

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



ITEM: 3.34
(ID # 20459)

MEETING DATE:
Tuesday, November 29, 2022

FROM : HUMAN RESOURCES AND RUHS - CHS :

SUBJECT: HUMAN RESOURCES & RUHS - CHS: Classification & Compensation Recommendation to adjust the salary of the Institutional Nurse - Per Diem classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9309 submitted herewith, All Districts. [Total Cost \$141,298 with an ongoing cost of \$89,538, 100% Department Funds]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Institutional Nurse - Per Diem classification; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9309.

ACTION:Policy


Jennifer Cruikshank, Chief Executive Officer - Health System

11/16/2022


Michael Bowers, Assistant HR Director

11/16/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Washington and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9309 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Hewitt, and Perez
Nays: None
Absent: None
Date: November 29, 2022
xc: HR, RUHS-CHS

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	\$ 51,760	\$ 89,538	\$ 141,298	\$ 89,538
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

RUHS-CHS requested that the Human Resources Class and Comp Division increase the salary of the Institutional Nurse - Per Diem classification to match the salary of the Institutional Nurse class. Currently, there is approximately a \$13.00 dollar difference between the salaries of the two classifications. This pay disparity has caused significant recruiting challenges for the department to fill these critical per diem positions. It is imperative that the salary of the per diem class be aligned with the non-per diem class.

Salary Adjustments

Institutional Nurse - Per Diem: It is recommended to adjust the salary plan/grade from SEPD 112 (\$116,251) to salary plan/grade SEPD 112 (\$143,384). There is currently (11) incumbents in this classification. It is recommended that all incumbents move up to the new salary rate at the beginning of the pay period following Board approval.

Impact on Residents and Businesses

Approval of this recommendation will have no direct impact to residents or businesses. However, this adjustment will better enable the department to fill these important positions and provide critical skilled nursing services to inmates in our correctional facilities.

Additional Fiscal Information

The approximate cost to RUHS for the remainder of fiscal year 22/23 for a total of \$51,760. The approximate cost to RUHS for a full fiscal year is \$89,538.

Attachment

- A. Resolution No. 440-9309

Jacqueline Ruiz
 Jacqueline Ruiz, Sr. Management Analyst 11/16/2022

RESOLUTION NO. 440-9309

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on November 29, 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:

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
74065	Institutional Nurse - Per Diem	SEPD 112 (\$116,251)	SEPD 112 (\$143,384)

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: 
Deputy

11.29.2022 3.34