifications are being adjusted from their current rates to the new maximum rate of the salary range. There is one per diem incumbent. There is no associated cost with the change in salary.

Impact on Residents and Businesses

Approval of these recommendations will have no direct impact to residents or businesses.

Attachments

- I. Resolution 440-9293
- II. CT Technologist Market Survey Data
- III. Intravenous Radiologic Technologist Market Survey Data
- IV. Mammography Technologist Market Survey Data
- V. MRI Technologist Market Survey Data
- VI. Nuclear Medicine Technologist Market Survey Data
- VII. Ultrasound Technologist Market Survey Data
- VIII. Radiologic/Imaging Services Manager Market Survey Data
- IX. Radiologic Supervisor Market Survey Data


Jacqueline Ruiz, Sr. Management Analyst

9/26/2022


Meghan Hahn, Senior Management Analyst

9/29/2022

RESOLUTION NO. 440-9293

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on October 18, 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>
98768	+	CT Technologist	SEU9 416
98769	+	CT Technologist – Per Diem	SEPD 112
98770	+	Intravenous Radiologic Technologist	SEU9 423
98771	+	Intravenous Radiologic Technologist – Per Diem	SEPD 112
98764	+	Ultrasound Technologist	SEU9 423
98765	+	Ultrasound Technologist – Per Diem	SEPD 112
98766	+	Mammography Technologist	SEU9 411
98767	+	Mammography Technologist – Per Diem	SEPD 112
98774	+	MRI Technologist	SEU9 470
98775	+	MRI Technologist – Per Diem	SEPD 112
98772	+	Nuclear Medicine Technologist	SEU9 471
98773	+	Nuclear Medicine Technologist – Per Diem	SEPD 112
98737	+	Radiology/Imaging Services Manager	MRP 623

BE IT FURTHER RESOLVED 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>
98797	Director of Diagnostic Imaging Services	MRP 645	MRP 644
98718	PET/CT Technologist	SEU9 430	SEU 671
98736	Radiologic Supervisor	SEUS 873	SEUS 896

OCT 18 2022 3.31

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4 ROLL CALL:

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

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

10 KECIA R. HARPER, Clerk of said Board

11 By: *Deanna Smith*
12 Deputy

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14 10.18.2022 3.31
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REVISED

RESOLUTION NO. 440-9293

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<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
98768	+	CT Technologist	SEU9 416
98769	+	CT Technologist – Per Diem	SEPD 112
98770	+	<u>Interventional</u> Radiologic Technologist	SEU9 423
98771	+	<u>Interventional</u> Radiologic Technologist – Per Diem	SEPD 112
98764	+	Ultrasound Technologist	SEU9 423
98765	+	Ultrasound Technologist – Per Diem	SEPD 112
98766	+	Mammography Technologist	SEU9 411
98767	+	Mammography Technologist – Per Diem	SEPD 112
98774	+	MRI Technologist	SEU9 470
98775	+	MRI Technologist – Per Diem	SEPD 112
98772	+	Nuclear Medicine Technologist	SEU9 472
98773	+	Nuclear Medicine Technologist – Per Diem	SEPD 112
98737	+	Radiology/Imaging Services Manager	MRP 623

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<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
98797	Director of Diagnostic Imaging Services	MRP 645	MRP 644
98718	PET/CT Technologist	SEU9 430	SEU9 <u>471</u>
98736	Radiologic Supervisor	SEUS 873	SEUS 896

1 /kc
Revised
2 10/27/2022
3 Item 3.31
10/18/2022
4 /mh
5 09/22/2022
440 Resolutions\MH

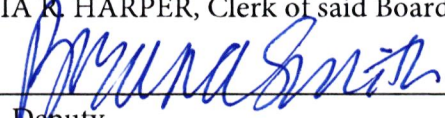
3.31

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8
9 ROLL CALL:

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

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

15 KECIA R. HARPER, Clerk of said Board

16 By: 
17 Deputy

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MEMORANDUM

DATE: October 27, 2022

TO: Kecia Harper, Clerk of the Board

FROM: Erik Collier, Human Resources Services Manager

RE: Correction to Resolution No. 440-9293

RECEIVED RIVERSIDE COUNTY
CLERK/BOARD OF SUPERVISORS
2022 OCT 28 AM 9:38

Attached, please find corrected Resolution No. 440-9293, Agenda Item 3.31 submitted and approved by the Board of Supervisors on **October 18, 2022**. Under Section 3(a)(iv), the "Class Title" for the classifications listed below should read as follows:

