

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



ITEM: 3.23
(ID # 21282)

MEETING DATE:
Tuesday, February 28, 2023

FROM : HUMAN RESOURCES AND RUHS Medical Center and Public Health :

SUBJECT: HUMAN RESOURCES – PUBLIC HEALTH: Classification & Compensation Recommendation to adjust the salaries of the Occupational Therapist II, Occupational Therapist II – Per Diem, Physical Therapist II - Per Diem, and Nutritionist – Per Diem, and amend Ordinance No. 440 pursuant to Resolution No. 440-9350 submitted herewith, All Districts. [Total Cost \$94,288, with ongoing cost of \$272,387, 100% Department Funds]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Occupational Therapist II, Occupational Therapist II - Per Diem, Physical Therapist II – Per Diem, and Nutritionist - Per Diem classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9350.

ACTION:Policy

Michael Bowers
Michael Bowers, Assistant HR Director

2/17/2023

Jennifer Cruikshank
Jennifer Cruikshank, Chief Executive Officer – Health System

2/21/2023

Kim Saruwatari
Kim Saruwatari, Director of Public Health

2/21/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9350 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, and Gutierrez
Nays: None
Absent: Perez
Date: February 28, 2023
xc: HR, RUHS-PH

Kimberly Rector
Clerk of the Board
By *Debra Smith*
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$94,288	\$272,387	\$366,675	\$272,387
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: Department Funding			Budget Adjustment: No	
			For Fiscal Year: 22/23	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Under the Riverside University Health System (RUHS) agency, both Public Health (RUHS-PH) and Medical Center (RUHS-MC) have historically paid their Occupational Therapists (OT) and Physical Therapists (PT) with the same salary range. This pay practice was recently changed with Hospital Association of Southern California (HASC) survey data, which resulted in a slightly lower rate for the OT classification. Both departments have voiced concerns regarding the changes in rates between the two classifications and indicated that this has brought various issues forward regarding retention of OT incumbents.

The Human Resources Classification and Compensation Unit received a request from the RUHS-PH to realign the OT pay rate with that of the PT classification and reestablish parity RUHS-MC agrees with this update and along with RUHS-PH, requested that the OT and PT Per Diem classifications be updated to match the max of the range of their non-Per Diem counterparts.

RUHS-PH would also like to adjust the rate of the Nutritionist - Per Diem classification to match the max of the range for its non-Per Diem counterpart. The Nutritionist classification was adjusted with the recent parity pool agreement with Service Employees International Union (SEIU), Local 721. RUHS-PH would like to ensure that there is no recruitment or retention issues that develop with the current pay difference, as they use the Nutritionist - Per Diem classification frequently.

Salary Adjustments:

Occupational Therapist II: It is recommended to adjust the salary plan/grade SEU 592 (\$84,032 - \$115,688) to salary plan/grade SEU 634 (\$88,808 - \$133,212). There are currently 19 incumbents in this classification.

Occupational Therapist II - PD: It is recommended to adjust the salary plan/grade SEPD 112 (\$116,584) to salary plan/grade SEPD 112 (\$133,212). There are currently 6 incumbents in this classification.

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Physical Therapist II - PD: It is recommended to adjust the salary plan/grade SEPD 112 (\$116,584) to salary plan/grade SEPD 112 (\$133,212). There are currently 9 incumbents in this classification.

Nutritionist - PD: It is recommended to adjust the salary plan/grade SPED 112 (\$74,547) to salary plan/grade SEPD 112 (\$78,103). There are currently 3 incumbents in this classification.

Additional Financial Information

All incumbents will be brought to the min of the new range if they are currently below it.

The total cost to adjust incumbent pay rates with the salary range increases is \$3,694 for RUHS-PH and \$90,595 for RUHS-MC for the remainder of fiscal year 22/23 and will cost \$10,671 for RUHS-PH and \$261,717 for RUHS-MC for fiscal year 23/24. This includes the cost of benefits roll-up

Impact on Residents and Businesses

Approval of this recommendation will enable RUHS-MC and RUHS-PH to better serve the surrounding community.

Attachments:

Attachment A - Resolution 440-9350


Alonzo Barrera, Principal Management Analyst 2/21/2023

RESOLUTION NO. 440-9350

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BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on February 28, 2023, 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:

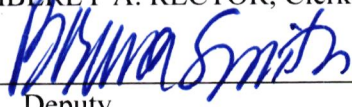
<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
78352	Nutritionist – Per Diem	SEPD 112 (\$74,547)	SEPD 112 (\$78,103)
73436	Occupational Therapist II	SEU 592	SEU 634
73437	Occupational Therapist II – Per Diem	SEPD 112 (\$116,584)	SEPD 112 (\$133,212)
73447	Physical Therapist II – Per Diem	SEPD 112 (\$116,584)	SEPD 112 (\$133,212)

ROLL CALL:

Ayes: Jeffries, Spiegel, Washington, and Gutierrez
Nays: None
Absent: Perez

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

02.28.2023 3.23