

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



ITEM: 3.26
(ID # 29069)

MEETING DATE:
Tuesday, October 21, 2025

FROM : HUMAN RESOURCES AND Public Health & Behavioral Health

SUBJECT: HUMAN RESOURCES, RUHS PUBLIC HEALTH, & BEHAVIORAL HEALTH:
Classification & Compensation Recommendation to adjust the salaries of the Registered Nurse I – V and Assistant Nurse Manager Classifications; amend Ordinance No. 440 pursuant to Resolution No. 440-9511 submitted herewith, All Districts. [Current Year Cost – \$0 Ongoing Cost - \$0 – 100% Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Registered Nurse I - V and Assistant Nurse Manager classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9511.

ACTION:Policy

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

10/8/2025

Kim Saruwatari
Kim Saruwatari, Director of Public Health

10/8/2025

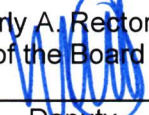
Matthew Chang
Matthew Chang, Director

10/9/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Washington 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: October 21, 2025
xc: HR, RUHS-BH, RUHS-PH

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$0	\$0	\$0	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Funds			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The mission of the Riverside University Health System - Public Health (RUHS-PH) Department is to promote and protect the health of all County residents in service of the well-being of the community. RUHS-PH offers a wide range of services and programs, with a full staff of doctors, nurses, health educators, nutritionists, communicable disease and community program specialists, managers, and fiscal support staff. Registered Nurses (RN) within Public Health provide vital services for residents and communities when it comes to public health programs. They are responsible for various wellness prevention initiatives, monitoring public health outcomes, participating in community events, administering vaccinations, health education and screenings, and administering assessments/surveys. The RN classifications are also used within Behavioral Health (BH), Office on Aging, and EMD. In addition, the nurse classifications used within these departments are separate from the RUHS-Medical Center RN classifications.

The RUHS-PH Department requested a market review of the RN Job classifications. Recent concerns from staff about the salaries were brought to leadership's attention, additionally, these job classifications have not been reviewed since 2018. The RUHS - BH department and associated departments were made aware of this request and were in support to proceed with the review; the majority of non-medical center RN staff are in PH and BH. Market data was gathered on the journey level RN classification (RN II) from the neighboring five counties: Los Angeles, San Diego, Orange, Ventura and San Bernardino. The results of the review showed that Riverside County's journey level nurse class is below market by approximately 14.42%(Attachment 2). This data point was used to recommend adjustments for the journey level and the remaining levels within the RN series. This methodology serves to correct the observed market deficiency while preserving the existing salary progression of the RN class series. In addition, the current salary range structures for the medical center RNs were reviewed to ensure alignment among all the RN classifications countywide. Based on this analysis and feedback from each department's leadership, it is recommended to adjust the salary ranges of the RN classes as noted in *Figure 1* below. The maximums of the ranges will be adjusted for the RN I - V, while the Assistant Nurse Manager will be adjusted at the minimum and maximum to ensure an aligned salary structure that avoids compaction/compression issues. These range adjustments will help to improve competitiveness, support operational continuity, and address staff concerns around salary stagnation and will be monitored closely to ensure continued alignment among all the RN classifications within the county.

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Figure 1:

PH/BH Classifications	Job Code	Current Min	Current Max	Proposed Min (if applicable)	Proposed Max (if applicable)
Registered Nurse I	74036	\$82,310	\$90,843	\$82,310	\$106,154
Registered Nurse II	74040	\$89,163	\$106,651	\$89,163	\$124,625
Registered Nurse III	74044	\$95,787	\$121,908	\$95,787	\$142,459
Registered Nurse IV	74048	\$102,492	\$128,606	\$102,492	\$150,294
Registered Nurse V	74052	\$112,969	\$135,670	\$112,969	\$158,560
Assistant Nurse Manager	74023	\$95,829	\$145,579	\$119,182	\$167,281

***Adjustments noted in bold.**

Salary Adjustments:

Assistant Nurse Manager: It is recommended to adjust the salary plan/grade SEN 280 \$95,829 - \$145,579 to salary plan/grade SEN 363 \$119,182 - \$167,281.

