

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



ITEM: 3.34  
(ID # 27895)

**MEETING DATE:**  
Tuesday, May 20, 2025

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

**SUBJECT:** HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM –  
MEDICAL CENTER: Classification & Compensation Recommendation to create the OB/GYN –  
Per Diem job classification and amend Ordinance No. 440 pursuant to Resolution No. 440-9485  
submitted herewith, All Districts. [Total Cost \$380,098, with an ongoing cost of \$353,850]

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

1. Approve the recommendation to create the OB/GYN - Per Diem job classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9485.

**ACTION:**Policy

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

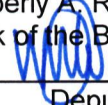
5/12/2025

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Gutierrez, seconded by Supervisor Spiegel 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 20, 2025  
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>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$26,248	\$353,850	\$380,098	\$353,850
<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 mission of the Riverside University Health System - Medical Center (RUHS - MC) is to improve the health and well-being of patients through their dedication to exceptional and compassionate care, education, and research. This commitment to patient health is evident in the Obstetrics and Gynecology (OB/GYN) division at RUHS - MC, which is vital to supporting woman's health. Currently, pregnant patients are referred to an OB/GYN outside of the MC after 28 weeks due to it being outside of their medical specialty. In order to meet this need for specialized patient care, RUHS - MC has requested that the Human Resources Department Classification & Compensation (C&C) create a *OB/GYN - Per Diem* (**Attachment 2**) job classification. This new job classification will allow the MC to provide comprehensive obstetrical and gynecological services to patients. C&C also conducted a market study to establish a salary for this new job classification (**Attachment 3**). The market data recommends a rate of \$353,850 for an OB/GYN.

**Classification Creation:**

OB/GYN - Per Diem: It is recommended to create this classification with the salary plan/grade SEPD 113 (\$353,850/annually).

**Additional Fiscal Information:**

RUHS - MC has approved the recommended *OB/GYN - Per Diem* job classification and salary. The estimated cost to fill an incumbent in this position (assuming full time hours) is \$26,248 for the remainder of FY 24/25, and \$353,850 for FY 25/26. RUHS - MC will begin immediate recruitment for the *OB/GYN - Per Diem* once the new job classification is created.

**Impact on Residents and Businesses**

It is anticipated that creating the *OB/GYN - Per Diem* job classification will provide women in Riverside County access to high-quality, specialized obstetric and gynecological care at RUHS - MC. This will allow pregnant patients to meet with an OB/GYN at the MC which will support the health and well-being of mothers and infants.

**Attachments:**

1. Resolution No. 440-9485;
2. OB/GYN - Per Diem Specification;
3. OB/GYN - Per Diem Market Survey.

1 RESOLUTION NO. 440-9485

2  
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in  
4 regular session assembled on May 20, 2025, that pursuant to Section 3(a)(iv) 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	Job			Salary
9	<u>Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Plan/Grade</u>
	57800	+	OB/GYN – Per Diem	SEPD 113

10  
11  
12  
13  
14 BE IT FURTHER RESOLVED that pursuant to Section 3(c)(ii) of Ordinance No. 440, the Director  
15 of Human Resources is authorized to add the following classification to Appendix I, operative the beginning  
16 of the pay period following approval, as follows:  
17

18	Job		
19	<u>Code</u>	<u>+/-</u>	<u>Class Title</u>
	57800	+	OB/GYN – Per Diem

20 ROLL CALL:

21 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez  
22 Nays: None  
23 Absent: None

24 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the date therein set  
25 forth.