<u>Job Code</u>	<u>Class Title</u>
98770	Interventional Radiologic Technologist
98771	Interventional Radiologic Technologist – Per Diem

Under Section 3(a)(iv), the "Salary Plan/Grade" for the classification listed below should read as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
98772	Nuclear Medicine Technologist	SEU9 47 <u>2</u>

Under Section 8(C), the "To Salary Plan/Grade" for the classification listed below should read as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>To Salary Plan/Grade</u>
98718	PET/CT Technologist	SEU <u>9</u> 47 <u>1</u>



The corrections listed above within Resolution No. 440-9293 were due to a clerical error and does not affect the salaries for these classifications.

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

Erik Collier

*Human Resources Division Manager
(951) 955-1117*

*Attachment:
Revised Resolution No. 440-9293*

External Market Survey Data

Classification Name: CT Technologist

Riv Co Class Code: XXXXX

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$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		
HASC (IE)	CT Technologist	1408	\$80,847	\$116,420	44.00%	\$98,633.60	\$47.42	\$98,633.60	\$47.42
	County Mean:		\$80,847	\$116,420	44.00%				
	County Median:		n/a	n/a					
Riverside County	Radiologic Specialist II	98734	\$74,382	\$101,938	44.00%	\$88,160			
	Dollar difference from Mean:		-\$6,465	-\$14,482					
	Percentage difference from mean:		-8.00%	-12.44%					
	Dollar difference from median:								
	Percentage difference from median:								

Notes: Riverside: RSII spread is 56.14%. The average salary spread of all facilities per HASC report is 44%.

Run Date:

Date Prepared/Revised: DP

External Market Survey Data

Classification Name: Intravenous Radiologic Technologist

Riv Co Class Code: XXXXX

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$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		
HASC (IE)	<i>Special Procedures, Angiography</i>	1433	\$84,754	\$126,283	49.00%	\$105,518.40	\$50.73	\$105,518.40	\$50.73
	County Mean:		\$84,754	\$126,283	49.00%				
	County Median:		n/a	n/a					
Riverside County	<i>Radiologic Specialist II</i>	98734	\$74,382	\$101,938	49.00%	\$88,160			
	Dollar difference from Mean:		-\$10,372	-\$24,345					
	Percentage difference from mean:		-12.24%	-19.28%					
	Dollar difference from median:								
	Percentage difference from median:								

Notes: Riverside: RSII spread is 56.14%. The average salary spread of all facilities per HASC report is 49%.

Run Date:

Date Prepared/Revised: DP

External Market Survey Data

Classification Name: Mammography Rad Technologist

Riv Co Class Code: XXXXX

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$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		
HASC	Mammography Radiologic Technologist	1423	\$80,012	\$115,217	44.00%	\$97,614.40	\$46.93	\$97,614.40	\$46.93
	County Mean:		\$80,012	\$115,217	44.00%				
	County Median:		n/a	n/a					
Riverside County	Radiologic Specialist II	98734	\$74,382	\$101,938	44.00%	\$88,160			
	Dollar difference from Mean:		-\$5,630	-\$13,279					
	Percentage difference from mean:		-7.04%	-11.53%					
	Dollar difference from median:								
	Percentage difference from median:								

Notes: Riverside: RSII spread is 56.14%. The average salary spread of all facilities per HASC report is 44%.

Run Date:

Date Prepared/Revised: DP

External Market Survey Data

Classification Name: *Ultrasound Technologist*

Riv Co Class Code: XXXXX

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$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		
HASC (IE)	<i>Ultrasound Technologist</i>	1413	\$84,754	\$126,283	49.00%	\$105,518.40	\$50.73	\$105,518.40	\$50.73
	County Mean:		\$84,754	\$126,283	49.00%				
	County Median:		n/a	n/a					
Riverside County	<i>Radiologic Specialist II</i>	98734	\$74,382	\$101,938	49.00%	\$88,160			
	Dollar difference from Mean:		-\$10,372	-\$24,345					
	Percentage difference from mean:		-12.24%	-19.28%					
	Dollar difference from median:								
	Percentage difference from median:								

Notes: Riverside: RSII spread is 56.14%. The average salary spread of all facilities per HASC report is 49%.

