

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



ITEM: 3.48
(ID # 25411)

MEETING DATE:
Tuesday, August 27, 2024

FROM : HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM -
MEDICAL CENTER

SUBJECT: HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM –
MEDICAL CENTER: Classification and Compensation recommendation to adjust the salary of
the Clinical Integration Supervisor job classification; and amend Ordinance No. 440 Pursuant to
Resolution No. 440-9435, All Districts. [Current Year Cost – \$0, Ongoing Cost - \$0 – 100%
Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustment to the Clinical Integration Supervisor job classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9435.

ACTION:Policy

Jennifer Cruikshank
Jennifer Cruikshank, Chief Executive Officer – Health System

6/25/2024

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

6/27/2024

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Spiegel 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: August 27, 2024
xc: H.R., RUHS-MC, COBAB

Kimberly A. Rector
Clerk of the Board

By: *Mary L.*
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	N/A	N/A	N/A	N/A
SOURCE OF FUNDS: 100% Departmental Budget			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Human Resources Classification and Compensation (Class & Comp) Division is recommending the following salary adjustment to the *Clinical Integration Supervisor* job class to resolve compaction, which has arisen due to salary adjustments to the *Registered Nurse III – MC/CHC* job class.

Currently, compaction exists between the *Clinical Integration Supervisor* and subordinate *Registered Nurse III – MC/CHC* job class. To resolve the compaction, it is recommended to adjust the salary of the *Clinical Integration Supervisor* job class to be 5.5% above (at the maximum) the salary of the subordinate *Registered Nurse III – MC/CHC* job class (see Figure 1).

Figure 1:

Job Classification	Current Salary		Proposed Salary	
	Minimum	Maximum	Minimum	Maximum
Clinical Integration Supervisor	\$92,877	\$140,030	\$92,877	\$162,805
(% difference)	-9.17%	-9.26%	-9.17%	5.50%
Registered Nurse III – MC/CHC	\$102,257	\$154,317	\$102,257	\$154,317

Salary Adjustments:

Clinical Integration Supervisor: It is recommended to adjust the salary plan/grade SEUS 853 (\$92,877 - \$140,030/year) to salary plan/grade SEUS 853 (\$92,877 - \$162,805/year).

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. Adjusting the salary range for the job classification above will resolve current compaction issues. Ultimately, the recommended salary adjustment will position the County to provide a competitive salary, as well as ensure proper salary progression.

Additional Fiscal Information

There are no upfront costs associated with this request.

The department has approved the recommended salary adjustment. A budget adjustment is not required.

ATTACHMENTS

- Resolution No. 440-9435

Jacqueline Ruiz
Jacqueline Ruiz, Principal Analyst

6/27/2024

Alonzo Barrera
Alonzo Barrera, Principal Management Analyst

7/1/2024

1 RESOLUTION NO. 440-9435

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 27, 2024, 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>Class Title</u>	<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>		<u>Plan/Grade</u>	<u>Plan/Grade</u>
74314	Clinical Integration Supervisor	SEUS 853	SEUS 853
		(\$92,877 - \$140,030)	(\$92,877 - \$162,805)

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14 ROLL CALL:

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

16 Nays: None

17 Absent: None

18
19 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.

20
21 KIMBERLY A. RECTOR, Clerk of said Board

22 By:  _____
23 Deputy

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27 /kc
28 06/19/2024
440 Resolutions\KC

08/27/2024 3.48