

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



ITEM: 3.19  
(ID # 26668)

**MEETING DATE:**

Tuesday, December 10, 2024

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

**SUBJECT:** HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM –  
MEDICAL CENTER: Classification & Compensation Recommendation to adjust the salaries of  
the Pharmacy Resident job class series, grant authority to the Director of Human Resources to  
approve future market surveys for the Pharmacy Resident job class series, and amend  
Ordinance No. 440 pursuant to Resolution No. 440-9464 submitted herewith, All Districts. [Total  
Cost \$111,912, with an Ongoing cost of \$72,227]

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

1. Approve the recommendation to adjust the salaries of Pharmacy Resident job class  
series (First Year & Second Year).
2. Grant authority to the Director of Human Resources to adjust the salary rate of the  
Pharmacy Resident job class series for future market adjustments.
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9464.

**ACTION:**Policy

  
Tami Douglas-Schatz, Director of Human Resources 11/27/2024

---

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel 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: December 10, 2024  
xc: HR, RUHS

Kimberly A. Rector  
Clerk of the Board

By:   
Deputy

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

|   |                      |                   |                               |              |
|---|----------------------|-------------------|-------------------------------|--------------|
| <b>FINANCIAL DATA</b>                         | Current Fiscal Year: | Next Fiscal Year: | Total Cost:                   | Ongoing Cost |
| COST  | \$39,686             | \$72,227          | \$111,912                     | \$72,227     |
| NET COUNTY COST                               | \$0                  | \$0               | \$0                           | \$0          |
| <b>SOURCE OF FUNDS:</b> 100% Department Funds |                      |                   | <b>Budget Adjustment:</b> No  |              |
|   |                      |                   | <b>For Fiscal Year:</b> 24/25 |              |

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

**BACKGROUND:**

The Riverside University Health System - Medical Center's (RUHS - MC) mission is to improve the health and well-being of patients and communities through dedication to exceptional and compassionate care, education, and research. The department has the vision of leading the transformation of healthcare and wellness, in collaboration with communities, through an integrated delivery network. To be able to fulfill their mission and vision, the Department seeks to be highly competitive in recruiting and retaining the most qualified individuals to contribute to their organization.

The Human Resources Department Classification and Compensation Division (C&C) received a request from the RUHS - MC to perform a market survey on the *Pharmacy Resident (PR)* job class series (First Year & Second Year). This job class series is not eligible to receive cost-of-living adjustments, and the last market review and adjustment made to this class series was in 2018.

**Market Summary:**

The resulting market study found the *PR* series to be significantly below market (see *Figure 1* below). As a result of this finding, it is recommended to bring the *PR* to market, to support RUHS - MC in their recruitment and retention efforts by having competitive stipends. This, in turn, will also support the development of pharmacists in Riverside County through RUHS - MC's residency program.

Figure 1:

| <b>Classification</b>             | <b>Current Stipend Rate</b> | <b>Market Rate</b> | <b>Below Market Finding</b> |
|-----------------------------------|-----------------------------|--------------------|-----------------------------|
| Pharmacy Resident - First Year-E  | \$50,623                    | \$57,764           | 12.36%                      |
| Pharmacy Resident - Second Year-E | \$53,407                    | \$64,031           | 16.59%                      |

**Annual Review:**

In addition to the market recommendation, C&C is recommending an annual review process be established in which the Board grants sole authority to the Director of Human Resources to approve or deny future adjustments for the *PR* series, similar to the process the Board approved for *Resident Physicians* on February 9, 2016 (Agenda Item 3.14). Since this series is not eligible for any other MOU-driven increase and is not eligible for CalPERS, an annual review process will be the most efficient way to ensure the *PR* series remains competitive. The annual review process will occur each May beginning in 2025, which will allow RUHS - MC sufficient time to

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

review the updated market to decide if and how they will incorporate it into their next Fiscal Year budget.

The annual review will begin by updating the market by using data from the *American Society of Health-System Pharmacists* online directory, which is the same directory that was used to establish the market for the *PR* series. The criterion for this market (as defined below) will provide consistent market data each year.

**Market Criterion**

1. To exclusively use comparable organizations located geographically within Riverside County and the surrounding 5-County market (Los Angeles, Orange, San Bernardino, San Diego, and Ventura).
2. To use only organizations that are designated as a *Medical Center* or *Hospital*.
3. To include all applicable market data available within the previous, current, and upcoming calendar year of *PR* postings.

It is anticipated that this annual review process will prevent the *PR* series from experiencing significant market deficiencies in future reviews. However, if the criterion above becomes outdated or insufficient, then a Form 11 will be presented to the Board to either update the market criterion or present a new market approach for the *PR* series.

**Salary Adjustments:**

Pharmacy Resident - First Year-E: It is recommended to adjust the salary plan/grade EXE 164 (\$50,623/year) to salary plan/grade EXE 173 (\$57,764/year).

Pharmacy Resident - Second Year-E: It is recommended to adjust the salary plan/grade EXE 172 (\$53,407/year) to salary plan/grade EXE 183 (\$64,031/year).

**Additional Fiscal Information:**

The RUHS - MC has indicated that these cost increases will be absorbed within their current budget and that they do not require an adjustment.

**Impact on Residents and Businesses**

Approval of this recommendation will have no direct impact to residents or businesses. However, if approved, it will aid the RUHS - MC in remaining market competitive and in seeking to attract and retain qualified Pharmacy Residents to perform critical services in support of RUHS - MC.