Run Date:

Date Prepared/Revised: DP

External Market Survey Data

Classification Name: MRI Technologist

Riv Co Class Code: XXXXX

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$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		
HASC	MRI Technologist	1421	\$98,847	\$141,351	43.00%	\$120,099.20	\$57.74	\$120,099.20	\$57.74
	County Mean:		\$98,847	\$141,351	43.00%				
	County Median:		n/a	n/a					
Riverside County	Radiologic Specialist II	98734	\$74,382	\$101,938	43.00%	\$88,160			
	Dollar difference from Mean:		-\$24,465	-\$39,413					
	Percentage difference from mean:		-24.75%	-27.88%					
	Dollar difference from median:								
	Percentage difference from median:								

Notes: Riverside: The actual spread of RSII is 56.14%. The average salary spread for all facilities is 43%.

Run Date:

Date Prepared/Revised: DP

External Market Survey Data

Classification Name: Nuclear Medicine Technologist

Riv Co Class Code: XXXXX

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$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		
HASC	<i>Nuclear Medicine Technologist</i>	1403	\$98,998	\$140,577	42.00%	\$119,787.20	\$57.59	\$119,787.20	\$57.59
	County Mean:		\$98,998	\$140,577	42.00%				
	County Median:		n/a	n/a					
Riverside County	<i>Radiologic Specialist II</i>	98734	\$74,382	\$101,938	42.00%	\$88,160			
	Dollar difference from Mean:		-\$24,616	-\$38,639					
	Percentage difference from mean:		-24.86%	-27.49%					
	Dollar difference from median:								
	Percentage difference from median:								

Notes: Riverside: The spread for RS II is 56.14%. The average salary spread for all facilities per HASC is 42%.

Run Date:

Date Prepared/Revised: DP

External Market Survey Data

Classification Name: Radiologic/Imaging Svs Manager

Riv Co Class Code: XXXXX

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$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		
HASC (>2K Employees)	Radiology/Imaging Manager	3505	\$112,940	\$175,057	55.00%	\$143,998.40	\$69.23	\$143,998.40	\$69.23
	County Mean:		\$112,940	\$175,057	55.00%				
	County Median:		\$112,940	\$175,057					
Riverside County	Radiology/Imaging Services Manager	XXXXX	\$112,940	\$175,057	55.00%	\$143,999			
	Dollar difference from Mean:		\$0	\$0					
	Percentage difference from mean:		0.00%	0.00%					
	Dollar difference from median:								
	Percentage difference from median:								

Notes: Riverside: 5.50% increase from Radiology Supervisor at the min salary is \$124,478 and max salary is \$165,556.
HASC: Spread of Radiology/Imaging Manager for all facilities is 55%.

Run Date:

Date Prepared/Revised: DP



ULTRASOUND TECHNOLOGIST

Class Code: 98764

COUNTY OF RIVERSIDE
Established Date: XXX XX, 2022
Revision Date: XXX XX, 2022

SALARY RANGE

\$40.75 - \$60.71 Hourly
\$7,063.33 - \$10,523.07 Monthly
\$84,760.00 - \$126,276.80 Annually

CLASS CONCEPT:

Under general direction, performs diagnostic sonographic examinations utilizing ultrasonic equipment to locate, evaluate, and record critical functional, pathological, and anatomical data; schedules and coordinates tests, records text results, and prepares and maintains operational logs; performs other related duties as required.

The Ultrasound Technologist is a journey level classification and reports to an appropriate supervisory or manager level position. Ultrasound Technologist incumbents perform a variety of ultrasound procedures while maintaining a high level of customer service and quality patient care.

REPRESENTATION UNIT: SEIU – Para-Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Consult with referring physician regarding patient's medical history to determine the type of ultrasonic procedure required and to correlate the clinical history with the test to be performed.
- Start and maintain intravenous access as prescribed by a licensed practitioner within scope of practice.
- Operate complex ultrasound equipment pertinent to department needs; calibrate, adjust, and maintain ultrasound equipment.
- Utilize ancillary devices, such as oscilloscopes, cameras, and video recorders to obtain permanent record of examination.
- Give direction to patients before examinations; position patients on examination table; provide proper protection to patients according to prescribed safety standards.
- Provide technical and nursing aid for surgical biopsy and aspiration procedures.
- Calibrate and operate equipment to ensure that the scan is correctly and diagnostically executed in

minimal time.

- Maintain equipment and work area in a clean and orderly condition.

RECRUITING GUIDELINES:

Education: Graduation from high school or attainment of a satisfactory score on a G.E.D test and successful completion of an American Medical Association (AMA) approved Ultrasonography Program.

