

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



ITEM: 3.16
(ID # 26894)

MEETING DATE:
Tuesday, January 28, 2025

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 salaries of
the Cardiac Sonographer and Cardiac Sonographer – Per Diem job class; and amend
Ordinance No. 440 Pursuant to Resolution No. 440-9469, All Districts. [Current Year Cost –
\$16,438, Ongoing Cost - \$59,177 – 100% Departmental Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustments to the Cardiac Sonographer and Cardiac Sonographer
- Per Diem job class; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9469.

ACTION:Policy

Jennifer Cruikshank
Jennifer Cruikshank, Chief Executive Officer – Health System

1/10/2025

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

1/10/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez and duly carried by
unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: January 28, 2025
xc: HR, RUHS-MC

Kimberly A. Rector
Clerk of the Board

By: *[Signature]*
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$16,438	\$42,739	\$59,177	\$42,739
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: [CEO use]

BACKGROUND:

The Human Resources Department - Classification and Compensation (Class and Comp) Division received a request from the Riverside University Health System - Medical Center (RUHS - MC) to conduct a market review on the *Cardiac Sonographer* job class to ensure market competitiveness.

A market review was conducted on the *Cardiac Sonographer* job class using the Hospital Association of Southern California (HASC) Non-Management Compensation Report Southern California (**Attachment 2**). Based on the HASC market findings, Class and Comp recommends adjusting the salary of the *Cardiac Sonographer* job class from \$76,464 - \$94,478/year to \$89,895 - \$111,074/year. Additionally, it is recommended to adjust the salary of the *Cardiac Sonographer - Per Diem* to match proposed maximum rate of the *Cardiac Sonographer* job class at \$111,074/year. The proposed salary adjustments ensure Riverside County's pay is competitive in the regional market for the skills and experience associated within similar medical centers.

Salary Adjustments:

Cardiac Sonographer: It is recommended to adjust the salary plan/grade SEU9 438 (\$76,464 - \$94,478/year) to salary plan/grade SEU9 482 (\$89,895 - \$111,074/year). There are currently 5 incumbents in this classification.

Cardiac Sonographer - Per Diem: It is recommended to adjust the salary plan/grade SEPD 112 (\$89,970/year) to salary plan/grade SEPD 112 (\$111,074/year). There is currently 1 incumbent in this classification.

Additional Fiscal Information

With the implementation of the proposed salary adjustments, cost will be incurred to bring incumbents below the new minimum up to the new minimum. All employee anniversary dates are to be preserved. All approximate costs are detailed and summarized below.

Cardiac Sonographer: The cost to grant these adjustments is approximately \$8,321 in salaries and benefits for FY 24/25.

Cardiac Sonographer - Per Diem: The cost to grant this adjustment is approximately \$8,117 in salary for FY 24/25.

RUHS - MC has approved the recommended salary adjustments and associated costing. A budget adjustment is not required.

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Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. However, adjusting the salary ranges for the job classifications above will position RUHS - MC to provide a competitive salary and aid in the department's ability to attract and retain qualified candidates to fill these critical roles.

ATTACHMENTS

1. Resolution No. 440-9469.
2. HASC Market - Cardiac Sonographer


Cesar Bernal, PRINCIPAL MGMT ANALYST 1/16/2025

RESOLUTION NO. 440-9469

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on January 28, 2025, that pursuant to Section 8(c) of Ordinance No. 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
98740	Cardiac Sonographer	SEU9 438	SEU9 482
98739	Cardiac Sonographer - Per Diem	SEPD 112 (\$89,970/yr)	SEPD 112 (\$111,074/yr)

ROLL CALL:

Ayes: Medina, Spiegel, Washington, 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

01/08/2025

440 Resolutions\KC

External Market Survey Data

Classification Name: Cardiac Sonographer

Riv Co Class Code: 98740

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
HASC	Echocardiograph Technician	1424	\$89,895	\$111,074	23.56%	\$100,484.80	\$48.31		\$100,484.80	\$48.31
County Mean:			\$89,895	\$111,074	23.56%	\$100,484.80				
County Median:			\$89,895	\$111,074	23.56%	\$100,484.80				
Riverside County	Cardiac Sonographer	98740	\$76,464	\$94,478	23.56%	\$85,470.96				
Dollar difference from Mean:			-\$13,432	-\$16,596						
Percentage difference from mean:			-14.94%	-14.94%						
Dollar difference from median:			-\$13,432	-\$16,596						
Percentage difference from median:			-14.94%	-14.94%						
Notes:	HASC 2023, 50th Percentile for over 2000 FTE.									

Run Date: 10/1/2024

Date Prepared/Revised: 10/1/2024 BL

On Market
Close to Market
Below Market

On or above market
On or 4.99% below market
5% or more below market