

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



ITEM: 3.21  
(ID # 25899)

**MEETING DATE:**  
Tuesday, September 17, 2024

**FROM :** HUMAN RESOURCES AND PUBLIC HEALTH and EMERGENCY  
MANAGEMENT DEPARTMENT

**SUBJECT:** HUMAN RESOURCES, PUBLIC HEALTH, and the EMERGENCY MANAGEMENT DEPARTMENT: Classification & Compensation recommendation to adjust the salary of the Coordinating Therapist, Chief Therapist for PHC, and Program Chief III; and amend Ordinance No. 440 pursuant to Resolution No. 440-9448 submitted herewith, All Districts. [Total Cost \$0 with an ongoing cost of \$0, 100% Department Funded]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Coordinating Therapist, Chief Therapist for PHC, Program Chief III; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9448.

**ACTION:Policy**

  
Kim Saruwatari, Director of Public Health 8/29/2024   
Bruce Barton, EMD Director 8/29/2024

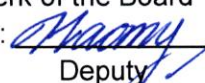
  
Tami Douglas-Schatz, Director of Human Resources 9/4/2024

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Perez, seconded by Supervisor Jeffries and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Washington, Perez and Gutierrez  
Nays: None  
Absent: Spiegel  
Date: September 17, 2024  
xc: H.R., PH, EMD

Kimberly A. Rector  
Clerk of the Board  
By:   
Deputy

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<b>FINANCIAL DATA</b>	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
<b>COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: 100% Department Funded</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 24/25</b>	

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

**BACKGROUND:**

**Summary**

The Human Resources Classification and Compensation Division (Class and Comp) is recommending the following salary adjustments to restore appropriate salary alignment between three classifications in the Public Health Department's (PH) organizational structure.

The current salary structure in PH highlights a salary imbalance between the *Supervising Therapist* (SEIU-represented) and *Coordinating Therapist* (MCU-represented) classifications. The *Supervising Therapist* is compensated at a higher rate than the *Coordinating Therapist* at the minimum and maximum ends of the salary range. Moreover, the existing salary imbalance between the two classes extends further upward through the department, impacting the *Chief Therapist for PHC* and, the *Program Chief III* classifications. The primary concern if this imbalance is not addressed is the potential erosion of organizational integrity and morale. County supervisor and management roles are typically structured to recognize the increased responsibility and leadership required, with commensurate compensation.

Class and Comp recommends adjusting the salary of the *Coordinating Therapist*, *Chief Therapist for PHC*, and *Program Chief III* to be (5.5% at both the minimum and maximum) above the salaries of each class's subordinate classification (see **Figure 1** below). PH and the Emergency Management Department (EMD) employ *Program Chief IIIs*.

**Figure 1:**

Job Classification	Current Salary		Proposed Salary	
	Minimum	Maximum	Minimum	Maximum
Program Chief III	\$100,554	\$159,608	\$126,960	\$182,187
(%difference between levels)	6.45%	6.49%	5.50%	5.50%
Chief Therapist for PHC	\$94,461	\$149,875	\$120,341	\$172,689
(%difference between levels)	4.81%	4.90%	5.50%	5.50%
Coordinating Therapist	\$90,129	\$142,870	\$114,067	\$163,687
(%difference between levels)	-16.64%	-7.92%	5.50%	5.50%
Supervising Therapist	\$108,121	\$155,153	\$108,121	\$155,153

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**Salary Adjustments**

**Program Chief III:** It is recommended to adjust the salary plan/grade from MRP 474 (\$100,554 - \$159,608/year) to salary plan/grade MRP 648 (\$126,960 - \$182,187/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents below the new proposed minimum base salary.

**Chief Therapist for PHC:** It is recommended to adjust the salary plan/grade from MRP 397 (\$94,461 - \$149,875/year) to salary plan/grade MRP 627 (\$120,341 - \$172,689/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents below the new proposed minimum base salary.

**Coordinating Therapist:** It is recommended to adjust the salary plan/grade from MRP 369 (\$90,129 - \$142,870/year) to salary plan/grade MRP 583 (\$114,067 - \$163,687/year). There are no upfront costs to this salary adjustment as there are currently 0 incumbents below the new proposed minimum base salary.

**Impact on Residents and Businesses**

This request does not have a direct impact on residents and businesses.

**Additional Fiscal Information**

Based on a bring to minimum implementation, there are no immediate upfront costs to the departments as all incumbents are currently above the new proposed minimum salary.

PH has approved the recommended salary adjustments, and any associated salary increases will be absorbed through their respective budget.

EMD has approved the recommended salary adjustment to the *Program Chief III*, and any associated salary increase will be absorbed through their respective budget.

**Attachment**

- Resolution No. 440-9448

  
Douglas Ordóñez Jr.

  
8/29/2024

  
Rebecca S. Cortez, Principal Management Analyst 8/29/2024

  
Cesar Bernal, PRINCIPAL MGMT ANALYST 9/5/2024

1 RESOLUTION NO. 440-9448

2  
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in  
4 regular session assembled on September 17, 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 Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
9 73469	Chief Therapist for PHC	MRP 397	MRP 627
10 73468	Coordinating Therapist	MRP 369	MRP 583
11 74201	Program Chief III	MRP 474	MRP 648

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14  
15 ROLL CALL:

16 Ayes: Jeffries, Washington, Perez, and Gutierrez

17 Nays: None

18 Absent: Spiegel

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20 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.

21  
22 KIMBERLY A. RECTOR, Clerk of said Board

23 By:  \_\_\_\_\_  
24 Deputy

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26  
27 /kc  
08/29/2024  
440 Resolutions\KC