AND

Registration with the American Registry of Diagnostic Medical Sonography (ARDMS) or Cardiovascular Credentialing International (CCI) recognized by the American College of Radiology (ACR) or American National Standards Institute (ANSI).

Experience: One year of hospital or clinical experience performing ultrasounds is preferred but not required.

Knowledge of: The principles, techniques and methods of Magnetic Resonance Imaging; methods, operation and care of equipment; specifications, standards and tolerances for the operation of MRI equipment and facilities; supplies and equipment ordering and inventory control.

Ability to: Operate MRI equipment; resolve customer complaints and concerns; communicate technical information to staff; safely manipulate patients; monitor and maintain quality control standards; work both independently and in a team environment.

OTHER REQUIREMENTS:

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

ARDMS registration in OB/GYN, Abdomen, and Vascular sonography preferred but not required.

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association (AHA) is 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.



CT TECHNOLOGIST

Class Code: 98768

COUNTY OF RIVERSIDE
Established Date: XXX XX, 2022
Revision Date: XXX XX, 2022

SALARY RANGE

\$38.87 - \$55.97 Hourly
\$6,737.47 - \$9,701.47 Monthly
\$80,849.60 - \$116,417.60 Annually

CLASS CONCEPT:

Under general direction, performs a variety of routine and advanced imaging procedures, to include production of diagnostic images of the human anatomy and vascular structures following prescribed protocols using a wide array of radiographic equipment, computer, and detectors; and performs other related duties as required.

The CT Technologist is a journey level classification and reports to an appropriate supervisory or manager level position. CT Technologist incumbents may independently perform procedures on adults, geriatric patients, adolescents, and pediatric age groups and performs patient assessment within the scope of practice. Incumbents will perform basic maintenance and repair of equipment, participate in question/answer sessions, and resolve issues related to image processing.

REPRESENTATION UNIT: SEIU – Para-Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Perform CT procedures as ordered achieving a high level of quality and accurately critique images to determine if they are of diagnostic quality and adjust factors if an image needs to be repeated; offer expertise to physician regarding appropriateness of additional/modified studies.
- Explain all studies to patients prior to the exam in a caring manner; provide resources to patients and family member about the CT exam and refer them, if appropriate, to a physician.
- Identify, prepare, and/or administer medications as prescribed by a licensed practitioner.
- Provide protection for patient and self in accordance with prescribed safety standards; ensure the safety and physical comfort of the patient; conduct daily quality control measure to monitor machine performance.
- Calibrate and operate equipment to ensure that the scan is correctly and diagnostically executed in minimal time.

- Safely transfer patients to and from carts, beds, and wheelchairs; position patients to ensure patient comfort and modesty.

- Evaluate images on video display screen for diagnostic quality and presence of artifacts; evaluate videotapes and computer generated information for technical quality; take corrective action as indicated to ensure image quality.

RECRUITING GUIDELINES:

Education: Successful completion of an American Medical Association (AMA) approved Diagnostic Radiologic Technology training program

AND

Advance-level certification by the American Registry of Radiologic Technologists (ARRT) in Radiography and in Computerized Tomography.

Experience: One year of hospital CT experience or equivalent is preferred but not required.

Knowledge of: The principles, techniques and methods of Computerized Tomography; the operational care of imaging equipment; federal, state, local laws, and regulations governing radiation safety; computer-based systems required to access PACS and Patient Information Systems programs.

Ability to: Understand and follow detailed instructions; learn to understand and operate equipment; deal effectively with and understand the various types and conditions of patients; produce quality images; prepare records and reports; establish and maintain effective working relationships with physicians, nurses, patients, and co-workers.

OTHER REQUIREMENTS:

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

Possession of a State of California Radiologic Technologist License & Fluoroscopy Permit.

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association (AHA) is 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:

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MRI TECHNOLOGIST

Class Code: 98774

COUNTY OF RIVERSIDE
Established Date: XXX XX, 2022
Revision Date: XXX XX, 2022

SALARY RANGE

\$47.52 - \$67.96 Hourly
\$7,815.60 - \$11,779.73 Monthly
\$98,841.60 - \$141,356.80 Annually

CLASS CONCEPT:

Under general direction, produces diagnostic quality cross-sectional images of the brain, spinal cord, head and neck, thorax, abdomen, pelvis, large joints, and other areas of the human anatomy and vasculature; performs basic and advanced protocols and uses/manipulates hardware and technical parameters to maximize MRI quality and acquire images that can be utilized by physicians in order to diagnose disease processes and pathology; performs other related duties as required.

