

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



ITEM: 3.32
(ID # 26024)

MEETING DATE:
Tuesday, October 01, 2024

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM – MEDICAL CENTER: Classification and Compensation recommendation to establish a new Chief Resident Physician job classification and amend Ordinance No. 440 Pursuant to Resolution No. 440-9449, All Districts. [Total Cost \$0 with an ongoing cost of \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the creation of the new Chief Resident Physician job classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9449.

ACTION: Policy

Jennifer Cruikshank
Jennifer Cruikshank, Chief Executive Officer – Health System

9/10/2024

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

9/24/2024

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Jeffries 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 1, 2024
xc: H.R., RUHS-MC

Kimberly A. Rector
Clerk of the Board

By: *Shaomy 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	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System - Medical Center (RUHS - MC) has requested the creation of a *Chief Resident Physician* job classification which will have full oversight of RUHS - MC's resident physician program. The *Chief Resident Physician* job classification will be responsible for providing supervision and mentorship to resident physicians, as well as medical and physician assistant students. Additionally, incumbents will be responsible for administrative duties, such as developing curriculum and maintaining work schedules.

Currently, the *Physician II* and *Physician III* job classifications are performing this role, but these classifications are focused on the treatment of patients and do not fully capture the educational and administrative work being performed by a *Chief Resident Physician*. Furthermore, due to limited market data on the *Chief Resident Physician* job class, it has been determined to use the *Physician III* classification salary range. Utilizing the current salary range of the *Physician III* will appropriately compensate both current and future incumbents in this new role and avoid compaction issues with higher-level physician classifications.

Classification Additions:

Chief Resident Physician: It is recommended to add this classification to the Class and Salary Listing at salary plan/grade PHY 217 (\$224,910 - \$238,015/year). The new class specification is attached (**Attachment 2**).

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. Approval of the proposed *Chief Resident Physician* provides a more refined job class to support the department's resident physician program.

Additional Fiscal Information

The creation of a *Chief Resident Physician* will have no immediate upfront costs to the Department. RUHS - MC will add this position(s) to their budget via Classification Transaction Request at a later date. However, the annual cost to add one *Chief Resident Physician* will be approximately \$287,998 per position, including benefits.

ATTACHMENTS

1. Resolution No. 440-9449
2. Chief Resident Physician Job Description

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Cesar Bernal
Cesar Bernal, PRINCIPAL MGMT ANALYST 9/25/2024

RESOLUTION NO. 440-9449

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on October 1, 2024, that pursuant to Section 3(a)(iv) of Ordinance No. 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
73845	+	Chief Resident Physician	PHY 217

ROLL CALL:


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

Nays: None

Absent: None

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.

KIMBERLY A. RECTOR, Clerk of said Board

By:  _____
Deputy

/kc
09/10/2024
440 Resolutions\KC



CHIEF RESIDENT PHYSICIAN

Class Code: 73845

COUNTY OF RIVERSIDE
Established Date: Oct 3, 2024
Revision Date: Oct 3, 2024

SALARY RANGE

\$108.13 - \$114.43 Hourly
\$18,742.50 - \$19,834.59 Monthly
\$224,909.98 - \$238,015.02 Annually

CLASS CONCEPT:

Under general direction, assists in the administration of the Internal Medicine Department and the Internal Medicine Residency Program; develops program curriculum; provides supervision of professional medical services; assists in planning, organizing and coordinating a variety of specialized projects to evaluate existing services and design future programs for residents and medical students; performs other related duties as required.

The Chief Resident Physician is a graduate of an approved medical school who participates and completes an accredited Internal Medicine post-graduate medical program. Incumbents assume greater responsibility for the teaching and supervision of medical and physician assistant students and resident physicians, coordination of the program's educational calendar, and creation of work schedules for the other residents on the clinical service. The Chief Resident Physician will also be assigned clinical responsibilities.

REPRESENTATION UNIT: Salary Ordinance 440 – Exempt Unit

EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):

- Provide supervision and mentorship for residents and medical students in the Internal Medicine Continuity Care Clinic and inpatient wards; supervise residents and medical students performing medical procedures in the RUHS Procedure Clinic and inpatient wards; serve as a role model for residents and medical students.
- Provide direct patient care in the Internal Medicine Continuity Care Clinic and inpatient medical wards.
- Teach at didactic conferences for the Internal Medicine Residency Program; attend program committee meetings including Program Evaluation Committee and Clinical Competency Committee.
- Attend and/or participate in various academic and professional society conferences.
- Assist in developing and managing the residency program's daily and monthly rotation schedule; monitor resident duty hours.
- Supervise transitions of care and check outs at the end of inpatient shifts.

- Participate in recruitment activities, new resident orientation and resident retreats.
- Assist in preparing for and teaching at Morning Report, Morbidity & Mortality conferences, Journal Club, academic half-days, and other didactics.
- Mentor residents in their scholarly activity, quality improvement projects, Journal Club articles, and research projects, including helping residents prepare case vignettes for poster presentations, publications and conference presentations.
- Assist in the development and preparation for residency forums and committees, serving on hospital and residency program committees.
- Perform other administrative duties as assigned by Internal Medicine Department Chair or Program Director.

RECRUITING GUIDELINES:

Education: Graduation from an approved school of medicine with a degree of either a Doctor of Medicine or Doctor of Osteopathic Medicine. (Graduates of foreign medical schools must meet additional standards as required by the State of California, including, but not limited to, a current, valid Post-Doctoral Training Authorization Letter issued by the State of California Medical Board.)

Experience: Satisfactory completion of post-graduate medical education training in Internal Medicine at a post-graduate medical education (residency) training program accredited by the Accreditation Council for Graduate Medical Education (ACGME).

OTHER REQUIREMENTS:

License/Certificate: Possession of a valid and unrestricted license to practice medicine in the State of California.

Board-eligible or board-certified by the American Board of Internal Medicine (ABIM) or an equivalent organization.

Unrestricted Drug Enforcement Administration License may be required.

Possession of a valid California Driver's License may be required.

PRE-EMPLOYMENT:

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

PROBATIONARY PERIOD:

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.