26 KIMBERLY A. RECTOR, Clerk of said Board

27 By:  \_\_\_\_\_  
28 Deputy

/kc  
05/06/2025  
440 Resolutions\KC

External Market Survey I

Classification Name: OBGYN - Per Diem			Riv Co Class Code:							
Market Research							Survey Data			
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	HASC Annual	HASC Hourly
Los Angeles County		No Comparable Classification				\$0	\$0.00	e		
Orange County		No Comparable Classification				\$0	\$0.00	e		
San Bernardino County		No Comparable Classification				\$0	\$0.00	e		
San Diego County		No Comparable Classification				\$0	\$0.00	e		
Ventura County		No Comparable Classification				\$0	\$0.00	e		
HASC		No Comparable Classification	\$0	\$0		\$0	\$0.00	e	\$0.00	
Pay Factors	9864	OBGYN	\$252,750	\$353,850	40.00%	\$303,300	\$145.82		\$303,300.00	\$145.82
County Mean:			\$252,750	\$353,850	40.00%	\$303,300	\$145.82			
County Median:			#NUM!	#NUM!	#NUM!	#NUM!	#NUM!			
Riverside County		OBGYN - Per Diem			40.00%	\$0	\$0.00			

Dollar difference from mean:

Percentage difference from mean:

Dollar difference from median:

Percentage difference from median:

PICs:

Notes:

There are no comparable classes in the 5-County Market or in HASC. The market data above was obtained from Pay Factors.



## OB/GYN – PER DIEM

Class Code: 57800

COUNTY OF RIVERSIDE  
Established Date: May 29, 2025  
Revision Date: May 29, 2025

### **SALARY RANGE**

\$170.12 Hourly  
\$29,487.50 Monthly  
\$353,850.00 Annually

### **CLASS CONCEPT:**

Under general direction, performs specialized professional work in obstetrics and gynecology, including the examination, diagnosis and treatment of female patients at any stage of pregnancy; may perform deliveries, surgical procedures and non-surgical treatments; provides consultation and education to patients and medical staff; performs other related duties as required.

The OB/GYN – Per Diem classification is a licensed medical professional that provides comprehensive reproductive healthcare services and is distinguished by its focus on women's health which includes prenatal, intrapartum, postpartum, and gynecological care.

Per Diem personnel are distinguished from regular employees in that they typically receive additional compensation in lieu of County fringe benefits and work assignments may be on a flexible work hour schedule.

**REPRESENTATION UNIT:** SEIU – Per Diem

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

- Provide comprehensive outpatient gynecological and obstetrical services including conducting physical examinations, diagnosing conditions and developing treatment plans for patients.
- Evaluate, consult, diagnose, and treat female patients at any stage of pregnancy, or with illnesses, injuries and disorders of the gynecological or genitourinary system, and non-surgical treatment of mammary gland conditions.
- Perform gynecologic procedures such as endometrial biopsy (EMB), endocervical curettage (ECC), colposcopy, vulvar biopsy, Loop Electrosurgical Excision Procedure (LEEP), and transvaginal ultrasound, as well as contraceptive device management including Nexplanon and IUD placement and removal.
- Provide post-operative care following any gynecological and obstetrical surgeries.

### **RECRUITING GUIDELINES:**

Experience: Successful completion of an obstetrics and gynecology residency training program accredited by the Accreditation Council for Graduate Medical Education OR by the American



Osteopathic Association (AOA) and Board Certification in obstetrics and gynecology. Completion of one year of practice experience following Board Certification.

Knowledge of: The principles and practices of modern medicine and its application, techniques, procedures, and equipment; principles and practices of obstetrics and gynecology; modern diagnostic and treatment techniques; surgical procedures related to women's health; maternal-fetal medicine.

Ability to: Instruct residents, interns, nurse practitioners, physician assistants, and students in obstetrics and gynecology; prepare comprehensive and concise records; conduct medical examinations; diagnose and manage obstetric and gynecological conditions; prescribe treatment and medications; analyze and interpret public health data; administer the medical component of public health programs; maintain effective relationships with staff and patients.

**OTHER REQUIREMENTS:**

License/Certificate: Possession of a valid Physician's and Surgeon's License issued by the State of California without restrictions and a valid Drug Enforcement Agency registration.

Possession of a valid certification in obstetrics and gynecology issued by the American Board of Medical Specialists (ABMS).

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.