

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



ITEM: 3.19
(ID # 23080)

MEETING DATE:
Tuesday, October 03, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES – Behavioral Health: Classification & Compensation Recommendation to adjust the salaries of Peer Support Specialist series and amend Ordinance No. 440 pursuant to Resolution No. 440-9398 submitted herewith, All Districts. [Total cost of \$451,712; with an ongoing cost of \$259,442.]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of Peer Support Specialist Series.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9398

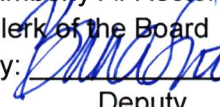
ACTION:Policy


Michael Bowers, HR Director 9/18/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Gutierrez 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: October 3, 2023
xc: H.R. HR-BH

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$259,442	\$191,731	\$451,172	\$259,442
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 60% state funded & 40% federal funded.			Budget Adjustment: No	
			For Fiscal Year: 23/24	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System - Behavioral Health requested Human Resources - Classification and Compensation to perform a market study of the Peer Support Specialist series. Behavioral Health's Peer Support Specialists are required to be certified with the State of California, with the department covering the cost of their initial certification. However, incumbents are required to renew their certificate biennially and the department does not cover the cost of these renewals. To compensate for the cost of renewing their certifications, Behavioral Health would like to use the result of the market study to offer competitive rates to their incumbents.

The market study found the Certified Peer Support Specialist to be under market by 7.55% at the minimum and under market by 1.07% at the maximum. The Peer Specialist Trainee was found to be under market by 7.55% at the minimum and was above market at the maximum by 3.56%. The Senior Peer Specialist were found to be below market by .66% at the minimum and above market at the maximum by 13.14%.

Salary Adjustments:

Peer Support Specialist Trainee: It is recommended to adjust the salary plan/grade LIU 136 (\$34,230 - \$50,749) to salary plan/grade LIU 211 (\$37,024 - \$50,749). There are currently 100 incumbents in this classification.

Certified Peer Support Specialist: It is recommended to adjust the salary plan/grade LIU 297 (\$40,165 - \$59,769) to salary plan/grade LIU 396 (\$44,389 - \$60,413). There are currently 132 incumbents in this classification.

Senior Certified Peer Support Specialist: It is recommended to adjust the salary plan/grade LIU 544 (\$50,143 - \$74,676) to salary plan/grade LIU 548 (\$50,476 - \$74,676). There are currently 38 incumbents in this classification.

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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. All incumbents will maintain current anniversary dates with these increases.

The cost to adjust incumbent pay rates with the salary range increase is \$259,442 for the remainder of fiscal year 23/24 and \$191,731 for fiscal year 24/25. The total cost is \$451,172 and will receive state (60%) and federal (40%) funding. This includes the cost of the benefits roll-up.

Impact on Residents and Businesses

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

Attachments:

Resolution No. 440-9398
Peer Support Specialist Market Survey

1 RESOLUTION NO. 440-9398

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on October 3, 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 79726	Certified Peer Support Specialist	LIU 297	LIU 396
10 79725	Peer Support Specialist Trainee	LIU 136	LIU 211
11 79727	Senior Certified Peer Support Specialist	LIU 544	LIU 548

12 ROLL CALL:

13
14 Ayes: Jeffries, Washington, Spiegel, 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
18 the date therein set forth.

19 KIMBERLY A. RECTOR, Clerk of said Board

20 By:  Deputy

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External Market Survey Data

Classification Name: **Peer Support Specialist Trainee**

Riv Co Class Code: 79725

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	Mental Health Worker I	7102CS	\$36,254	\$47,237	30.29%	\$41,745.60	\$20.07			
San Bernardino County	Mental Health Specialist Trainee	13222	\$37,794	\$50,773	34.34%	\$44,283.20	\$21.29			
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:		\$37,024.00	\$49,005	32.36%	\$43,014.40				
	County Median:		\$37,024	\$49,005	32.36%	\$43,014.40				
Riverside County	<u>Peer Support Specialist Trainee</u>	79725	\$34,230	\$50,750	48.26%	\$42,489.51				
	Dollar difference from Mean:		-\$2,794	\$1,745						
	Percentage difference from mean:		-7.55%	3.56%						
	Dollar difference from median:		-\$2,794	\$1,745						
	Percentage difference from median:		-7.55%	3.56%						

PICs:

Notes: The Peer Support Specialist Trainee is 7.55% below at the min and 3.56% above at the max. If the min were to be adjusted, an increase of about 8.16% would be required to raise it to the proposed rate.

Run Date:

Date Prepared/Revised: BQ

External Market Survey Data

Classification Name: **Certified Peer Support Specialist**

Riv Co Class Code: 79726

		Market Research					Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%	
Los Angeles County	Community Health Worker	8103	\$36,695	\$54,921	49.67%	\$45,807.96	\$22.02				
Orange County	Mental Health Worker II	7104CS	\$46,176	\$61,859	33.96%	\$54,017.60	\$25.97				
San Bernardino County	Mental Health Specialist	13221	\$44,574	\$61,256	37.42%	\$52,915.20	\$25.44				
San Diego County	Mental Health Specialist	4836	\$48,277	\$59,301	22.83%	\$53,788.80	\$25.86				
Ventura County	Mental Health Associate	1214	\$46,225	\$64,731	40.03%	\$55,477.67	\$26.67				
HASC			\$0	\$0		\$0.00	\$0.00	e		\$0.00	
	County Mean:		\$44,389	\$60,413	36.10%	\$52,401.45					
	County Median:		\$46,176	\$61,256	32.66%	\$53,716.00					
Riverside County	Certified Peer Support Specialist	79726	\$40,165	\$59,769	48.81%	\$49,967.11					
	Dollar difference from Mean:		-\$4,224	-\$645							
	Percentage difference from mean:		-9.52%	-1.07%							
	Dollar difference from median:		-\$6,011	-\$1,487							
	Percentage difference from median:		-13.02%	-2.43%							

PICs:

Notes: The Certified Peer Support Specialist is 9.52% below at the min and the max by 1.07%. An increase of about 9.52% would be required to raise it to the proposed min rate and 1.07 to raise it to the proposed max rate.

Run Date:

Date Prepared/Revised: BQ

External Market Survey Data

Classification Name: Senior Certified Peer Support Specialist

Riv Co Class Code: 79727

Market Research

Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Senior Community Health Worker	8105	\$42,151	\$63,216	49.98%	\$52,683.36	\$25.33			
Orange County	Mental Health Specialist	7105CS	\$58,802	\$68,786	16.98%	\$63,793.60	\$30.67			
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:		\$50,476	\$66,001	30.76%	\$58,238.48				
	County Median:		\$50,476	\$66,001	30.76%	\$58,238.48				
Riverside County	Senior Certified Peer Support Specialist	79727	\$50,143	\$74,676	48.93%	\$62,409.68				
	Dollar difference from Mean:		-\$333	\$8,676						
	Percentage difference from mean:		-0.66%	13.14%						
	Dollar difference from median:		-\$333	\$8,676						
	Percentage difference from median:		-0.66%	13.14%						

PICs:

Notes:

The Senior Certified Peer Support Specialist was found to be below market at the min by .66% and above at the max by 13.14%.

Run Date:

Date Prepared/Revised: BQ