The MRI Technologist is a journey level classification and reports to an appropriate supervisory or manager level position. MRI- Technologist incumbents produce quality images of delicate anatomical structures. Incumbents select optimal imaging coil, position patients, and selects protocols and parameters to avoid further injuring patients and perform a full-range of magnetic resonance imaging procedures according to established departmental and hospital policies and procedures.

REPRESENTATION UNIT: SEIU – Para-Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Perform all routine aspects of MRI procedures, including but not limited to QC, start-up procedures, signal-to-noise test scans, program/sequence selection, contrast injection, and image processing.
- Explain to patients the magnetic resonance imaging procedures, address patient concerns, and exhibit a high degree of tact, courtesy, and poise when interacting with patients, staff, and visitors.
- Instruct patients regarding magnetic imaging procedures; prepare, position, and manipulate patients to ensure appropriate placement for imaging.
- Prepare and administer the appropriate oral, intestinal, and I.V. contrast media or as appropriate, assist the radiologist with I.V. contrast administration.
- Calibrate and operate equipment to ensure that the scan is correctly and diagnostically executed in minimal time.

- Recognize the need for additional sequences, changes in protocols, and the need for paramagnetic contrast studies based on patient pathology, physical condition, or sub-optimal image quality.
- Apply MRI interventional, magnetization transfer imaging (MTI), echo planar, spectroscopy, maximum intensity projection, cine and perfusion/diffusion imaging.
- Calibrate and operate equipment to ensure that the scan is correctly and diagnostically executed in minimal time.
- Evaluate images on video display screen for diagnostic quality and presence of artifacts; evaluate videotapes and computer generated information for technical quality; take corrective action as indicated to ensure image quality.

RECRUITING GUIDELINES:

Education: Graduation from high school or attainment of a satisfactory score on a G.E.D test and successful completion of an American Medical Association (AMA) recognized Diagnostic Radiologic Technology training program

AND

Registration with the American Registry of Radiologic Technologist (ARRT) as a Registered Radiologic Technologist (Radiography).

Experience: One year of hospital MRI experience or equivalent is preferred but not required.

Knowledge of: The principles, techniques and methods of Magnetic Resonance Imaging; methods, operation and care of equipment; specifications, standards and tolerances for the operation of MRI equipment and facilities; supplies and equipment ordering and inventory control.

Ability to: Operate MRI equipment; resolve customer complaints and concerns; communicate technical information to staff; safely manipulate patients; monitor and maintain quality control standards; work both independently and in a team environment.

OTHER REQUIREMENTS:

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

Possession of a current and valid Certified Radiologic Technologist (CRT) certificate and Fluoroscopy Permit issued by the State of California Department of Public Health.

Possession of a current and valid advanced certification in Magnetic Resonance Imaging issued by the ARRT (MR).

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association (AHA) is required.

Possession of a current and valid certificate in venipuncture.

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:

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INTRAVENOUS RADIOLOGIC TECHNOLOGIST

Class Code: 98770

COUNTY OF RIVERSIDE
Established Date: XXX XX, 2022
Revision Date: XXX XX, 2022

SALARY RANGE

\$40.75 - \$60.71 Hourly
\$7,063.33 - \$10,523.07 Monthly
\$84,760.00 - \$126,276.80 Annually

CLASS CONCEPT:

Under general direction, performs routine and highly specialized diagnostic and therapeutic interventional radiology procedures on patients following established parameter/protocols for use by physicians in diagnosis and treatment of pathologies; performs other related duties as required.

The Intravenous Radiologic Technologist is a journey level classification and reports to an appropriate supervisory or manager level position. Intravenous Radiologic Technologist incumbents perform a variety of ultrasound procedures while maintaining a high level of customer service and quality patient care.

REPRESENTATION UNIT: SEIU – Para-Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Operate extremely technical imaging equipment and applies ionizing radiation to the patient in accordance with standard operating procedures, according to departmental policies, procedures/protocols, and as appropriate for the patient.
- Position patients according to department policies/procedures; move or assist patients onto table; provide for the patient's comfort during procedures; perform diagnostic and therapeutic procedures, utilizing image-guided surgical procedures, sterile techniques, and radiographic techniques.
- Operate laser imagers and Radiographic/Fluoroscopic equipment to obtain radiographic images; critique radiographs for quality and accuracy; select and film images for permanent patient record; provide radiation protection in accordance with regulations; select accurate technical factors on an individual patient basis; assist physician with specialized diagnostic and interventional procedures by handling equipment, preparing procedure, and instrument trays.
- Prepare radiopaque materials for administration by Radiologist; open contrast material, maintaining integrity of sterile syringes, needles, and draws-up contrast for injection in accordance with departmental procedures.

