

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



ITEM: 3.31  
(ID # 27673)

**MEETING DATE:**

Tuesday, May 06, 2025

**FROM :** HUMAN RESOURCES AND RUHS - Behavioral Health

**SUBJECT:** HUMAN RESOURCES AND BEHAVIORAL HEALTH DEPARTMENT:  
Classification and Compensation recommendation to adjust the salary of the Supervising Behavioral Health Specialist Classification; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9483. All District. [Total Cost – \$470, with an ongoing cost of – \$3,732]

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

1. Approve the recommendation to adjust the salary of Supervising Behavioral Health Specialist Classification;
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9483.

**ACTION:**Policy

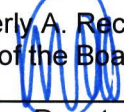
  
Tami Douglas-Schatz, Director of Human Resources 4/24/2025

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Washington, 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: May 6, 2025  
xc: HR, RUHS-BH

Kimberly A. Rector  
Clerk of the Board  
By:   
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>	\$470	\$3,732	\$4,202	\$3,732
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% Department Budget</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 24/25</b>	

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

**BACKGROUND:**

**Summary**

The mission of the Riverside University Health System (RUHS) - Behavioral Health Department is to improve the health and well-being of residents and communities through their dedication to exceptional and compassionate care, education, and research. The Behavioral Health Department's programs for substance abuse provide a wide range of services in support of community members requiring recovery assistance. These programs and services offered throughout the County are provided by a number of Behavioral Health Specialists, Certified Peer Support Specialists, Clinical Therapists, Community Services and Social Services Assistants, and Supervising Behavioral Health Specialists.

The Classification and Compensation (C&C) Division received a request from Service Employees International Union (SEIU), Local 721 to review a compaction concern between the Supervising Behavioral Health Specialist classification and the subordinate Clinical Therapist II classification. Per Article 30, Section 2. Salary Compaction of the SEIU 2024 - 2027 MOU, if the maximum base salary of a supervisor's salary grade/plan for their classification is less than five and one-half percent (5.5%) of the maximum base salary for the classification held by a subordinate employee when that classification is currently filled by an employee that is supervised by the supervisor, the employee or union may request a compaction evaluation according to this section. Further, the HR Department will review the compaction issue by first evaluating the reporting relationship of the supervisor to the subordinate(s) to ensure appropriate reporting relationships and proper class use.

Based on this review, it was determined that the reporting relationship is appropriate and a salary adjustment for the Supervising Behavioral Health Specialist is warranted to remedy the compaction issue. Therefore, it is recommended to adjust the Salary of the Supervising Behavioral Health Specialist from \$70,685 - \$92,043 to \$77,573 to \$110,440, which will set it 5.5% above the base salary of the subordinate class.

**Salary Adjustment:**

**Supervising Behavioral Health Specialist:** It is recommended to adjust the salary plan/grade from SEUS 520 (\$70,685 - \$92,043) to salary plan/grade SEUS 656 (\$77,573 - \$110,440).

**Impact on Residents and Businesses**

This request does not have a direct impact on residents and businesses. However, adjusting the salary range for this classification will ensure that we comply with the compaction provisions of

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the SEIU MOU.

**Additional Fiscal Information**

The total cost for the current 24/25 Fiscal Year (FY) is approximately \$470 with benefits. The total ongoing cost for one FY is approximately \$3,732 with benefits. This cost is only to bring current employees up to the new minimum starting rate.

**Attachment:**

1. Resolution No. 440-9483

**REVISED**

**RESOLUTION NO. 440-9483**

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on May 6, 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:

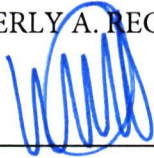
<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
79753	Supervising Behavioral Health Specialist	SEUS 520	SEUS 6 <del>3</del> 6

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  
Revised  
05/07/2025

Item 3.31  
05/06/2025

/kc  
04/15/2025  
440 Resolutions\KC

**3.31**

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