

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



ITEM: 3.7
(ID # 21172)

MEETING DATE:

Tuesday, March 07, 2023

FROM : HUMAN RESOURCES AND RUHS :

SUBJECT: HUMAN RESOURCES - RUHS: Classification & Compensation Recommendation to adjust the salaries pertaining to various classifications within RUHS and amend Ordinance No. 440 pursuant to Resolution No. 440-9345 submitted herewith, All Districts. [Total Cost \$118,365, with an ongoing cost of \$90,325 - 100% Department Funds]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of various RUHS classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9345.

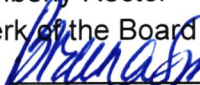
ACTION:Policy


Michael Bowers, Assistant HR Director 1/30/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Gutierrez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9345 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: March 7, 2023
xc: HR, RUHS, COBAb

Kimberly Rector
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 | \$28,041 | \$90,325 | \$118,365 | \$90,325 |
| 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 requested Human Resources Classification and Compensation Division to perform a market study of the various classes identified below to ensure that the operations of the Medical Center remain competitive in the local market. Most of the identified classifications were well below market and would require significant adjustments to be considered competitive. We utilized the Hospital Association of Southern California (HASC) to benchmark these roles and align their pay rates to better reflect operational support RUHS provides for the local community.

Salary Adjustments:

Electroencephalographic Technologist: It is recommended to adjust the salary plan/grade SEU9 307 (\$56,289 - \$74,341) to salary plan/grade SEU9 363 (\$65,123 - \$86,009). There are currently three (3) incumbents in this classification.

Electroencephalographic Technologist - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$74,339) to salary plan/grade SEPD 112 (\$86,009). There are currently no incumbents in this classification.

Cytotechnologist: It is recommended to adjust the salary plan/grade SEU9 413 (\$80,554 - \$105,819) to salary plan/grade SEU9 450 (\$96,789 - \$135,505). There is currently one (1) incumbent in this classification.

Infection Control Manager: It is recommended to adjust the salary plan/grade MRP 431 (\$91,674 - \$140,524) to salary plan/grade MRP 652 (\$123,189 - \$188,831). There is currently one (1) incumbent in this classification.

Sterile Processing Manager: It is recommended to adjust the salary plan/grade MRP 237 (\$73,929 - \$100,169) to salary plan/grade MRP 527 (\$101,829 - \$137,971). There is currently one (1) incumbent in this classification.

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

Orthopedic Technician: It is recommended to adjust the salary plan/grade LIU 333 (\$41,251 - \$59,874) to salary plan/grade LIU 631 (\$61,005 - \$88,547). There are currently four (4) incumbents in this classification.

Senior Orthopedic Technician: It is recommended to adjust the salary plan/grade LIU 430 (\$46,827 - \$67,982) to salary plan/grade LIU 666 (\$64,361 - \$93,417). There is currently one (1) incumbent in this classification.

Additional Fiscal Information:

Incumbents currently below the new minimum will receive a pay rate increase necessary to raise them to the new minimum rate.

The total cost to adjust incumbent pay rates with the salary range increases is \$28,041 for the remainder of the fiscal year 22/23 and \$90,325 for fiscal year 23/24. This includes the cost of the benefits roll-up. The cost for the year and the ongoing cost will be absorbed by the Hospital Enterprise Fund. All incumbents will maintain current anniversary dates with these adjustments.

Impact on Residents and Businesses

The recommended adjustment to the various RUHS classifications will allow the hospital to offer competitive rates to incumbents. This will enable RUHS to provide better service to the community.