• Clean and disinfect equipment and procedure room; troubleshoot technical and mechanical problems, and performs minor maintenance on equipment, i.e. laser imagers and film processors in accordance with department procedures.

RECRUITING GUIDELINES:

Education: Graduation from high school or attainment of a satisfactory score on a G.E.D test and successful completion of an American Medical Association (AMA) approved Ultrasonic Training Program.

AND

Possession of a valid license to practice as a Certified Radiologic Technologist in the State of California (CRT) is required.

Experience: Three years of experience as a Radiologic Technologist, including one year recent experience in Interventional Radiology (IR) is desired but not required.

Knowledge of: Ultrasound techniques, methods, operation and care of equipment; structural and organic anatomy; acute care hospital procedures; occupational and safety precautions for ultrasound work.

Ability to: Operate all radiology equipment, such as, radiographic machines, radiographic/fluoroscopic machines, Interventional Radiology associated equipment, associated surgical equipment, and image processors; use computer systems to manage patient information; provide care appropriate to the age of the patients served on the assigned unit.

OTHER REQUIREMENTS:

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

Certification in Cardiovascular – Interventional Radiography (CV) or Cardiac – Interventional Radiography (CI) issued by ARRT or as a Registered Cardiovascular Invasive Specialist (RCIS) issued by the Cardiovascular Credentialing International (CCI) is required.

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association (AHA) is 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:

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MAMMOGRAPHY TECHNOLOGIST

Class Code: 98766

COUNTY OF RIVERSIDE
Established Date: XXX XX, 2022
Revision Date: XXX XX, 2022

SALARY RANGE

\$38.47 - \$55.39 Hourly
\$6,668.13 - \$9,600.93 Monthly
\$80,017.60 - \$115,211.20 Annually

CLASS CONCEPT:

Under general direction, operates dedicated, specialized mammography radiographic equipment, formulates/calculates technical image facts and positions patients in order to produce diagnostic images of normal and abnormal human breast tissues and associated tissues and related unusual changes/conditions for use by physician in making medical diagnoses; performs other related duties as required.

The Mammography Technologist is a journey level classification and reports to an appropriate supervisory or manager level position. Mammography Technologist incumbents produce quality images of delicate anatomical structures. Incumbents within the established and/or recognized scope of practice, use independent judgment in critiquing radiographic and mammographic images.

REPRESENTATION UNIT: SEIU – Para-Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Operate mammography radiographic equipment in a patient care setting for the purpose of obtaining diagnostic quality screening mammography images.
- Position patients accurately, taking into consideration the sensitive nature of the exam and the patient's response to compression.
- Participate in the scheduling of screening and follow-up mammography exams, breast imaging biopsy procedures, and diagnostic breast imaging procedures, which may include explaining breast imaging results to patients as they relate to recommended additional imaging and biopsy procedures.
- Maintain a comprehensive knowledge of, and ability to perform or assist in the performance of required mammography quality control for mammography equipment according to the requirements of the State of California and the Mammography Quality Standards Act.
- Assist the radiologist, cardiologist, and/or clinician during radiologic procedures, including invasive and non-invasive studies.

- Maintain supplies and equipment in assigned area in ready state, review the operation of equipment procedures and expiration dates of medications.
- Provide additional information on x-ray requests to assist radiologist in dictating all necessary findings for exam(s).
- Prepare equipment for procedures to include cleanliness of exam area and equipment; participate in and assist physicians during sterile diagnostic and interventional procedures and exhibit knowledge of sterile techniques and procedural protocols.

RECRUITING GUIDELINES:

Education: Graduation from high school or attainment of a satisfactory score on a G.E.D test and successful completion of an American Medical Association (AMA) recognized Diagnostic Radiologic Technology training program

AND

Registration with the American Registry of Radiologic Technologist (ARRT) as a Registered Radiologic Technologist (Radiography).

Experience: One year of experience as a Radiologic Technologist including the performance of routine mammographic examinations/procedures is preferred but not required.

Knowledge of: Radiographic and fluoroscopic techniques, methods, and equipment; safe operation and care of radiographic equipment; specialized diagnostic imaging principles, techniques, methods, and equipment relative to mammography procedures; structural and organic anatomy; methods of positioning patients for radiographic and specialized diagnostic imaging exposures; principles of radiation physics; principles of image processing and development; basic computer applications.

