

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



ITEM: 3.21  
(ID # 27288)

**MEETING DATE:**  
Tuesday, March 18, 2025

**FROM :** HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM  
(RUHS) – MEDICAL CENTER, AND RUHS – PUBLIC HEALTH

**SUBJECT:** HUMAN RESOURCES, RIVERSIDE UNIVERSITY HEALTH SYSTEM (RUHS) – MEDICAL CENTER, AND RUHS – PUBLIC HEALTH: Classification & Compensation recommendation to adjust the salary range of the Clinical Integration Analyst job class; and amend Ordinance No. 440 pursuant to Resolution No. 440-9476 submitted herewith, All Districts. [Total Cost \$13,133 – Ongoing Cost of \$10,671 – 100% Department Budget]

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

1. Approve the salary adjustment to the Clinical Integration Analyst job class; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9476.

**ACTION:**Policy

*Jennifer Cruikshank*  
Jennifer Cruikshank, Chief Executive Officer – Health System

2/27/2025

*Kim Saruwatari*  
Kim Saruwatari, Director of Public Health

3/3/2025

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

3/6/2025

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**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: March 18, 2025  
xc: HR, RUHS-MC, RUHS-PH

Kimberly A. Rector  
Clerk of the Board

By: *Kimberly A. Rector*  
Deputy

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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$2,462	\$10,671	\$13,133	\$10,671
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> 100% Department Budget			<b>Budget Adjustment:</b> No	
			<b>For Fiscal Year:</b> 24/25	

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

**BACKGROUND:**

**Summary**

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 review the salary of the *Clinical Integration Analyst* (CIA) job class. Historically, the CIA job class has earned more than the *IT Business Systems Analyst III* (BSA) job class, and *IT BSA III*'s within the RUHS - MC could advance to the CIA job class. However, the salary range of the *IT BSA III* job class was adjusted in March 2024, resulting in the *IT BSA III* job class earning more than the CIA job class (see *Figure 1* below):

Figure 1:

<b>Job Classification</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
IT Business Systems Analyst III	\$100,794 (Current)	\$141,016 (Current)
(% difference)	11.20%	6.75%
Clinical Integration Analyst	\$90,646 (Current)	\$132,104 (Current)

A market review was conducted on the CIA 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 CIA job class from \$90,646 - \$132,104/year to \$97,713 - \$142,402/year. The proposed salary adjustment ensures Riverside County's pay is competitive in the regional market for the skills and experience associated within similar medical centers, and realigns the salary progression between the *IT BSA III* and CIA job classes (see *Figure 2* below):

Figure 2:

<b>Job Classification</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
Clinical Integration Analyst	\$97,713 (Proposed)	\$142,402 (Proposed)
(% difference)	-3.06%	0.98%
IT Business Systems Analyst III	\$100,794 (Current)	\$141,016 (Current)

**Salary Adjustments**

With the implementation of the proposed salary adjustment, costs 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.

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Clinical Integration Analyst: It is recommended to adjust the salary plan/grade SEU 790 (\$90,646 - \$132,104/annually) to salary plan/grade SEU 839 (\$97,713 - \$142,402/annually). The cost to grant this adjustment is approximately \$2,462 for FY 24/25.

**Additional Fiscal Information**

The total current fiscal year cost to grant the incumbents below the proposed minimum base salary to the new minimum base salary is approximately \$2,462, which includes benefits. All departments have approved the recommended salary adjustment, and associated costs will be absorbed through their respective budget. A budget adjustment is not required.

**Impact on Residents and Businesses**

This request does not have a direct impact to residents or businesses. Adjusting the salary range for the job class above will position the departments to provide a competitive salary and aid in their ability to attract and retain qualified candidates to fill these critical roles.

**Attachments**

- 1) Resolution No. 440-9476; and
- 2) HASC Market - Clinical Integration Analyst.

  
Cesar Bernal, PRINCIPAL MGMT ANALYST 3/10/2025

1 RESOLUTION NO. 440-9476

2  
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of  
4 California, in regular session assembled on March 18, 2025, that pursuant to Section 8(c) of Ordinance No.  
5 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance  
6 No. 440, operative at the beginning of the pay period following the date of approval, as follows:  
7

8 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
74305	Clinical Integration Analyst	SEU 790	SEU 839

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11  
12  
13 ROLL CALL:

14 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

15 Nays: None

16 Absent: None  
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18 The foregoing is certified to be a true copy of a resolution duly adopted by said  
19 Board of Supervisors on the date therein set forth.

20 KIMBERLY A. RECTOR, Clerk of said Board

21 By:   
22 Deputy

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27 /kc  
02/27/2025  
28 440 Resolutions\KC

# External Market Survey Data

**Clinical Integration Analyst**

SEIU-Prof

**Riv Co Class Code: 74305**

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
HASC	<a href="#">Integration (Applications) Analyst</a>	<a href="#">0221</a>	\$97,713	\$142,402	45.73%	\$120,057.60	\$57.72		\$120,057.60	\$57.72
Riverside County	County Mean:		\$97,713	\$142,402	45.73%	\$120,057.60				
	County Median:		\$97,713	\$142,402	45.73%	\$120,057.60				
	<a href="#">Clinical Integration Analyst</a>	<a href="#">74305</a>	\$90,646	\$132,104	45.73%	\$111,375.04				
	Dollar difference from Mean:		-\$7,067	-\$10,299						
	Percentage difference from mean:		-7.23%	-7.23%						
	Dollar difference from median:		-\$7,067	-\$10,299						
Percentage difference from median:		-7.23%	-7.23%							

Notes: Using HASC 2024 Org Weighted Average for 2000 FTE since no info on Base Salary Percentile

Run Date: 7/31/2024

Date Prepared/Revised: 12/12/2024