Registered Nurse I: It is recommended to adjust the salary plan/grade ESEN 110 \$82,310 - \$90,843 to salary plan/grade ESEN 111 \$82,310 - \$106,154.

Registered Nurse II: It is recommended to adjust the salary plan/grade SEN 233 \$89,163 - \$106,651 to salary plan/grade SEN 234 \$89,163 - \$124,625.

Registered Nurse III: It is recommended to adjust the salary plan/grade SEN 259 \$95,787 - \$121,908 to salary plan/grade SEN 260 \$95,787 - \$142,459.

Registered Nurse IV: It is recommended to adjust the salary plan/grade SEN 312 \$102,492 - \$128,606 to salary plan/grade SEN 313 \$102,492 - \$150,294.

Registered Nurse V: It is recommended to adjust the salary plan/grade SEN 348 \$112,969 - \$135,670 to salary plan/grade SEN 349 \$112,969 - \$158,560.

Additional Fiscal Information

There is no immediate cost with the recommended salary range adjustments for the RN I - V and Assistant Nurse Manager classifications. However, both Behavioral Health and Public Health have determined that they will provide incumbents with equity adjustments after the salary ranges are adjusted, in a separate action. Office on Aging and EMD elected to not provide individual equity adjustments as there have been no equity concerns among the small number of staff within each department (3 RN I in Office on Aging and 1 Asst. Nurse Manager in EMD). The equity adjustments for BH and PH will serve to adjust pay rates to better align with experience in class. The equity adjustments and individual impacts on staff have been reviewed with each department and Human Resources. The costs associated with the equity adjustments for this current FY 25/26 are noted below by department. The departments anticipate absorbing the current and ongoing costs of the equity adjustments.

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Department	Current FY 25/26 Cost	Next FY Cost	Ongoing Cost
Public Health	\$1,049,281	\$1,576,080	\$1,576,080
Behavioral Health	\$277,544	\$416,887	\$416,887
Office on Aging	\$0	\$0	\$0
EMD	\$0	\$0	\$0
Total:	\$1,326,825	\$1,992,967	\$1,992,967

Impact on Residents and Businesses

Approval of this recommendation will allow RUHS-Public Health and associated departments to recruit and retain qualified RNs to provide vital health services to communities within Riverside County.

Attachments

1. Resolution No. 440-9511
2. Market Review



Sarah Franco, Assistant County Executive Officer 10/14/2025

RESOLUTION NO. 440-9511

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on October 21, 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>
74023	Assistant Nurse Manager	SEN 280	SEN 363
74036	Registered Nurse I	ESEN 110	ESEN 111
74040	Registered Nurse II	SEN 233	SEN 234
74044	Registered Nurse III	SEN 259	SEN 260
74048	Registered Nurse IV	SEN 312	SEN 313
74052	Registered Nurse V	SEN 348	SEN 349

ROLL CALL:

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Abstain: 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
10/08/2025
440 Resolutions\KC

External Market Survey Data

Classification Name: Registered Nurse II

Riv Co Class Code: 74040

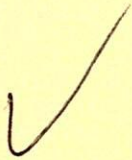
Market Research							Survey Data		
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	PayScale		
Los Angeles County	Registered Nurse I	5133	\$94,895	\$142,045	49.69%	\$118,469.88			
Orange County	Public Health Nurse	4185HP	\$113,048	\$129,522	14.57%	\$121,284.80			
San Bernardino County	Registered Nurse II - ARMC	18075	\$84,510	\$115,086	36.18%	\$99,798.40			
San Diego County	Public Health Nurse	4565	\$92,061	\$113,173	22.93%	\$102,616.80			
Ventura County	Registered Nurse II	305	\$103,103	\$123,297	19.59%	\$113,199.80			
	County Mean:		\$97,523	\$124,625	27.79%				
	County Median:		\$94,895	\$123,297	29.93%				
Riverside County	<i>Registered Nurse II</i>	74040	\$89,163	\$106,651	19.61%	\$97,907.00			
	Dollar difference from Mean:		-\$8,360	-\$17,974					
	Percentage difference from mean:		-8.57%	-14.42%					
	Dollar difference from median:		-\$5,732	-\$16,646					
	Percentage difference from median:		-6.04%	-13.50%					

Notes:

Run Date: 9.26.24

Date Prepared/Revised: MF

Riverside County Board of Supervisors
Request to Speak



Submit request to the Clerk of the Board (right of podium), Speakers are entitled to three (3) minutes, subject to Board Rules listed on the reverse side of this form. The Board may limit the public input on any item, based on the number of people requesting to speak and the business of the Board.