Ability to: Perform complex diagnostic imaging procedures; provide safe and appropriate care to all patients, even in stressful situations; troubleshoot, document, and communicate equipment issues; follow written and oral instructions; work independently with minimum supervision.

OTHER REQUIREMENTS:

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

Possession of a current and valid Certified Radiologic Technologist (CRT) certificate and Fluoroscopy Permit issued by the State of California Department of Public Health.

Possession of a current and valid certification as a Mammography Technologist issued by the State of California Department of Public Health (CRT-M).

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association (AHA) is 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:

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NUCLEAR MEDICINE TECHNOLOGIST

Class Code: 98772

COUNTY OF RIVERSIDE
Established Date: XXX XX, 2022
Revision Date: XXX XX, 2022

SALARY RANGE

\$47.60 - \$67.59 Hourly
\$7,273.07 - \$11,715.60 Monthly
\$99,008.00 - \$140,587.20 Annually

CLASS CONCEPT:

Under general direction, performs a variety of technical procedures involving the utilization of radioactive isotopes for the diagnosis and treatment of disease; and performs other related duties as required.

The Nuclear Medicine Technologist is a journey level classification and reports to an appropriate supervisory or manager level position. The Nuclear Medicine Technologist uses routine and complex radioisotope materials and equipment to obtain information for use by physicians in diagnosing and treating illness. Nuclear Medicine Technologist is distinguished from the Radiologic Technologist classification by its nuclear medicine focus and the specialized qualifications required of applicants, including appropriate licenses.

REPRESENTATION UNIT: SEIU – Para-Professional

EXAMPLES OF ESSENTIAL DUTIES:

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

- Perform prescribed nuclear medicine imaging procedures used in medical diagnosis and evaluation, according to established laws, policies, regulations, and standards; calculate, prepare, calibrate, and administer dosages of radiopharmaceuticals; administer medication for radioactive tracer dosages, orally or through venipuncture, under medical supervision; evaluate patient charts to facilitate procedure planning.
- Prepare patients for test procedures; provide instruction to patients before, during, and after examinations; ensure patients are properly dressed for procedures; position patients for the scheduled test and according to prescribed safety standards; shield patients as required; select and use proper immobilization and supportive devices when necessary.
- Calculate and verify the strength of radiopharmaceuticals, measuring and diluting precise quantities of radioactive materials; perform computerized analyses and manipulations of readings; perform statistical calculations on test results.
- Calibrate and operate equipment to ensure that the scan is correctly and diagnostically executed in

minimal time.

- Maintain appropriate records of radioisotope receipt, storage, use, and disposal in accordance with state, federal and accreditation requirements; monitor work areas for radioactivity.
- Prepare stock solutions of radiopharmaceutical materials; report equipment malfunctions; clean and store contaminated instruments, gloves, and other items; clean work areas; maintain and replenish supplies.

RECRUITING GUIDELINES:

Education: Successful completion of an American Medical Association (AMA) approved school in a nuclear medicine technology program.

AND

National certification in Nuclear Medicine Technology by the American Registry of Radiologic Technologists (ARRT) or by the Nuclear Medicine Technology Certification Board (NMTCB).

OR

Possession of a current and valid certification by the State of California Department of Public Health Radiologic Health Branch (RHIB) as a Nuclear Medicine Technologist.

Experience: One year of experience performing nuclear medicine technologic procedures under the direction of a qualified physician in a clinical nuclear medicine facility is preferred but not required.

Knowledge of: Radio-pharmacology, radio-biology, nuclear physics, structural and organic chemistry, and various imaging and radioactivity measuring systems; principles and techniques of sterility testing; quality control, radio-chemical purity and pyrogen testing; laboratory procedures in the diagnosis and treatment of disease; properties of radioisotopes and their application in medicine; computer hardware and software typically used to support nuclear medicine technology; effective methods of communicating information to others.

Ability to: Perform standard diagnostic and therapeutic procedures using radioactive isotopes, in required sequences and with necessary accuracy and efficiency; accurately measure very small quantities of liquids; use and adjust radiation-counting equipment for varied laboratory techniques; calibrate instruments and equipment; prepare reports outlining the results of nuclear medicine technology procedures; keep accurate records of the receipt, use and disposal of radioactive materials; evaluate and monitor basic patient vital signs such as respirations, heart rate, blood pressure, or neurologic status to monitor responses to procedures; utilize technology tools, including computer hardware and software, to efficiently perform duties; communicate effectively with others, both orally and in writing; provide excellent public relations and courteous customer service; establish and maintain cooperative working relationships with others including physicians, nurses, administrators, managers, vendors and other health care industry personnel.

