

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



ITEM: 3.43  
(ID # 22610)

MEETING DATE:  
Tuesday, August 29, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES – RUHS - PH: Classification & Compensation Recommendation to adjust the salary of the Supervising Therapist and amend Ordinance No. 440 pursuant to Resolution No. 440-9390 submitted herewith, All Districts. [\$0] (There is no immediate cost incurred.)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Supervising Therapist.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9390.

ACTION: Policy

  
Michael Bowers, HR Director

7/27/2023

  
Kim Saruwatari, Director of Public Health

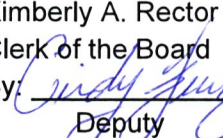
8/8/2023

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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, Perez, Washington, and Gutierrez  
Nays: None  
Absent: None  
Date: August 29, 2023  
xc: H.R., RUHS-PH

Kimberly A. Rector  
Clerk of the Board  
By:   
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>	\$ 0	\$ 0	\$ 0	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS:</b>			<b>Budget Adjustment:</b>	<b>No</b>
			<b>For Fiscal Year:</b>	23/24

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

**BACKGROUND:**

**Summary**

The Service Employees International Union (SEIU), Local 721 requested a compaction study to be completed on the Supervising Therapist Classification and its subordinate classes. Riverside University Health System - Public Health (RUHS-PH) agreed to the study and our results showed that the Supervising Therapist was indeed compacted by the Occupational Therapist II, the Physical Therapist II, and the Senior Therapist classifications.

Under the SEIU memorandum of understanding Article 30, Section 2; to correct the compaction, we will be placing the min and the max of the Supervising Therapist 5.5% above the current min and max of the Senior Therapist, which is the highest paid of the three classes creating compaction.

**Salary Adjustments:**

Supervising Therapist: It is recommended to adjust the salary plan/grade SEUS/870 (\$89,669 - \$128,820) to salary plan/grade SEUS/934 (\$102,972 - \$147,765). There are currently 10 incumbents in this classification.

**Additional Fiscal Information**

No incumbents were impacted with this adjustment as they are all above the new minimum.

**Impact on Residents and Businesses**

Approval of this recommendation will enable RUHS-PH to offer competitive rates to their incumbents and provide better service to the community.

**Attachments:**

Resolution No. 440-9390

  
 Alonzo Barrera, Principal Management Analyst 8/22/2023

1 RESOLUTION NO. 440-9390

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 29, 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

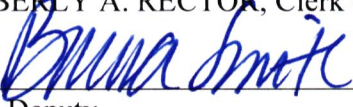
8 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
73467	Supervising Therapist	SEUS 870	SEUS 934

10 ROLL CALL:

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

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

16 KIMBERLY A. RECTOR, Clerk of said Board

17 By:   
18 Deputy

19  
20 08.29.2023 3.43