

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



ITEM: 3.19
(ID # 25354)

MEETING DATE:
Tuesday, July 09, 2024

FROM : HUMAN RESOURCES AND Riverside University Health System - Medical Center & Public Health

SUBJECT: HUMAN RESOURCES – RIVERSIDE UNIVERSITY HEALTH SYSTEM – MEDICAL CENTER & PUBLIC HEALTH: Classification & Compensation Recommendation to adjust the salaries of the therapy assistant classifications and amend Ordinance No. 440 pursuant to Resolution No. 440-9430 submitted herewith, All Districts. [Total Cost \$19,141, with an ongoing cost of \$68,982]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of therapy assistant classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9430.

ACTION:Policy

Tami Douglas-Schatz
Tami Douglas-Schatz, Director of Human Resources

6/20/2024

Rachelle Roman
Rachelle Roman, Deputy Director

6/26/2024

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: July 9, 2024
xc: H.R., RUHS-MC/PH

Kimberly A. Rector
Clerk of the Board

By: *Naomy Li*
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$19,141	\$68,982	\$19,141	\$68,982
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: Department Funds			Budget Adjustment: No	
			For Fiscal Year: 23/24	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System - Medical Center (MC) and Public Health (PH) requested Human Resources Classification & Compensation to apply internal parity for the Occupational Therapy Assistant with the Physical Therapist Assistant. These therapy assistants have historically had parity until March 19, 2024, when a side letter with SEIU that contained deferred market studies was approved that changed the salary ranges of both therapy assistant classifications. Classification & Compensation also identified Per Diem counterparts to the therapy assistant classifications.

It is recommended to apply internal parity to the Occupational Therapy Assistant, as well as adjust the Per Diem classifications so that they also receive an adjustment equal to the maximum rate of the Physical Therapist Assistant. MC and PH have both agreed to this recommendation for internal parity.

Salary Adjustments:

Occupational Therapy Assistant: It is recommended to adjust the salary plan/grade SEU9 304 (\$56,402 - \$91,935) to salary plan/grade SEU9 355 (\$62,649 - \$98,793). There are currently 7 incumbents in this classification.

Physical Therapist Assistant - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$82,935) to salary plan/grade SEPD 112 (\$98,793). There are currently 2 incumbents in this classification.

Occupational Therapy Assistant - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$82,935) to salary plan/grade SEPD 112 (\$98,793). There is currently 1 incumbent in this classification.

Additional Fiscal Information:

MC and PH have requested that the adjustments be backdated to March 21, 2024, which is concurrent with the date the side letter with SEIU was implemented. 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 \$19,141 for the remainder of the fiscal year 23/24 and \$68,982 for fiscal year 24/25. This includes the cost of the benefits roll-up. These costs apply only to the MC as PH has no incumbents that require an

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adjustment to the new minimum rates. The cost for the year and the ongoing cost will be absorbed by Department Funds. All incumbents will maintain their current anniversary dates with these adjustments.

Impact on Residents and Businesses

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

Attachments:

- Resolution No. 440-9430



Alonzo Barrera, Principal Management Analyst 6/27/2024

1 RESOLUTION NO. 440-9430

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on July 9, 2024, 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:

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8 <u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
9 57773	Occupational Therapy Assistant	SEU9 304	SEU9 355
10 57768	Occupational Therapy Assistant – Per Diem	SEPD 112 (\$82,935)	SEPD 112 (\$98,793)
12 57769	Physical Therapist Assistant – Per Diem	SEPD 112 (\$82,935)	SEPD 112 (\$98,793)

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16 ROLL CALL:

17 Ayes: Jeffries, Washington, Spiegel, Perez, and Gutierrez

18 Nays: None

19 Absent: None

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

22 KIMBERLY A. RECTOR, Clerk of said Board

23
24 By:  _____
25 Deputy

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27 /kc

06/12/2024

28 440 Resolutions\KC

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