SPEAKER'S NAME: Eddie Apodaca

Address: _____

City: _____ Zip: _____

Phone #: _____

Date: 10-21 Agenda # 3.26

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

_____ Support _____ Oppose Neutral

Note: If you are here for an agenda item that is filed for "Appeal", please state separately your position on the appeal below:

_____ Support _____ Oppose _____ Neutral

I give my 3 minutes to: _____

Parking validations available for speakers only – see Clerk of the Board.

(Revised: 04/23/2025)

BOARD RULES

Requests to Address Board on "Agenda" Items:

You may request to be heard on a published agenda item. Requests to be heard must be submitted to the Clerk of the Board before the scheduled meeting time.

Requests to Address Board on items that are "NOT" on the Agenda:

Notwithstanding any other provisions of these rules, member of the public shall have the right to address the Board during the mid-morning "Oral Communications" segment of the published agenda. Said purpose for address must pertain to issues which are under the direct jurisdiction of the Board of Supervisors. YOUR TIME WILL BE LIMITED TO THREE (3) MINUTES. The Board may limit the public input on any item, based on the number of people requesting to speak and the business of the Board.

Power Point Presentations/Printed Material:

Speakers who intend to conduct a formalized Power Point presentation or provide printed material must notify the Clerk of the Board's Office by 12 noon on the Monday preceding the Tuesday Board meeting, ensuring that the Clerk's Office has sufficient copies of all printed materials and at least one (1) copy of the Power Point CD. Copies of printed material given to the Clerk (by Monday noon deadline) will be provided to each Supervisor. If you have the need to use the overhead "Elmo" projector at the Board meeting, please ensure your material is clear and with proper contrast, notifying the Clerk well ahead of the meeting, of your intent to use the Elmo. **Speakers are prohibited from bringing signs, placards, or posters into the hearing room.**

Individual Speaker Limits:

Individual speakers are limited to a maximum of three (3) minutes. The Board may limit the public input on any item, based on the number of people requesting to speak and the business of the Board. Please step up to the podium when the Chair calls your name and begin speaking immediately. Pull the microphone to your mouth so that the Board, audience, and audio recording system hear you clearly. Once you start speaking, the "green" podium light will light. The "yellow" light will come on when you have one (1) minute remaining. When you have 30 seconds remaining, the "yellow" light will begin flash, indicating you must quickly wrap up your comments. Your time is up when the "red" light flashes. The Chair adheres to a strict three (3) minutes per speaker. ***Note: If you intend to give your time to a "Group/Organized Presentation", please state so clearly at the very bottom of the reverse side of this form.***

Group/Organized Presentations:

Group/organized presentations with more than one (1) speaker will be limited to nine (9) minutes at the Chair's discretion. The organizer of the presentation will automatically receive the first three (3) minutes, with the remaining six (6) minutes relinquished by other speakers, as requested by them on a completed "Request to Speak" form, and clearly indicated at the front bottom of the form.

Addressing the Board & Acknowledgement by Chair:

The Chair will determine what order the speakers will address the Board and will call on all speakers in pairs. The first speaker should immediately step to the podium and begin addressing the Board. The second speaker should take up a position in one of the chamber aisles to quickly step up to the podium after the preceding speaker. This is to afford an efficient and timely Board meeting, giving all attendees the opportunity to make their case. Speakers are prohibited from making personal attacks, and/or using coarse, crude, profane or vulgar language while speaking to the Board members, staff, the public and/or meeting participants. Such behavior, at the discretion of the Board Chair may result in removal from the Board Chambers by Sheriff Deputies.