Attachments:

- Resolution No. 440-9345
- RUHS Market Surveys

RESOLUTION NO. 440-9345

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on March 7, 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> |
|-----------------|---|-------------------------------|-----------------------------|
| 98731 | Cytotechnologist | SEU9 413 | SEU9 450 |
| 98761 | Electroencephalographic Technologist | SEU9 307 | SEU9 363 |
| 98763 | Electroencephalographic Technologist - Per Diem | SEPD 112 (\$74,339) | SEPD 112 (\$86,009) |
| 78752 | Infection Control Manager | MRP 431 | MRP 652 |
| 98789 | Orthopedic Technician | LIU 333 | LIU 631 |
| 98790 | Senior Orthopedic Technician | LIU 430 | LIU 666 |
| 98564 | Sterile Processing Manager | MRP 237 | MRP 527 |

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

03.07.2023 3.7

External Market Survey Data

Classification Name: *Electroencephalographic Technologist, Registered*
Market Research

Riv Co Class Code: 98761

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 | EEG Technician - over 2,000 employees | 1434 | \$65,123 | \$86,009 | 32.07% | \$75,566.40 | \$36.33 | | \$75,566.40 | \$36.33 |
| | County Mean: | | \$65,123 | \$86,009 | 32.07% | \$75,566.40 | | | | |
| | County Median: | | \$65,123 | \$86,009 | 32.07% | \$75,566.40 | | | | |
| Riverside County | Electroencephalographic Technologist, Registered | 98761 | \$56,289 | \$74,341 | 32.07% | \$65,315.23 | | | | |
| | Dollar difference from Mean: | | -\$8,835 | -\$11,668 | | | | | | |
| | Percentage difference from mean: | | -13.57% | -13.57% | | | | | | |
| | Dollar difference from median: | | -\$8,835 | -\$11,668 | | | | | | |
| | Percentage difference from median: | | -13.57% | -13.57% | | | | | | |

Notes: Electroencephalographic Technologist, 98760, \$51,756.02 - \$70,458.54; Electroencephalographic Technologist - Per Diem, 98762, \$70,449.60; Electroencephalographic Technologist, REG. - Per Diem, 98763, \$74,339.20; Reports to Supervising Respiratory Care Practitioner, 98754, \$78,913.12 - \$116,567.15

Run Date:

Date Prepared/Revised: BQ

External Market Survey Data

Classification Name: Cytotechnologist

Riv Co Class Code: 98731

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 | Cytology Technologist (Cytotechnologist) - Inland Empire | 1415 | \$96,789 | \$135,505 | 40.00% | \$116,147.20 | \$55.84 | | \$116,147.20 | \$55.84 |
| | County Mean: | | \$96,789 | \$135,505 | 40.00% | \$116,147.20 | | | | |
| | County Median: | | \$96,789 | \$135,505 | 40.00% | \$116,147.20 | | | | |
| Riverside County | Cytotechnologist | 98731 | \$80,554 | \$105,819 | 40.00% | \$93,186.60 | | | | |
| | Dollar difference from Mean: | | -\$16,235 | -\$29,686 | | | | | | |
| | Percentage difference from mean: | | -16.77% | -21.91% | | | | | | |
| | Dollar difference from median: | | -\$16,235 | -\$29,686 | | | | | | |
| | Percentage difference from median: | | -16.77% | -21.91% | | | | | | |

Notes: Reports to Senior Clinical Laboratory Assistant, 98548, \$39,138.11 - \$56,784.00

Run Date:

Date Prepared/Revised: BQ

External Market Survey Data

Classification Name: Sterile Processing Manager

Riv Co Class Code: 98564

| 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 | Head of Sterile Processing - over 2,000 employees | 2226 | \$101,829 | \$137,971 | 35.49% | \$119,900.00 | \$57.64 | | \$119,900.00 | \$57.64 |
| | County Mean: | | \$101,829 | \$137,971 | 35.49% | \$119,900.00 | | | | |
| | County Median: | | \$101,829 | \$137,971 | 35.49% | \$119,900.00 | | | | |
| Riverside County | Sterile Processing Manager | 98564 | \$73,929 | \$100,169 | 35.49% | \$87,049.15 | | | | |
| | Dollar difference from Mean: | | -\$27,900 | -\$37,802 | | | | | | |
| | Percentage difference from mean: | | -27.40% | -27.40% | | | | | | |
| | Dollar difference from median: | | -\$27,900 | -\$37,802 | | | | | | |
| | Percentage difference from median: | | -27.40% | -27.40% | | | | | | |

