

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



ITEM: 3.31  
(ID # 21471)

**MEETING DATE:**  
Tuesday, April 04, 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. 440-9359 submitted herewith, All Districts. [Total Cost \$2,346, with an ongoing cost of \$1,902]

**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. 440-9359.

**ACTION:**Policy

*Michael Bowers*  
Michael Bowers, Assistant HR Director 3/22/2023

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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., RUHS

Kimberly A. Rector  
Clerk of the Board

By: *Kimberly A. Rector*  
Deputy

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

<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>	\$445	\$1,902	\$2,346	\$1,902
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% Department Funds</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 22-23</b>	

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

**Summary**

RUHS requested Human Resources Classification & Compensation to perform a market study of the various classes identified below. Most of these classifications were found to be below market. We utilized the Hospital Association of Southern California (HASC) to benchmark these roles and recommend their ranges be brought up to market.

**Salary Adjustments:**

Director of Hospital Food & Nutrition Services: It is recommended to adjust the salary plan/grade MRP 345 (\$83,589 - \$129,382) to salary plan/grade MRP 615 (\$111,993 - \$173,347). There is currently 1 incumbent in this classification.

Medical Transportation Technician: It is recommended to adjust the salary plan/grade LIU 147 (\$34,230 - \$45,040) to salary plan/grade LIU 223 (\$34,667 - \$48,533). There are currently 24 incumbents in this classification.

Senior Medical Transportation Technician: It is recommended to adjust the salary plan/grade LIU 187 (\$34,230 - \$48,748) to salary plan/grade LIU 252 (\$36,573 - \$51,203). There are currently 0 incumbents in this classification.

Chief of Dentistry: It is recommended to adjust the salary plan/grade MRP 661 (\$127,602 - \$192,538) to salary plan/grade MRP 681 (\$160,884 - \$225,238). There are currently 2 incumbents in this classification.

**Additional Fiscal Information**

Incumbents currently below the new minimum rate 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 \$445 for the remainder of the fiscal year 22/23 and \$1,902 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 their current anniversary dates with these adjustments.

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

**Impact on Residents and Businesses**

The recommended salary adjustments will enable RUHS to offer competitive rates to incumbents and provide better service to the community.

**Attachments:**

- Resolution No. 440-9359
- Multi Class RUHS Market Survey



**REVISED**

**RESOLUTION NO. 440-9359**

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on April 4, 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>
73878	Chief of Dentistry	MRP 661	MRP 681
78350	Director of Hospital Food & Nutrition Services	MRP 345	MRP 615
13433	Medical Transportation Technician	LIU <b>147</b>	LIU <b>223</b>
13434	Senior Medical Transportation Technician	LIU 187	LIU 252

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

/kc  
Revised  
04/06/2023

Item 3.31  
04/04/2023

/kc  
03/20/2023  
440 Resolutions\KC

04.04.2023 3.31

**3.31**

1 RESOLUTION NO. 440-9359

2  
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in  
4 regular session assembled on April 4, 2023, that pursuant to Section 8(c) of Ordinance No. 440, the Director  
5 of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative  
6 at the beginning of the pay period following the date of approval, as follows:  
7

8 <u>Job</u>	<u>Class Title</u>	<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>		<u>Plan/Grade</u>	<u>Plan/Grade</u>
73878	Chief of Dentistry	MRP 661	MRP 681
10 78350	Director of Hospital Food & Nutrition Services	MRP 345	MRP 615
11 13433	Medical Transportation Technician	LIU 425	LIU 494
12 13434	Senior Medical Transportation Technician	LIU 187	LIU 252

13 ROLL CALL:

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

17 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the  
18 date therein set forth.

19 KIMBERLY A. RECTOR, Clerk of said Board

20 By:   
21 Deputy

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28 440 Resolutions\KC



## External Market Survey Data

Classification Name: Director of Hospital Food and Nutrition Serv

Riv Co Class Code: 78350

### Market Research

### Survey Data

MARKET RESEARCH										
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 Nutritional Services - Over 2,000 Employees	2203	\$111,993	\$173,347	54.78%	\$142,670.00	\$68.59		\$142,670.00	\$68.59
	County Mean:		\$111,993	\$173,347	54.78%	\$142,670.00				
	County Median:		\$111,993	\$173,347	54.78%	\$142,670.00				
Riverside County	Director of Hospital Food and Nutrition Services	78350	\$83,589	\$129,382	54.78%	\$106,485.29				
	Dollar difference from Mean:		-\$28,404	-\$43,965						
	Percentage difference from mean:		-25.36%	-25.36%						
	Dollar difference from median:		-\$28,404	-\$43,965						
	Percentage difference from median:		-25.36%	-25.36%						

PICs:

Notes:

Run Date:

Date Prepared/Revised: BQ

## External Market Survey Data

Classification Name: Medical Transportation Technician

Riv Co Class Code: 13433

### 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	Transportation - PT Transport - Over \$350 MM TOE	1019	\$34,667	\$48,533	40.00%	\$41,600.00	\$20.00		\$41,600.00	\$20.00
	County Mean:		\$34,667	\$48,533	40.00%	\$41,600.00				
	County Median:		\$34,667	\$48,533	40.00%	\$41,600.00				
Riverside County	Medical Transportation Technician	13433	\$34,230	\$45,040	40.00%	\$39,634.61				
	Dollar difference from Mean:		-\$437	-\$3,494						
	Percentage difference from mean:		-1.26%	-7.20%						
	Dollar difference from median:		-\$437	-\$3,494						
	Percentage difference from median:		-1.26%	-7.20%						

PICs:

Notes:

Run Date:

Date Prepared/Revised: BQ

## External Market Survey Data

Classification Name: Senior Medical Transportation Technician  
Market Research

Riv Co Class Code: 13434

### 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			\$0	\$0		\$0.00	\$0.00		\$0.00	

County Mean:

\$36,573

\$51,203

40.00%

\$43,888.00

County Median:

#NUM!

#NUM!

#NUM!

Riverside County

Senior Medical Transportation Technician

13434

\$34,230

\$48,748

42.41%

\$41,488.62

Dollar difference from Mean:

-\$2,344

-\$2,455

Percentage difference from mean:

-6.41%

-4.79%

Dollar difference from median:

#NUM!

#NUM!

Percentage difference from median:

#NUM!

#NUM!

PICs:

Notes:

Run Date:

Date Prepared/Revised: BQ



## External Market Survey Data

Classification Name: Chief of Dentistry

Riv Co Class Code: 73878

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	No Comparable Classification					\$0.00	\$0.00			
Orange County	No Comparable Classification					\$0.00	\$0.00			
San Bernardino County	No Comparable Classification					\$0.00	\$0.00			
San Diego County	No Comparable Classification					\$0.00	\$0.00			
Ventura County	No Comparable Classification					\$0.00	\$0.00			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	
County Mean:			\$160,884	\$225,238	40.00%	\$193,061.44				
County Median:			#NUM!	#NUM!	#NUM!					
Riverside County	Chief of Dentistry	73878	\$127,602	\$192,538	50.89%	\$160,069.94				
Dollar difference from Mean:			-\$33,282	-\$32,701						
Percentage difference from mean:			-20.69%	-14.52%						
Dollar difference from median:			#NUM!	#NUM!						
Percentage difference from median:			#NUM!	#NUM!						

PICs:	
Notes:	The Chief of Dentistry's minimum and maximum ranges are 10% above the Dentist.

Run Date:

Date Prepared/Revised: BQ