

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



ITEM: 3.10  
(ID # 21081)

MEETING DATE:  
Tuesday, April 04, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: COVID-19 Worker Retention Pay Disbursement, All Districts. [\$8,199,000 - 100% COVID-19 Retention Funds] (4/5 Vote Required)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Accept the Department of Health Care Services disbursement for Hospital and Skilled Nursing COVID-19 Worker Retention Payments in the amount of \$8,199,000.
2. Approve and direct the Auditor Controller to make the budget adjustment as shown on Schedule A.

ACTION:

*Michael Bowers*  
Michael Bowers, Assistant HR Director 3/28/2023

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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.

Ayes: Jeffries, Spiegel, Washington, Perez, and Gutierrez  
Nays: None  
Absent: None  
Date: April 4, 2023  
xc: H.R.

Kimberly A. Rector  
Clerk of the Board

By: *Kimberly A. Rector*  
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
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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>	\$8,199,000	\$0	\$8,199,000	\$0
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> COVID – 19 Retention Funds 100%			<b>Budget Adjustment: YES</b>	
			<b>For Fiscal Year:</b> 22/23	

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

**BACKGROUND:**

**Summary**

On June 30, 2022, Governor Gavin Newsom signed Senate Bill 184. Section 37 of the bill is regarding “Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay” and serves as an effort to stabilize and retain the California’s health care workforce - while continuing to manage the COVID-19 pandemic through the issuance of worker retention payments to qualifying individuals. As a result, many workers and physicians in qualifying County of Riverside facilities will be eligible to receive a retention payment of up to \$1,500 depending on if they physically worked at a qualifying facility and meet certain eligibility requirements.

The Human Resources Department (HR) registered and applied with the Department of Health Care Services (DHCS) on behalf of the County. Departments were consulted by HR to identify eligible classifications and employees based on the legislation’s criteria. Each department identified employee was then reviewed by HR to confirm if they met the State’s eligibility criteria. As a result of HR’s review and analysis, 6,743 employees were included on the County’s application to receive payment in either a Physician or non-Physician status. The qualified employees reside in the multiple County departments which include the Riverside University Health System - Medical Center, Public Health, Behavioral Health, Facilities Management, Sheriff, Human Resources, Department of Public Social Services and County Counsel.

**ADDITIONAL FISCAL INFORMATION**

At present, the County’s application has been accepted and approved in full by the State. Additionally, per recent communication from DHCS, the retention payments will be issued to the County March 30, 2023. However, definitive award amounts for each employee are still unknown. Once received, payments must be issued to approved employees within 60 days of receipt of the disbursement. DHCS may reduce payment amounts subject to pro rata reductions based on volume of requests and funding appropriated. Based on the County’s qualified employee count, the State’s disbursement will not exceed \$8,199,000.

The table below is the estimated revenue with a breakdown by departments of what we expect would be the maximum amount of funds received from the State for the COVID-19 Worker Retention Pay.



**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
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<b>COVID-19 Worker Retention Pay - Estimated Revenue</b>					
<i>Full-time eligible employee (non-physician) up to \$1,000, plus matching up to \$1,500</i>			<i>Maximum Full-time Payment per Employee</i>		<i>\$1,000</i>
<i>Part-time eligible employee (non-physician) up to \$750, plus matching up to \$1,250</i>			<i>Maximum Part-time Payment per Employee</i>		<i>\$750</i>
<i>Eligible Physician up to \$1,000</i>			<i>Maximum Payment per Physician</i>		<i>\$1,000</i>
<i>Matching bonus/hazard contribution up to \$500</i>			<i>Maximum Bonus/Hazard Payment per Employee</i>		<i>\$500</i>
Departments w/ Eligible Employees for the One-Time COVID-19 Worker Retention Pay	# of Eligible/Qualifying Employees			# of Employees who received Bonus/Hazard Contribution from County in 2022	Total Estimated Revenue by Department
	Physician	Non- Physician Full-Time	Non- Physician Part-Time		
<b>Riverside University Health System (RUHS-Medical Center)</b>	155	3,480	592	2,401	\$5,279,500
<b>Behavioral Health (BH)</b>	0	1,439	293	1,022	\$2,169,750
<b>Public Health (PH)</b>	0	322	338	102	\$626,500
<b>Department of Public Social Services (DPSS)</b>	0	0	8	5	\$8,500
<b>Facilities Management (FM)</b>	0	20	23	17	\$45,750
<b>Human Resources (HR)</b>	0	33	13	1	\$43,250
<b>County Counsel</b>	0	0	1	0	\$750
<b>Riverside County Sheriff</b>	0	22	4	0	\$25,000
<b>Totals</b>	155	5,316	1,272	3,548	\$8,199,000
<b>Grand Totals</b>	\$155,000	\$5,316,000	\$954,000	\$1,774,000	

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					\$8,199,000
				Total Eligible Employee Count	6,743

Per the legislation, and upon approval of our application, the maximum amount to be paid to an eligible physician is up to \$1,000. The maximum amount to be paid to an eligible full-time employee is up to \$1,000, and the maximum amount to be paid to an eligible part-time employee is up to \$750. This retention payment also includes a matching payment for any eligible employee who received a bonus/hazard contribution in 2022 from the County of up to \$500 maximum. As previously mentioned, the payment amounts are subject to pro rata reductions based on volume of requests and appropriated funding.

This includes a momentary increase to Appropriation 1 for Human Resources for any cost related to TAP/Per-Diem which fallout of the pay cycle.

## **IMPACT OF RESIDENTS AND BUSINESSES**

There is no immediate impact to residents or businesses.

### Impact on Residents and Businesses

There is no impact to residents and businesses as these are COVID-19 Retention Pay Stipends.

**ATTACHMENTS:**

### Schedule A COVID -19 Worker Retention Pay Disbursement Budget Adjustment

## SCHEDULE A.

## COVID -19 Worker Retention Pay Disbursement

## BUDGET ADJUSTMENT

FY 2022-2023

## Schedule A

**Estimated Increase Appropriations:**

40050-4300100000-510350	COVID Retention Payments	\$5,279,500
10000 4100200000-510350	COVID Retention Payments	\$2,169,750
10000-1500100000-510350	COVID Retention Payments	\$750.00
10000-5100100000-510350 -20000	COVID Retention Payments	\$8,500
47200-7200200000-510350	COVID Retention Payments	\$45,750
10000-4200100000-510350-HS500098	COVID Retention Payments	\$626,500
10000-1131000000-510350	COVID Retention Payments	\$43,250
100000-2500400000-510350	COVID Retention Payments	\$25,000
Total Increase in Estimated Appropriations		\$8,199,000

**Estimated Increase Revenues:**

40050-4300100000-750340	CA-State Revenue	\$5,279,500
10000 4100200000-750340	CA-State Revenue	\$2,169,750
10000-1500100000-781360	Other Misc Revenue	\$750.00
10000-5100100000-750300-20000	CA-Public Asst Administration	\$8,500
47200-7200200000-751680	CA-State Grant Revenue	\$45,750
10000-4200100000-751680-HS500098	CA-State Grant Revenue	\$626,500
10000-1131000000-781360	Other Misc Revenue	\$43,250
100000-2500400000-755680	CA-Other Operating Grants	\$25,000
Total Increase in Estimated Revenues		\$8,199,000