**Attachments:**

1. Resolution No. 440-9464
2. Pharmacy Resident Market Survey

1 RESOLUTION NO. 440-9464

2  
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in  
4 regular session assembled on December 10, 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 73623           | Pharmacy Resident - First Year-E  | EXE 164                       | EXE 173                     |
| 10 73630          | Pharmacy Resident - Second Year-E | EXE 172                       | EXE 183                     |

11  
12  
13  
14

15 ROLL CALL:

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

17 Nays: None

18 Absent: None

19  
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 KIMBERLY A. RECTOR, Clerk of said Board

22  
23 By:  \_\_\_\_\_  
24 Deputy

25  
26  
27 /kc  
11/20/2024  
28 440 Resolutions\KC

# External Market Survey Data

## Market Research

| Title                                      | Job Code | Category | Estimated Stipend | Outlier |
|--|----------|----------|-------------------|---------|
| Adventist Health Glendale                  | 92035    | PGY1     | \$60,000.00       |         |
| Adventist Health White Memorial            | 92086    | PGY1     | \$59,000.00       |         |
| Antelope Valley Medical Center             | 92092    | PGY1     | \$50,000.00       |         |
| Cedars-Sinai Medical Center                | 92130    | PGY1     | \$55,000.00       |         |
| Children's Hospital Los Angeles            | 92075    | PGY1     | \$50,000.00       |         |
| Desert Oasis Healthcare                    | 92177    | PGY1     | \$62,400.00       |         |
| Eisenhower Medical Center                  | 92166    | PGY1     | \$50,000.00       |         |
| Henry Mayo Newhall Hospital                | 92979    | PGY1     | \$58,000.00       |         |
| Huntington Hospital                        | 92390    | PGY1     | \$62,400.00       |         |
| John Muir Health                           | 92179    | PGY1     | \$60,000.00       |         |
| Loma Linda University Medical Center       | 92104    | PGY1     | \$56,000.00       |         |
| Loma Linda University Medical Center       | 92980    | PGY1     | \$50,000.00       |         |
| MemorialCare Long Beach Medical Center     | 92100    | PGY1     | \$51,667.00       |         |
| Palomar Health                             | 92332    | PGY1     | \$66,000.00       |         |
| Riverside Community Hospital               | 92957    | PGY1     | \$55,000.00       |         |
| Ronald Reagan UCLA Medical Center          | 92160    | PGY1     | \$58,500.00       |         |
| Scripps Health                             | 92999    | PGY1     | \$57,200.00       |         |
| Scripps Memorial Hospital La Jolla         | 92044    | PGY1     | \$57,200.00       |         |
| Sharp Chula Vista Medical Center           | 92275    | PGY1     | \$54,000.00       |         |
| Sharp Grossmont Hospital                   | 92187    | PGY1     | \$54,000.00       |         |
| Sharp Memorial Hospital                    | 92201    | PGY1     | \$55,000.00       |         |
| UC Irvine Health                           | 92300    | PGY1     | \$60,000.00       |         |
| UCI Health - Fountain Valley               | 92216    | PGY1     | \$64,000.00       |         |
| UCLA Santa Monica Medical Center           | 92989    | PGY1     | \$58,500.00       |         |
| University of California, San Diego Health | 92048    | PGY1     | \$63,000.00       |         |
| University of California, San Diego Health | 92350    | PGY1     | \$75,000.00       |         |

Market Mean: \$57,764.12  
 Market Median: \$57,600.00

[Pharmacy Resident - First Year - E](#) 73623 PGY1 \$50,623

Dollar difference from Mean: **-\$7,141**  
 Percentage difference from mean: **-12.36%**  
 Dollar difference from median: **-\$6,977**  
 Percentage difference from median: **-12.11%**

|        |  |
|--------|--|
| PICs:  |  |
| Notes: |  |

Run Date: 8/8/2024

# External Market Survey Data

## Market Research

| Title   | Job Code | Category | Estimated Stipend | Outlier |
|---|----------|----------|-------------------|---------|
| Cedars-Sinai Medical Center                             | 92995    | PGY2     | \$64,000.00       |         |
| Huntington Hospital                                     | 92993    | PGY2     | \$66,560.00       |         |
| Loma Linda University Medical Center                    | 92023    | PGY2     | \$60,000.00       |         |
| Los Angeles Department of Mental Health                 | 92986    | PGY2     | \$80,000.00       |         |
| Pomona Valley Hospital Medical Center                   | 92981    | PGY2     | \$64,500.00       |         |
| Riverside University Health System                      | 92168    | PGY2     | \$53,406.91       |         |
| Scripps Memorial Hospital La Jolla                      | 92958    | PGY2     | \$60,320.00       |         |
| Scripps Memorial Hospital La Jolla                      | 92982    | PGY2     | \$60,320.00       |         |
| Scripps Mercy Hospital                                  | 92202    | PGY2     | \$58,000.00       |         |
| UC Irvine Health  | 92143    | PGY2     | \$72,996.00       |         |
| University of California, San Diego Health              | 92169    | PGY2     | \$59,325.00       |         |
| University of California, San Diego Health              | 92199    | PGY2     | \$65,000.00       |         |
| University of California, San Diego Health              | 92352    | PGY2     | \$65,000.00       |         |
| USC Mann School of Pharmacy and Pharmaceutical Sciences | 92988    | PGY2     | \$67,000.00       |         |

Market Mean: \$64,030.57

Market Median: \$64,250.00

[Pharmacy Resident - Second Year - E](#) 73630 PGY2 \$53,407

Dollar difference from Mean: **-\$10,624**

Percentage difference from mean: **-16.59%**

Dollar difference from median: **-\$10,843**

Percentage difference from median: **-16.88%**

|        |  |
|--------|--|
| PICs:  |  |
| Notes: |  |

Run Date: 8/8/2024