Notes:

Run Date: 1/9/2023

Date Prepared/Revised: BQ

External Market Survey Data

Classification Name: Infection Control Manager

Riv Co Class Code: 78752

| 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 | Infection Control Manager - over 2,000 employees | 3230 | \$123,189 | \$188,831 | 53.29% | \$156,010.00 | \$75.00 | | \$156,010.00 | \$75.00 |
| | County Mean: | | \$123,189 | \$188,831 | 53.29% | \$156,010.00 | | | | |
| | County Median: | | \$123,189 | \$188,831 | 53.29% | \$156,010.00 | | | | |
| Riverside County | Infection Control Manager | 78752 | \$91,674 | \$140,524 | 53.29% | \$116,098.84 | | | | |
| | Dollar difference from Mean: | | -\$31,515 | -\$48,308 | | | | | | |
| | Percentage difference from mean: | | -25.58% | -25.58% | | | | | | |
| | Dollar difference from median: | | -\$31,515 | -\$48,308 | | | | | | |
| | Percentage difference from median: | | -25.58% | -25.58% | | | | | | |

Notes:

Run Date: 1/9/2023

Date Prepared/Revised: BQ

External Market Survey Data

Classification Name: Orthopedic Technician

Riv Co Class Code: 98789

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 | Orthopedic Technician | 1425 | \$61,005 | \$88,547 | 45.15% | \$74,776.00 | \$35.95 | | \$74,776.00 | \$35.95 |
| | County Mean: | | \$61,005 | \$88,547 | 45.15% | \$74,776.00 | | | | |
| | County Median: | | \$61,005 | \$88,547 | 45.15% | \$74,776.00 | | | | |
| Riverside County | Orthopedic Technician | 98789 | \$41,251 | \$59,874 | 45.15% | 50562.925 | | | | |
| | Dollar difference from Mean: | | -\$19,754 | -\$28,672 | | | | | | |
| | Percentage difference from mean: | | -32.38% | -32.38% | | | | | | |
| | Dollar difference from median: | | -\$19,754 | -\$28,672 | | | | | | |
| | Percentage difference from median: | | -32.38% | -32.38% | | | | | | |

PICs:

Notes:

Salary recommendation is based on HASC over 2000 employees.

Run Date: 1/19/2023

Date Prepared/Revised: MH

External Market Survey Data

Classification Name: Senior Orthopedic Technician

Riv Co Class Code: 98790

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 | | | \$64,361 | \$93,417 | 45.15% | \$0.00 | \$0.00 | e | \$0.00 | |
| | County Mean: | | \$64,361 | \$93,417 | 45.15% | \$78,888.68 | | | | |
| | County Median: | | \$64,361 | \$93,417 | 45.15% | \$78,888.68 | | | | |
| Riverside County | Senior Orthopedic Technician | 98790 | \$46,827 | \$67,982 | 45.18% | 57404.57 | | | | |
| | Dollar difference from Mean: | | -\$17,534 | -\$25,435 | | | | | | |
| | Percentage difference from mean: | | -27.24% | -27.23% | | | | | | |
| | Dollar difference from median: | | -\$17,534 | -\$25,435 | | | | | | |
| | Percentage difference from median: | | -27.24% | -27.23% | | | | | | |

PICs:

Notes: Leveling of the classification series based on the non-senior (journey) Orthopedic Technician to avoid compaction applied 5.5% difference at the minimum rate and maximum rate. Salary recommendation is based on HASC over 2000 employees.

Run Date: 1/19/2023

Date Prepared/Revised: MH