

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



ITEM: 3.19  
(ID # 21440)

**MEETING DATE:**  
Tuesday, March 28, 2023

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

**SUBJECT:** HUMAN RESOURCES – RUHS: Classification & Compensation Recommendation to adjust the CT Technologist, CT Technologist Per Diem classifications and amend Ordinance No. 440 pursuant to Resolution No. 440-9353 submitted herewith, All Districts. [Current fiscal year of \$47,980 and the ongoing cost of \$155,933 is funded 100% by department budget]

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

1. Approve the recommendation to adjust the salaries of the CT Technologist and CT Technologist Per Diem.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9353.

**ACTION:**Policy

*Michael Bowers*  
Michael Bowers, Assistant HR Director

3/14/2023

*Jennifer Cruikshank*  
Jennifer Cruikshank, Chief Executive Officer – Health System

3/14/2023

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Perez, seconded by Supervisor Spiegel and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9353 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez  
Nays: None  
Absent: None  
Date: March 28, 2023  
xc: H.R., RUHS

Kimberly A. Rector  
Clerk of the Board  
By: *Kimberly A. Rector*  
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>	\$47,980	\$155,933	\$203,913	\$155,933
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> Enterprise funded			<b>Budget Adjustment:</b>	<b>No</b>
			<b>For Fiscal Year:</b>	<b>22/23</b>

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

**BACKGROUND:**

**Summary**

Riverside University Health System (RUHS) continues to experience significant challenges with recruitment and retention within their CT Technician and the Ct Tech Per Diem classifications. 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 these roles 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 these roles and align their 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 ranges of the CT Technician and the CT Tech Per Diem classifications 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**

**CT Technologist:** It is recommended to adjust the salary plan/grade SEU 416 (\$80,847 - \$116,420) to salary plan/grade SEU9 426 (\$88,536 - \$127,493). There are currently 6 incumbents in this classification.

**CT Technologist - Per Diem:** It is recommended to adjust the salary plan/grade SEPD 112 (\$116,420) to salary plan/grade SEPD 112 (\$127,493). There are currently 6 incumbents in this classification.

**Additional Financial Information**

All incumbents will be brought up to the new minimum of the proposed salary range if below and will retain their anniversary dates.

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The total cost to adjust incumbent pay rates with the salary range increase is \$27,538 for the remainder of the fiscal year 22/23 and \$89,498 for fiscal year 23/24. This includes the cost of the benefits rollup.

Per Diem classifications are being adjusted from their current rates to the new maximum rate of the salary range. The total cost to adjust incumbent pay rates with the salary range increase is \$20,442 for the remainder of the fiscal year 22/23 and \$66,435 for fiscal year 23/24.

**Impact on Residents and Businesses**

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

**Attachments:**

Attachment A - CT Tech Market Survey  
Attachment B - Resolution No. 440-9353

  
Alonzo Barrera, Principal Management Analyst 3/21/2023

RESOLUTION NO. 440-9353

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


Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
98768	CT Technologist	SEU9 416	SEU9 426
98769	CT Technologist – Per Diem	SEPD 112 (\$116,420)	SEPD 112 (\$127,493)

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

03.28.2023 3.19

# External Market Survey Data

Classification Name: CT Technologist

Riv Co Class Code: 98768

**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	CT Technologist - 2000+ Employee		\$88,536	\$127,493	44.00%	\$108,014.40	\$51.93		\$108,014.40	\$51.93
	County Mean:		\$88,536	\$127,493	44.00%	\$108,014.40				
	County Median:		\$88,536	\$127,493	44.00%	\$108,014.40				
Riverside County	CT Technologist	98768	\$80,847	\$116,420	44.00%	98633.6				
	CT Technologist - Per Diem	98769		\$116,420	#DIV/0!					
	Dollar difference from Mean:		-\$7,689	-\$11,072						
	Percentage difference from mean:		-8.68%	-8.68%						
	Dollar difference from median:		-\$7,689	-\$11,072						
	Percentage difference from median:		-8.68%	-8.68%						

PICs: \_\_\_\_\_

Notes: \_\_\_\_\_

Run Date:

Date Prepared/Revised: