

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



ITEM: 3.24  
(ID # 20724)

**MEETING DATE:**

Tuesday, December 13, 2022

**FROM :** HUMAN RESOURCES AND RUHS BEHAVIORAL HEALTH :

**SUBJECT:** HUMAN RESOURCES AND RUHS BEHAVIORAL HEALTH: Classification & Compensation Recommendation to adjust the salaries of the Staff Psychiatrist class series, and Staff Psychiatrist – Detention class series and amend Ordinance No. 440 pursuant to Resolution No. 440-9327 submitted herewith, All Districts. (Total Cost \$3,642,968, with an ongoing cost of \$2,310,175, 100% Department Funds]

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

1. Approve the recommendation to adjust the salaries of the Staff Psychiatrist I - IV and Staff Psychiatrist - Detention I - IV classifications; and,
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9327.

**ACTION:Policy**

*Michael Bowers*

Michael Bowers, Assistant HR Director

11/30/2022

*Matthew Chang*

Matthew Chang, Director

11/30/2022

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Washington, seconded by Supervisor Spiegel and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9327 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, and Hewitt  
Nays: None  
Absent: Perez  
Date: December 13, 2022  
xc: HR, RUHS-BH

Kecia R. Harper  
Clerk of the Board

By: *Cindy Hardy*  
Deputy

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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$1,332,793	\$2,310,175	\$3,642,968	\$2,310,175
<b>NET COUNTY COST</b>	\$	\$	\$	\$
<b>SOURCE OF FUNDS:</b> 100% Department Funds			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 22/23</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**  
**Summary**

Historically, Behavioral Health has relied on the surrounding jurisdictions (San Bernardino County, Orange County, Los Angeles County, Ventura County, and San Diego County) to benchmark and maintain a competitive stance on compensation to attract and retain top Psychiatrists. Behavioral Health’s goal is to provide the best care possible to our community. This has proven difficult regarding Psychiatrists, as more and more private and public institutes provide support for better mental health. With competition increasing, Behavioral Health has been struggling with recruiting and retaining Psychiatrists, especially within the detention center, due to the County’s support of more severe and undesirable cases. Currently the department has been utilizing the Difficult to Recruit (DTR) differential to alleviate the recruiting process, but it has proven to be ineffective in attracting applicants. This is partially due to the 10% not being guaranteed or even written on their initial offer statement, as well as the knowledge that our psychiatrists interact with severe cases, and work in stressful environments.

With this understanding, and the support of the Human Resources Classification and Compensation division, Behavioral Health has requested that the current DTR of 10% be added into the base salary of the Staff Psychiatrist and Staff Psychiatrist - Detention class series and removed as a DTR. Doing so would help attracting top talent with the ability to reflect this DTR in the initial offer statement and would provide a more competitive offer overall.

**Salary Adjustments:**

Staff Psychiatrist I: It is recommended to adjust the salary plan/grade MCO 829 (\$213,940 - \$288,509) to salary plan/grade MCO 845 (\$235,334 - \$ 317,360). This will be an increase of 10% at the Min and 10% at the Max. There are currently no incumbents in this classification.

Staff Psychiatrist I - Detention: It is recommended to adjust the salary plan/grade MCO 830 (\$213,940 - \$312,554) to salary plan/grade MCO 846 (\$235,334 - \$343,809). This will be an increase of 10% at the Min and 10% at the Max. There are currently no incumbents in this classification.

Staff Psychiatrist II: It is recommended to adjust the salary plan/grade MCO 842 (\$232,221 -

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\$296,912) to salary plan/grade MCO 854 (\$255,443 - \$326,604). This will be an increase of 10% at the Min and 10% at the Max. There are currently 9 incumbents in this classification.

Staff Psychiatrist II - Detention: It is recommended to adjust the salary plan/grade MCO 843 (\$232,221 - \$321,660) to salary plan/grade MCO 855 (\$255,443 - \$353,826). This will be an increase of 10% at the Min and 10% at the Max. There are currently 2 incumbents in this classification.

Staff Psychiatrist III: It is recommended to adjust the salary plan/grade MCO 851 (\$245,309 - \$313,669) to salary plan/grade MCO 871 (\$269,840 - \$345,036). This will be an increase of 10% at the Min and 10% at the Max. There are currently 15 incumbents in this classification.

Staff Psychiatrist III - Detention: It is recommended to adjust the salary plan/grade MCO 852 (\$245,309 - \$339,818) to salary plan/grade MCO 872 (\$269,840 - \$373,799). This will be an increase of 10% at the Min and 10% at the Max. There is currently 1 incumbent in this classification.

Staff Psychiatrist IV: It is recommended to adjust the salary plan/grade MCO 860 (\$258,011 - \$329,931) to salary plan/grade MCO 889 (\$283,812 - \$362,924). This will be an increase of 10% at the Min and 10% at the Max. There are currently 24 incumbents in this classification.

Staff Psychiatrist IV - Detention: It is recommended to adjust the salary plan/grade MCO 861 (\$258,011 - \$357,440) to salary plan/grade MCO 890 (\$283,812 - \$393,184). This will be an increase of 10% at the Min and 10% at the Max. There is currently 1 incumbent in this classification.

**Additional Financial Information**

Each incumbent will receive a 10% increase creating a zero increase to net cost in regard to base salary, with the removal of the DTR. The cost incurred will be the cost of benefits with the 10% increase to the base salary.

**Impact on Residents and Businesses**

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

**Attachments:**

Resolution No. 440-9327

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*Meghan Hahn*  
Meghan Hahn, Principal Management Analyst 12/1/2022

1 RESOLUTION NO. 440-9327

2  
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in  
4 regular session assembled on December 13, 2022, that pursuant to Section 8(c) of Ordinance No. 440, the  
5 Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440,  
6 operative at the beginning of the pay period following the date of approval, as follows:

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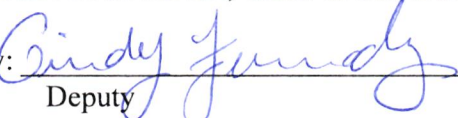
8 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
73816	Staff Psychiatrist I	MCO 829	MCO 845
73848	Staff Psychiatrist I – Detention	MCO 830	MCO 846
73817	Staff Psychiatrist II	MCO 842	MCO 854
73849	Staff Psychiatrist II – Detention	MCO 843	MCO 855
73818	Staff Psychiatrist III	MCO 851	MCO 871
73850	Staff Psychiatrist III – Detention	MCO 852	MCO 872
73819	Staff Psychiatrist IV	MCO 860	MCO 889
73851	Staff Psychiatrist IV – Detention	MCO 861	MCO 890

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18 ROLL CALL:

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

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

24 KECIA R. HARPER, Clerk of said Board

25 By:  Deputy  
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27 12.13.2022 3.24  
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