OTHER REQUIREMENTS:

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

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association (AHA) is required.

Possession of a valid California Certificate of Nuclear Medicine Technology (CNMT) is 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:

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RADIOLOGY/IMAGING SERVICES MANAGER

Class Code: 98737

COUNTY OF RIVERSIDE
Established Date: XXX XX, 2022
Revision Date: XXX XX, 2022

SALARY RANGE

\$54.29 - \$84.33 Hourly
\$9,410.27 - \$14,617.20 Monthly
\$112,923.20 - \$175,406.40 Annually

CLASS CONCEPT:

Under general direction, leads and manages the administration of X-Ray, Magnetic Resonance Imaging, Mammography, Computer Tomography, Interventional Radiology, Angiography, Ultrasound, Cardiology Diagnostics, and Nuclear Medicine services for the Riverside University Health System (RUHS); performs other related duties as required.

The Radiology/Imaging Services Manager is a management level classification and reports to an appropriate director level position. The Radiology/Imaging Services Manager is responsible for administering all non-physician aspects of the RUHS Radiology Department in consultation with staff radiologists. This class is distinguished from that of the Radiologic Supervisor in that the former has administrative responsibility for managing all aspects of the department.

This class has been deemed eligible for the Performance Recognition Plan as set forth under Article 3, Section 311(C) of the County Management Resolution. Program eligibility requires employees to be in a leadership position, manage other employees or programs, and have significant influence on the achievement of organizational objectives.

REPRESENTATION UNIT: Management Resolution - Management

EXAMPLES OF ESSENTIAL DUTIES:

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

- Hire, supervise, and train employees in each service to include MRI, Mammography, CT, Interventional Radiology, Angiography, Ultrasound, Cardiology Diagnostics, and Nuclear Medicine.
- Direct and coordinate the operations of the RUHS Radiology Department; coordinate operations in conjunction with designated physician chairperson to facilitate clinical services; coordinate services with medical staff and hospital divisions.
- Monitor hospital compliance with applicable regulatory requirements; keep current with new trends and procedures; prepare for Joint Commission accreditation surveys to ensure department compliance.

- Develop and maintain policy and procedure manuals; establish and maintain appropriate records and statistics; prepare budget and annual reports.
- Maintain an effective working relationship with a variety of organizations, including medical, nursing and clinical staff throughout RUHS, County departments, other agencies, and private health care providers.
- Prepare cost estimates and justifications for budget recommendations; monitor and control expenditures to ensure the accomplishment of objectives within the approved budget.
- Oversee contract for services and supplies; coordinate purchasing functions; prepare reports and correspondence as necessary.
- Coordinate training of new staff, maintain staff competency, and coordinate the training necessary to keep staff current with the latest technological advances
- Monitor and share patient satisfaction feedback; work with staff and radiologist to address negative feedback to improve patient experience.

RECRUITING GUIDELINES:

Education: Graduation from high school or attainment of a satisfactory score on a G.E.D test and successful completion of an American Medical Association (AMA) recognized Diagnostic Radiologic Technology training program

AND

Registration with the American Registry of Radiologic Technologist (ARRT) as a Registered Radiologic Technologist (Radiography).

Experience: Three years of supervisory experience in a full imaging department, including Mammography or Nuclear Medicine or five years progressive relevant experience with demonstrated success and leadership skills.

Knowledge of: Radiology, nuclear medicine, ultrasound and diagnostic imaging, including CAT scan and MRI in a health care facility; human anatomy and physiology; occupational and safety precautions for radiographic work; state regulations regarding medical imaging; principles of supervision and efficient radiology operation; acute care hospital procedures.

Ability to: Plan, organize, and direct the work of others; communicate effectively and deal tactfully with patients and their family members, physicians, and staff members; select, train, and supervise effectively.

OTHER REQUIREMENTS:

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

Possession of a current and valid Certified Radiologic Technologist (CRT) certificate and Fluoroscopy Permit issued by the State of California Department of Public Health.

Possession of a current and valid certification as a Certified Radiology Administrator (CRA) is preferred by not required.

Possession of a valid Basic Life Support (BLS) Certification issued by the American Heart Association (AHA) is 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:

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