

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



ITEM: 3.13
(ID # 21130)

MEETING DATE:
Tuesday, February 07, 2023

FROM : HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM
(RUHS) :

SUBJECT: HUMAN RESOURCES and RUHS: Classification & Compensation Recommendation to adjust the salary of the Histology Technician classification and amend Ordinance No. 440 pursuant to Resolution No. 440-9343 submitted herewith, All Districts. [Current fiscal year of \$38,369 and the ongoing cost of \$90,691 is funded 100% by department budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Histology Technician.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9343

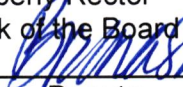
ACTION:Policy


Michael Bowers, Assistant HR Director 1/27/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9343 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: February 7, 2023
xc: H.R., RUHS

Kimberly Rector
Clerk of the Board
By: 
Deputy

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| FINANCIAL DATA | Current Fiscal Year: | Next Fiscal Year: | Total Cost: | Ongoing Cost |
|---|-----------------------------|--------------------------|-------------------------------|---------------------|
| COST | \$38,369 | \$90,691 | \$129,060 | \$90,691 |
| NET COUNTY COST | \$0 | \$0 | \$0 | \$0 |
| SOURCE OF FUNDS: Enterprise funded | | | Budget Adjustment: no | |
| | | | For Fiscal Year: 22/23 | |

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System (RUHS) continues to experience significant challenges with recruitment and retention within the Histology technician classification. The current rate of pay does not accurately reflect the scope of work that is performed within the Medical Center. The difficulty in recruiting for this role is further intensified by private and public organizations paying similar rates while employing applicants under less strenuous working conditions. We utilized the Hospital Association of Southern California (HASC) to benchmark this role and align Our pay rates to better reflect the working conditions and environment of a large facility such as RUHS's Medical Center.

The Human Resources Classification and Compensation Unit received a request from RUHS to review the salary range of the Histology Technician classification in response to continued challenges with recruitment and turnover. The following adjustments are recommended to ensure our pay is competitive in the local market for the skills and experience associated with Medical Centers like that of RUHS:

Salary Adjustments:

Histology Technician: It is recommended to adjust the salary plan/grade SEU9 289 (\$55,009 - \$83,078) to salary plan/grade SEU9 374 (\$69,602 - \$105,118). There are currently 3 incumbents in this classification.

Additional Financial 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. If this increase would bring the incumbent above the maximum salary, they would only be brought up to the maximum salary. The requested pay rate increase maintains internal equity between junior and senior staff and will also help prevent newly hired applicants from coming in at rates inequitable with more experienced staff. All incumbents will maintain their current anniversary dates with these increases.

The total cost to adjust incumbent pay rates with the salary range increase is \$38,369 for the remainder of the fiscal year 22/23 and \$90,691 for fiscal year 23/24. This includes the cost of the benefits rollup.

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Impact on Residents and Businesses

Approval of this recommendation will increase the Medical Centers ability to better serve the health needs of the surrounding community.

Attachments:

Attachment A – Histology Tech Market Survey

Attachment B – Resolution No. 440-9343


Alonzo Barrera, Principal Management Analyst 1/30/2023

RESOLUTION NO. 440-9343

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on February 7, 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:

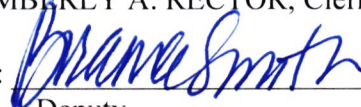
| <u>Job Code</u> | <u>Class Title</u> | <u>From Salary Plan/Grade</u> | <u>To Salary Plan/Grade</u> |
|-----------------|----------------------|-------------------------------|-----------------------------|
| 98537 | Histology Technician | SEU9 289 | SEU9 374 |

ROLL CALL:

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
 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.

KIMBERLY A. RECTOR, Clerk of said Board

By: 
 Deputy

02.07.2023 3.13

External Market Survey Data

Classification Name: *Histology Tech*

Riv Co Class Code: 98537

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>Histology Tech - 2000+ Employee</i> | | \$69,602 | \$105,118 | 51.03% | \$87,360.00 | \$42.00 | | \$87,360.00 | \$42.00 |
| | County Mean: | | \$69,602 | \$105,118 | 51.03% | \$87,360.00 | | | | |
| | County Median: | | \$69,602 | \$105,118 | 51.03% | \$87,360.00 | | | | |
| Riverside County | <i>Histology Tech</i> | 98537 | \$55,009 | \$83,078 | 51.03% | 69043.5 | | | | |
| | Dollar difference from Mean: | | -\$14,593 | -\$22,040 | | | | | | |
| | Percentage difference from mean: | | -20.97% | -20.97% | | | | | | |
| | Dollar difference from median: | | -\$14,593 | -\$22,040 | | | | | | |
| | Percentage difference from median: | | -20.97% | -20.97% | | | | | | |

PICs:

Notes:

Run Date:

Date Prepared/Revised