

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



ITEM: 3.76
(ID # 21657)

MEETING DATE:

Tuesday, August 01, 2023

FROM : HUMAN RESOURCES AND RUHS - BEHAVIORAL HEALTH :

SUBJECT: HUMAN RESOURCES DEPARTMENT AND RIVERSIDE UNIVERSITY HEALTH SYSTEM – BEHAVIORAL HEALTH: Classification and Compensation recommendation to adjust the salary of the Peer Services Program Manager classification; and amend Salary Ordinance No. 440 pursuant to Resolution No. 440-9384 submitted herewith. All Districts [Total Cost \$0, Ongoing Cost \$0].

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Peer Services Program Manager classification;
2. Amend Salary Ordinance No. 440 pursuant to Resolution No. 440-9384.

ACTION:Policy

Michael Bowers
Michael Bowers, Assistant HR Director

7/26/2023

Matthew Chang
Matthew Chang, Director

7/26/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Perez, Washington, and Gutierrez
Nays: None
Absent: None
Date: August 1, 2023
xc: HR, RUHS-BH

Kimberly A. Rector
Clerk of the Board
By: *Cindy Sanchez*
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	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Department budget			Budget Adjustment:	No
			For Fiscal Year:	23/24

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside University Health System (RUHS) comprises of RUHS Medical Center, RUHS Public Health, RUHS Behavioral Health, and RUHS Community Health Centers. Their mission is to improve the health and well-being of all County residents and visitors in the communities through exceptional and compassionate care, education, and research. RUHS Behavioral Health (RUHS-BH) has a dedicated professional team of approximately 1,000 employees consisting of Psychiatrists, Clinicians, Peer Specialists, and paraprofessionals who serve over 45,000 consumers annually, providing services that involve the latest innovations in clinical practices affecting mental health.

In September 2020, the State of California passed Senate Bill 803, which creates a specific provider type of Certified Peer Support Specialist, legitimizing and licensing peer providers who have taken the required training, earned continuing education hours, and passed a State Certification Exam. Under the direction of the California Department of Health Care Services (DHCS), counties were required to respond to a request to opt-in or opt-out of Medi-Cal Peer Support Specialist Certification. RUHS-BH has officially opted-in, which enables the Certified Peer Support Specialists to bill Medi-Cal at a specified rate and creates a specific provider type that is integrated into the treatment teams systemwide. In Riverside County, the peer provider is no longer an informal role, compensated for an informal presence in clinics. Much like drug and alcohol counselors, the peer provider's role, practice and core competencies have been defined by DHCS, and the certified peer is required to sign a Medi-Cal Peer Support Code of Ethics and recertify every two years.

The Peer Services Program Manager classification has been in place since 2007 but has evolved into a much more responsibility-heavy role. There are 3 incumbents in the Peer Services Program Manager classification managing 58 subordinate staff. Currently, the maximum annual base salary of the Peer Services Program Manager class is only approximately 1.5% above the Senior Mental Health Peer Specialist classification. Thus, the salary of the manager class will need to be adjusted to ensure proper premium for the managerial duties and responsibilities. It is recommended to adjust the salary of the Peer Services Program Manager by approximately 7.9% to ensure incumbents are duly recognized

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

and compensated for the complexity of the role and the scope of supervision for the large number of subordinate staff.

Salary Adjustment:

Peer Services Program Manager: It is recommended to adjust the salary plan grade from MCO 389 (\$54,522 - \$75,805) to MCO 388 (\$54,522 - \$81,771).

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. Adjusting the maximum annual salary of the Peer Services Program Manager will ensure the incumbents are appropriately recognized and compensated for their evolving roles. It will so enable the RUHS-BH to recruit and retain employees in this competitive labor market.

Additional Fiscal Information

Adjusting the maximum annual salary of the Peer Services Program Manager will have no additional fiscal impact at this time.

Attachment:

Resolution No. 440-9384


Veronica Santillan, Principal Management Analyst 7/26/2023

1 RESOLUTION NO. 440-9384

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on August 1, 2023, that pursuant to Section 8(c) of Ordinance No. 440, the
5 Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440,
6 operative at the beginning of the pay period following the date of approval, as follows:

7

8 Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
9 79728	Peer Services Program Manager	MCO 389	MCO 388

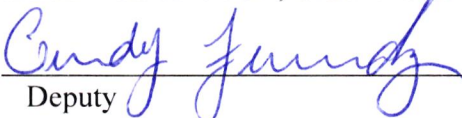
10 ADOPTED by Riverside County Board of Supervisors on August 1, 2023.

11 ROLL CALL:

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

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

17 KIMBERLY A. RECTOR, Clerk of said Board

18 By: 
19 Deputy